



monmouthshire
sir fynwy

Integrated Impact Assessment Template

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

Name of the Officer completing the evaluation Philippa Green Phone no: 07870540045 E-mail: PhilippaGreen@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To seek approval for the Authority to commit to becoming an accredited Real Living Wage Employer; ensuring that all colleagues and those in our supply chains are paid a wage that recognises the true cost of living.
Name of Service area People, Performance and Partnerships	Date September 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?
Age <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>	All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living. Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.	None	Promotion of the accreditation and annual monitoring.
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>	All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living. Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.	None	Promotion of the accreditation and annual monitoring.

<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?
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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.
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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.
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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.

<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?
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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.
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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.
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>	<p>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.

<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?
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>	<p>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals with protected characteristics may be more likely to benefit from the positive impacts of this proposal.</p>	None	Promotion of the accreditation and annual monitoring.

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>All colleagues and those in our supply chains will be paid a wage that recognises the true cost of living.</p> <p>Individuals from vulnerable groups be more likely to benefit from the positive impacts of this proposal.</p>	<p>None</p>	<p>Promotion of the accreditation and annual monitoring.</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 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.



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: <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>	No impacts identified at this time.	No impacts identified at this time.	N/A
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>	No impacts identified at this time.	No impacts identified at this time.	N/A
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>	No impacts identified at this time.	No impacts identified at this time.	N/A




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>	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?
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>	Overall, the proposal suggests that becoming an accredited Real Living Wage Employer can lead to a more prosperous Wales by improving economic conditions, promoting social justice, enhancing organisational performance, and supporting local communities.	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.
A resilient Wales <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>	Overall, the proposal suggests that becoming an accredited Real Living Wage Employer can lead to a more resilient Wales by improving economic conditions, promoting social justice, enhancing organisational performance, and supporting local communities	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.
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>	Overall, the proposal suggests that becoming an accredited Real Living Wage Employer can lead to a healthier Wales by improving the physical and mental well-being of employees, promoting healthier choices and behaviours, and positively impacting national well-being goals.	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Overall, the proposal suggests that becoming an accredited Real Living Wage Employer can lead to more cohesive communities by promoting equality, supporting diversity, and	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.

<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?
	encouraging socially responsible procurement practices.		
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	Overall, the proposal suggests that becoming an accredited Real Living Wage Employer can lead to a more globally responsible Wales by promoting fair wages, ethical practices, and supporting the achievement of sustainable development goals.	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i>	No impacts identified at this time.	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.
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>	Overall, the report suggests that becoming an accredited Real Living Wage Employer can lead to a more equal Wales by promoting equality, supporting diversity, and addressing socio-economic disadvantage.	No impacts identified at this time.	Promotion of the accreditation and annual monitoring.

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?
<div data-bbox="98 373 293 576">  </div> <p data-bbox="315 368 600 507"> Balancing short term need with long term and planning for the future <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 data-bbox="129 587 264 616"> Long Term </p>	<p data-bbox="636 236 1321 416"> The proposal acknowledges that there may be an uplift in costs for some contracts, as suppliers commit to paying the Real Living Wage. This addresses the short-term financial implications and ensures that the organisation is prepared for these changes. </p> <p data-bbox="636 459 1321 679"> While there may be short-term financial impacts, the long-term economic benefits include better recruitment, retention, and overall organisational performance. This long-term approach aims to create a more resilient and equitable community, addressing both current and future socio-economic challenges. </p> <p data-bbox="636 719 1321 858"> By addressing both immediate financial impacts and long-term economic, social, and strategic benefits, the proposal effectively balances short-term needs with long-term planning and future sustainability