



monmouthshire  
sir fynwy

## Integrated Impact Assessment Template

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

<b>Name of the Officer:</b> Sharran Lloyd  <b>Phone no:</b> 01633 64 (4344) <b>E-mail:</b> sharranlloyd@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  Monmouthshire's County of Sanctuary strategy aims to make the county a safe and welcoming place for people seeking refuge. It focuses on meeting basic needs, promoting inclusion, supporting vulnerable groups, and shaping public services to be more responsive and compassionate.
<b>Name of Service area:</b> Strategic Partnerships	<b>Date:</b> 2/9/2025

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.

<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><b>Age</b></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 strategy promotes age related equality by committing to give every child the best start in life, as outlined in Objective 1 of the Council's Strategic Equality Plan (2024–2028). It aims to reduce disparities in educational attainment among ethnic groups and improve outcomes for sanctuary-seeking children. It also ensures appropriate care and integration support for Unaccompanied Asylum Seeker Children through national schemes</p>	<p>Some age-specific needs may be overlooked if services aren't tailored appropriately. For example, young sanctuary seekers may face gaps in education or mental health support, while older individuals might struggle with digital access or community inclusion.</p>	<p>The strategy includes targeted actions to support children and young people, such as resettlement services for Unaccompanied Asylum Seeker Children and efforts to reduce educational disparities. It also promotes inclusive service design by involving sanctuary seekers in decision-making and tailoring support to diverse age-related needs</p>
<p><b>Disability</b></p> <p><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>The strategy promotes inclusive service delivery and community integration, which benefits people with disabilities. It commits to ensuring access to essential services such as housing, healthcare, and education, and emphasizes tailoring support to individual needs. The Council's values of fairness and kindness underpin efforts to create welcoming environments for all, including those with disabilities</p>	<p>Potential negative impacts may arise if services are not fully accessible or if communication and engagement methods do not accommodate diverse needs. For example, physical access barriers, lack of accessible information formats, or insufficient support for mental health could disproportionately affect disabled sanctuary seekers</p>	<p>The strategy outlines several mitigating actions:</p> <ul style="list-style-type: none"> <li>• Training for council staff to support residents with varying needs, including those with disabilities.</li> <li>• Collaboration with community groups to ensure services reflect lived experiences.</li> <li>• Development of accessible resources and inclusive public services, including libraries and community hubs.</li> <li>• Ongoing engagement with third sector partners to improve support structures</li> </ul>

<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><b>Gender reassignment</b></p> <p><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 strategy promotes inclusivity and respect for people of all backgrounds, aligning with the City of Sanctuary principles of openness and participation. It commits to creating welcoming environments and fostering community connections, which can positively impact transgender individuals by reducing isolation and promoting belonging</p>	<p>If services and community spaces are not explicitly inclusive or staff are not adequately trained, transgender individuals may face barriers to accessing support or feel excluded from sanctuary initiatives. Lack of visibility or representation in decision-making processes could also limit the effectiveness of support</p>	<p>The strategy outlines several actions to promote inclusion:</p> <ul style="list-style-type: none"> <li>• Training council staff to support residents with varying immigration statuses and needs, which can include gender identity considerations</li> <li>• Engaging sanctuary seekers in decision-making to ensure services reflect diverse lived experiences</li> <li>• Promoting positive narratives and providing platforms for individuals to share their stories, helping to build empathy and understanding across communities</li> </ul>
<p><b>Marriage or civil partnership</b></p> <p><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>The strategy promotes inclusive communities and equal access to services, which supports individuals in all types of relationships. Its emphasis on fairness, dignity, and respect helps ensure that people in marriages or civil partnerships—regardless of background—can access housing, healthcare, and community support without discrimination</p>	<p>While not explicitly addressed, there may be risks if services do not account for the specific needs of couples, such as joint housing support or recognition of civil partnerships in service eligibility. Lack of tailored support could lead to unequal treatment or barriers to accessing benefits</p>	<p>The strategy outlines inclusive service design and staff training to support diverse needs. It promotes engagement with sanctuary seekers to ensure services reflect lived experiences and encourages partnership working to improve access and equity. These measures help ensure that people in marriages or civil partnerships are treated fairly and their needs considered</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><b>Pregnancy or maternity</b></p> <p><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>	<p>The strategy promotes access to essential services such as housing, healthcare, and food, which directly supports individuals during pregnancy and maternity. It emphasizes dignity, safety, and well-being for all, helping ensure that pregnant people and new parents receive the support they need to rebuild their lives in Monmouthshire</p>	<p>Potential negative impacts may arise if services are not sufficiently tailored to the specific needs of pregnant individuals or new parents—such as access to maternal healthcare, childcare, or safe housing. Without targeted support, these groups may face additional barriers to integration and well-being</p>	<p>The strategy includes actions to:</p> <ul style="list-style-type: none"> <li>• Provide support for sustaining tenancies and preventing homelessness, which benefits pregnant individuals and families</li> <li>• Ensure access to healthcare and necessities through coordinated resettlement and community support</li> <li>• Train council staff to understand and respond to diverse needs, including those related to pregnancy and maternity</li> </ul>
<p><b>Race</b></p> <p><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 &amp; Traveler, migrant communities and recording of racist incidents etc.</i></p>	<p>The strategy directly supports racial equality by committing to inclusive communities and reducing disparities. It acknowledges the racial diversity of sanctuary seekers and aims to eliminate inequalities—particularly in education—through Objective 1 of the Strategic Equality Plan, which focuses on giving every child the best start in life. It also promotes understanding of asylum and refugee issues and celebrates the contributions of people from diverse racial backgrounds</p>	<p>If services are not culturally sensitive or fail to address language barriers, people from racial minority groups may face challenges in accessing support. Additionally, the strategy notes that local challenges such as limited access to culturally appropriate services and places of worship could disproportionately affect racial minority communities</p>	<p>The strategy outlines several actions:</p> <ul style="list-style-type: none"> <li>• Engagement with third sector partners and community groups to improve culturally appropriate support</li> <li>• Events and museum programmes that celebrate diversity and promote inclusive histories</li> <li>• Training for council staff to better support people from diverse racial backgrounds</li> <li>• Promoting positive narratives and refugee voices to foster empathy and understanding across communities</li> </ul>

<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><b>Religion or Belief</b></p> <p><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>	<p>The strategy promotes a welcoming and inclusive environment for people of all backgrounds, including those with diverse religious beliefs. It emphasizes community cohesion, dignity, and respect, and supports sanctuary seekers in rebuilding their lives in Monmouthshire. The Council's commitment to celebrating diversity—such as hosting inclusive events and working with community groups—helps foster understanding and acceptance of different faiths and beliefs</p>	<p>Challenges may arise if local services do not adequately accommodate religious needs, such as access to places of worship, culturally appropriate food, or observance of religious holidays. The strategy acknowledges that availability of such services can be limited in some areas, which may affect sanctuary seekers' ability to fully practice their faith</p>	<p>The strategy includes actions to:</p> <ul style="list-style-type: none"> <li>• Engage with third sector and faith-based organizations to improve support and representation</li> <li>• Host events that celebrate cultural and religious diversity, helping to build empathy and understanding</li> <li>• Ensure services are designed with input from sanctuary seekers, including those with specific religious needs</li> </ul>
<p><b>Sex</b></p> <p><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></p>	<p>The strategy promotes fairness, dignity, and inclusion for all individuals, regardless of sex. It supports access to essential services such as housing, healthcare, and education, which benefit both women and men. The Council's commitment to supporting victims of domestic violence—many of whom are women—through clear pathways and safeguarding measures is a direct positive impact.</p>	<p>Potential negative impacts may arise if services do not adequately address gender-specific needs, such as support for single mothers, access to gender-sensitive healthcare, or protection from gender-based violence. Without targeted approaches, some groups may experience unequal access or outcomes.</p>	<p>The strategy includes actions to:</p> <ul style="list-style-type: none"> <li>• Provide tailored support for vulnerable individuals, including victims of domestic violence.</li> <li>• Train council staff to understand and respond to diverse needs, including those related to sex and gender.</li> <li>• Engage sanctuary seekers in service design to ensure gender-sensitive approaches are embedded in delivery.</li> </ul>

<u>Protected Characteristics</u>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Sexual Orientation</b> <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	The strategy promotes inclusivity, dignity, and respect for all individuals, regardless of sexual orientation. Its emphasis on building cohesive communities and celebrating diversity helps create a welcoming environment for LGBTQ+ sanctuary seekers. The Council's values of openness and kindness support the development of services that are inclusive of different sexual orientations.	If services are not explicitly inclusive or staff are not trained to understand the needs of LGBTQ+ individuals, there may be risks of exclusion or discrimination. Limited visibility or representation of LGBTQ+ voices in community engagement and service design could also lead to gaps in support.	The strategy outlines actions to: <ul style="list-style-type: none"> <li>• Train council staff to support residents with diverse backgrounds and needs, including those related to sexual orientation.</li> <li>• Engage sanctuary seekers in decision-making to ensure services reflect lived experiences.</li> <li>• Promote positive narratives and provide platforms for individuals to share their stories, helping to foster empathy and understanding across communities.</li> </ul>

## 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 favourable 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)

Students

People who have experienced the asylum system

Single parents

People living in the most deprived areas

People involved in the criminal justice system

Vulnerable families

Pensioners

Single adult households

Homeless People

Carers

People misusing substances

<u>Socio-economic Duty</u>	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering from socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?</b>

<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 strategy is strongly aligned with reducing inequalities for people facing socio-economic disadvantage. It commits to ensuring access to essential needs—such as food, housing, healthcare, and education—for sanctuary seekers. It also promotes economic inclusion through employment, skills development, and financial support. These actions directly benefit individuals and families living in deprived circumstances or with limited resources</p>	<p>Potential negative impacts may arise if services are not sufficiently resourced or coordinated to meet the complex needs of disadvantaged groups. For example, limited availability of affordable housing, transport, or culturally appropriate services could hinder access and integration. The strategy also notes challenges such as the cost of living and No Recourse to Public Funds (NRPF), which can disproportionately affect vulnerable individuals</p>	<p>the strategy outlines several mitigating actions:</p> <p>A dedicated resettlement team to support sanctuary seekers across Monmouthshire and Newport.</p> <p>Collaboration with food partnerships and community fridge projects to improve access to affordable food.</p> <p>Support for tenancy sustainment and homelessness prevention.</p> <p>Training for council staff to better understand and respond to the needs of people with varying immigration statuses and vulnerabilities.</p> <p>Engagement with community groups and third sector partners to ensure services reflect lived experiences and are inclusive of those facing socio-economic hardship</p>
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### 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 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><b>Policy Making:</b></p> <p><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 strategy encourages inclusive events and cultural programmes that reflect the diversity of Monmouthshire's communities, including Welsh-speaking residents</p> <p>It supports the use of council spaces (e.g. County Hall) for events that celebrate community diversity, which can include Welsh language and culture</p> <p>It promotes community cohesion and integration, which helps ensure Welsh language services are accessible and relevant to sanctuary seekers.</p>	<p>If not carefully implemented, there may be missed opportunities to promote the Welsh language among sanctuary seekers.</p> <p>Some services may lack bilingual resources or Welsh-speaking staff, which could limit access or engagement for Welsh speakers.</p>	<p>The strategy includes commitments to inclusive service design and staff training, which can incorporate Welsh language awareness</p> <p>Community engagement and co-production with sanctuary seekers will help ensure Welsh language needs are considered in service delivery</p> <p>Continued use of Welsh Government funding to support inclusive cultural programmes will help embed Welsh language promotion in community initiatives</p>
<p><b>Operational:</b></p> <p><b>Recruitment &amp; Training of workforce</b></p> <p><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>The strategy promotes inclusive recruitment and workforce development by encouraging services and institutions to become registered places of sanctuary. It highlights the importance of training council staff to support sanctuary seekers, including those with varying immigration statuses and vulnerabilities. This helps build a workforce that is empathetic, culturally competent, and equipped to meet diverse needs.</p>	<p>If recruitment processes do not actively consider the need for Welsh language skills, cultural competence, or lived experience of sanctuary seekers, there may be missed opportunities to build a representative and responsive workforce. Additionally, without targeted training, staff may lack the confidence or knowledge to support sanctuary seekers effectively</p>	<p>The strategy outlines actions to:</p> <ul style="list-style-type: none"> <li>• Provide training for council staff on supporting people seeking sanctuary.</li> <li>• Encourage Welsh language development and assess language needs in frontline roles.</li> <li>• Promote inclusive recruitment practices and empower staff to engage with sanctuary principles.</li> <li>• Ensure service design reflects lived experiences through direct engagement with sanctuary seekers.</li> </ul>



<b>Service Delivery:</b> <b>Use of Welsh language in service delivery</b> <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>	The strategy supports the Welsh Government's "Nation of Sanctuary" vision and aligns with Monmouthshire's commitment to inclusive service delivery. It promotes cultural inclusion through events and museum programmes that celebrate diversity and shared histories. These initiatives help raise the profile of the Welsh language and encourage its use in community engagement and public services.	If services are not actively bilingual or staff lack Welsh language skills, there may be missed opportunities to treat Welsh no less favourably than English. This could limit access for Welsh-speaking sanctuary seekers or reduce visibility of the language in frontline service	The strategy outlines actions to: <ul style="list-style-type: none"> <li>Promote inclusive recruitment and training, including assessing Welsh language needs in frontline roles.</li> <li>Encourage services and institutions to become registered places of sanctuary, which includes language accessibility.</li> <li>Develop resources, including the council's website, to ensure they are accessible and inclusive for Welsh speakers.</li> </ul>
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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!

<u>Well Being Goals</u>	<b>Describe the positive impacts the proposal has on the wellbeing goal.</b>	<b>Describe the negative impacts the proposal has on the wellbeing goal.</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> <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>The strategy contributes to a prosperous Wales by promoting economic inclusion and access to employment, education, and skills development. It supports sanctuary seekers in rebuilding their lives through:</p> <p>Training and apprenticeships for employment.</p> <p>ESOL (English for Speakers of Other Languages) provision to improve language skills.</p> <p>Collaboration with local businesses to create work opportunities</p>	<p>Potential negative impacts may arise if economic inclusion measures are not adequately resourced or coordinated. For example:</p> <p>Limited access to affordable housing or transport may hinder participation in work or training.</p> <p>NRPF (No Recourse to Public Funds) restrictions can prevent sanctuary seekers from accessing financial support,</p>	<p>The strategy outlines several mitigating actions:</p> <p>A dedicated resettlement team to support sanctuary seekers with housing, healthcare, and employment.</p> <p>Partnerships with food networks and community groups to address basic needs.</p> <p>Training for council staff to better support residents with complex immigration and socio-economic challenges.</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?
	<p>Support for tenancy sustainment and homelessness prevention, which stabilises living conditions and enables economic participation</p> <p>These actions help build a skilled, resilient population and reduce barriers to economic contribution</p>	increasing vulnerability and limiting their ability to contribute economically	Ongoing engagement with sanctuary seekers to ensure services reflect lived experiences and support long-term integration
<b>A resilient Wales</b> <i>Maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i>	None identified at this time	None identified at this time	Not applicable.
<b>A healthier Wales</b> <i>People's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</i>	<p>The strategy supports a healthier Wales by ensuring sanctuary seekers have access to essential services that promote physical and mental well-being. This includes:</p> <p>Access to healthcare and housing through dedicated resettlement support.</p> <p>Community cohesion initiatives that reduce isolation and improve mental health.</p> <p>Support for victims of domestic violence and vulnerable individuals with no recourse to public funds.</p> <p>Engagement with community groups to foster inclusive spaces and shared</p>	<p>Potential negative impacts may arise if healthcare access is delayed or limited due to immigration status, language barriers, or lack of awareness.</p> <p>Additionally, if sanctuary seekers face housing insecurity or social exclusion, their physical and mental health may be adversely affected</p>	<p>The strategy outlines several actions:</p> <p>A resettlement team to coordinate access to healthcare and housing.</p> <p>Training for council staff to support residents with complex needs and immigration statuses.</p> <p>Collaboration with third sector partners to improve service delivery and outreach.</p> <p>Community-led initiatives and inclusive events to promote mental well-being and reduce stigma.</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?
	<p>activities that contribute to emotional resilience.</p> <p>These actions help create conditions where people can live healthier lives and make informed choices that benefit their long-term well-being.</p>		
<p><b>A Wales of cohesive communities</b>  <i>Communities are attractive, viable, safe and well connected</i></p>	<p>The strategy strongly supports the development of cohesive communities by:</p> <p>Promoting inclusion, safety, and belonging for sanctuary seekers.</p> <p>Encouraging community-led initiatives such as the Monmouthshire Ukrainian Group and Abergavenny Town of Sanctuary</p> <p>Hosting events and cultural programmes that celebrate diversity and foster mutual understanding.</p> <p>Empowering local institutions (e.g. libraries and schools) to become registered places of sanctuary.</p> <p>These actions help build trust, reduce social isolation, and create spaces where people from different backgrounds can connect and thrive together</p>	<p>Challenges may arise if local infrastructure and services are not sufficiently equipped to meet the needs of diverse communities. For example:</p> <ul style="list-style-type: none"> <li>• Limited access to culturally appropriate services, places of worship, or community spaces.</li> <li>• Risk of social tension or misunderstanding if sanctuary principles are not widely understood or supported.</li> </ul> <p>These gaps could hinder the full integration of sanctuary seekers and weaken community cohesion.</p>	<p>The strategy outlines several actions:</p> <p>Ongoing engagement with sanctuary seekers to ensure services reflect lived experiences.</p> <p>Training for council staff to support inclusive service delivery.</p> <p>Collaboration with third sector partners and community groups to strengthen local networks.</p> <p>Promotion of positive narratives and refugee voices to build empathy and understanding across communities</p>


<p><u>Well Being Goals</u></p>	<p><b>Describe the positive impacts the proposal has on the wellbeing goal.</b></p>	<p><b>Describe the negative impacts the proposal has on the wellbeing goal.</b></p>	<p><b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<p><b>A globally responsible Wales</b>  <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i></p>	<p>The strategy contributes to a globally responsible Wales by:</p> <p>Supporting people fleeing war, persecution, and humanitarian crises, aligning with Wales's commitment to international solidarity and human rights.</p> <p>Promoting safe and legal routes for sanctuary seekers, in line with the Welsh Government's "Nation of Sanctuary" status.</p> <p>Encouraging inclusive service delivery and cultural understanding, which helps Wales play a responsible role in global migration and integration efforts.</p> <p>These actions reflect Wales's values of compassion, fairness, and global citizenship</p>	<p>Potential negative impacts may arise if local services are not sufficiently resourced to meet the needs of sanctuary seekers, which could undermine Wales's ability to uphold its global commitments. Additionally, if public understanding of sanctuary principles is limited, it may lead to resistance or misinformation that weakens Wales's global reputation for inclusivity</p>	<p>The strategy outlines several actions:</p> <p>Promoting positive narratives and refugee voices to build empathy and understanding.</p> <p>Hosting inclusive events and cultural programmes that celebrate diversity and shared histories.</p> <p>Engaging with third sector partners and community groups to strengthen support systems and ensure services reflect lived experiences.</p> <p>Monitoring and refining the action plan to respond to emerging global and local challenges.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b>  <i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i></p>	<p>The strategy promotes cultural inclusion through events and museum programmes that celebrate diversity and shared histories. It supports the Welsh Government's "Nation of Sanctuary" vision and encourages the use of Welsh in public services and community engagement.</p>	<p>If services are not actively bilingual or staff lack Welsh language skills, it may limit access for Welsh-speaking sanctuary seekers and reduce visibility of the language in service delivery.</p>	<p>The strategy includes staff training, promotion of inclusive recruitment, and development of accessible resources (e.g. websites and hubs) to ensure Welsh is treated no less favourably than English.</p>
<p><b>A more equal Wales</b>  <i>People can fulfil their potential no matter what their background or circumstances. (This includes the protected characteristics listed in</i></p>	<p>The strategy promotes equality by addressing disparities in education, housing, and access to services for sanctuary seekers. It supports inclusive communities and aims to eliminate barriers</p>	<p>Without targeted support, some groups may still face unequal outcomes—particularly those affected by No Recourse to Public Funds (NRPF), language</p>	<p>The strategy includes staff training, community engagement, and tailored support services to ensure lived experiences inform service design and delivery. It also promotes inclusive</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?
Section 1 above. You can add more detail there. Don't forget to think about the impacts on poverty)	linked to race, immigration status, and socio-economic disadvantage.	barriers, or limited access to culturally appropriate services.	recruitment and collaboration with third sector partners.

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

<u>Sustainable Development Principles</u>	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><b>Long Term</b></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>Yes. The strategy embeds long-term thinking by focusing on sustainable integration of sanctuary seekers into Monmouthshire's communities. It aims to build inclusive public services, strengthen community networks, and reduce inequalities—ensuring that support systems evolve with changing needs and contribute to lasting well-being</p>	<p>Yes. Continued monitoring and refinement of the action plan, regular engagement with sanctuary seekers, and investment in staff training will help maintain long-term impact and responsiveness to future challenges</p>

<p><b><u>Sustainable Development Principles</u></b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<div data-bbox="98 347 286 544">  </div> <p data-bbox="315 347 607 456">Working together with other partners to deliver objectives</p> <p data-bbox="109 560 275 587"><b>Collaboration</b></p>	<p>Yes. The strategy is built on strong collaboration with third sector partners, local volunteers, and community groups. It highlights joint efforts such as the Monmouthshire Ukrainian Group and partnerships with food networks, housing teams, and cultural institutions to deliver inclusive support</p>	<p>Yes. Continued engagement with sanctuary seekers and expansion of cross-sector partnerships will strengthen service delivery. Promoting shared learning and co-design of services will ensure collaboration remains meaningful and responsive</p>
<div data-bbox="98 699 286 879">  </div> <p data-bbox="315 687 607 798">Involving those with an interest and seeking their views</p> <p data-bbox="315 831 607 930"><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 data-bbox="120 890 259 917"><b>Involvement</b></p>	<p>Yes. The strategy prioritises involvement by actively engaging sanctuary seekers in decision-making and service design. It promotes collaboration with local communities, volunteers, and third sector partners to ensure services reflect lived experiences and diverse needs</p>	<p>Yes. Continued outreach to underrepresented groups, expanding platforms for refugee voices, and co-producing services with sanctuary seekers will strengthen involvement and ensure inclusive, responsive delivery.</p>
<div data-bbox="98 1098 286 1278">  </div> <p data-bbox="315 1075 607 1217">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="132 1294 255 1321"><b>Prevention</b></p>	<p>Yes. The strategy focuses on preventing long-term disadvantage by addressing immediate needs—such as housing, food, and healthcare—and supporting sanctuary seekers to integrate and thrive. It also includes proactive measures like staff training, community engagement, and safeguarding support to reduce risks and vulnerabilities.</p>	<p>Yes. Continued investment in inclusive service design, early intervention programmes, and collaboration with community groups will strengthen preventative approaches and reduce future inequalities.</p>

<p><b><u>Sustainable Development Principles</u></b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<div data-bbox="107 284 282 507">  <p><b>Integration</b></p> </div> <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>Yes, it connects actions across multiple well-being goals—such as equality, cohesive communities, and prosperity—by embedding sanctuary principles into education, housing, employment, and public services. It also promotes inclusive decision-making and community participation, ensuring that support for sanctuary seekers contributes to broader societal well-being</p>	<p>Yes, the strategy aligns well with the integration principle of the Well-being of Future Generations (Wales) Act by embedding sanctuary values across multiple service areas—education, housing, employment, and public services. It supports several well-being goals simultaneously, including equality, cohesive communities, and prosperity. The strategy also promotes co-production by involving sanctuary seekers in shaping services and fostering inclusive community participation.</p> <p>However, its success depends on strong cross-departmental coordination, and it lacks detailed metrics to track integration outcomes. External challenges such as housing pressures and political climate may also affect its impact</p>

**6. Council has agreed the need to consider the impact its decisions have on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<p><b>Describe any positive impacts your proposal has</b></p>	<p><b>Describe any negative impacts your proposal has</b></p>	<p><b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b></p>



<p><b><u>Safeguarding</u></b></p> <p><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>The strategy outlines support for Unaccompanied Asylum-Seeking Children through the National Transfer Scheme and spontaneous arrivals, directly linking to corporate parenting responsibilities</p> <p>It also promotes inclusive service design, ensuring lived experiences inform safeguarding approaches. Training for council staff on immigration status and support needs enhances safeguarding awareness</p> <p>The emphasis on building inclusive communities and empowering sanctuary seekers contributes to safer environments and better outcomes for children and families.</p>	<p>Potential risks include resource strain on social services and housing, which could affect safeguarding capacity. The strategy also acknowledges challenges such as No Recourse to Public Funds (NRPF), which may limit access to essential services for vulnerable individuals</p>	<p>To mitigate these risks, the strategy commits to:</p> <p>Expanding advice and tenancy support to prevent homelessness</p> <p>Ensuring pathways for victims of domestic violence with NRPF</p> <p>Embedding sanctuary principles into all council services and policies to improve responsiveness and resilience</p>
<p><b><u>Corporate Parenting, Care Leavers and Care Experienced People</u></b></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 strategy outlines support for Unaccompanied Asylum-Seeking Children through the National Transfer Scheme and spontaneous arrivals, directly linking to corporate parenting responsibilities</p> <p>It also promotes inclusive service design, ensuring lived experiences inform safeguarding approaches. Training for council staff on immigration status and support needs enhances safeguarding awareness</p> <p>The emphasis on building inclusive communities and empowering sanctuary seekers contributes to safer environments and better outcomes for children and families.</p>	<p>Potential risks include <b>resource strain</b> on social services and housing, which could affect safeguarding capacity. The strategy also acknowledges challenges such as No Recourse to Public Funds (NRPF), which may limit access to essential services for vulnerable individuals</p>	<p>To mitigate these risks, the strategy commits to:</p> <p>Expanding advice and tenancy support to prevent homelessness</p> <p>Ensuring pathways for victims of domestic violence with NRPF</p> <p>Embedding sanctuary principles into all council services and policies to improve responsiveness and resilience</p>

## 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.*

The development of the MCC County of Sanctuary Strategy is grounded in a mix of local demographic data, national policy frameworks, and lived experience insights. This included:

- Demographic data from the 2021 Census highlights the growing diversity in Monmouthshire, including increases in non-UK born residents and the impact of schemes like Homes for Ukraine
- Strategic alignment with existing council plans such as the Community and Corporate Plan and the Strategic Equality Plan (2024–2028), which include objectives around inclusive communities and giving every child the best start in life
- Operational experience from supporting sanctuary seekers through schemes like VPRS, VCRS, UKRS, ARAP, and ACRS, and through the Welsh Government Super Sponsor welcome centre
- Engagement with third-sector partners and community groups such as Abergavenny Town of Sanctuary and the Monmouthshire Ukrainian Group in Chepstow
- Social services data and practice, particularly in supporting Unaccompanied Asylum-Seeking Children through the National Transfer Scheme

This blend of quantitative data, policy context, and community engagement ensures the strategy is both evidence-informed and responsive to real-world needs. Let me know if you'd like this tailored for a briefing or impact assessment.

## 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*

The proposed strategy offers several positive impacts. It strengthens safeguarding and corporate parenting by supporting unaccompanied asylum-seeking children through the National Transfer Scheme and embedding inclusive service design across council functions. Training for staff on immigration-related needs and the promotion of community integration also contribute to safer, more responsive environments for vulnerable individuals.

However, the strategy may face challenges such as increased pressure on housing and social services, which could affect safeguarding capacity. Individuals with No Recourse to Public Funds (NRPF) may struggle to access essential support, and local issues like transport and service availability could limit the strategy's effectiveness.

To mitigate these risks, the strategy includes actions such as expanding tenancy support, creating pathways for victims of domestic violence with NRPF, and embedding sanctuary principles into all council services. Progress will be monitored through performance frameworks and scrutiny committees to ensure ongoing improvement.

**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?
Seek a steer from Informal Cabinet on the draft strategy & approach	2 <sup>nd</sup> September 2025	CO Policy, Performance & Partnerships Strategic Partnerships Manager Connected Communities Manager

**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
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1	Cabinet Business Meeting	2/9/25	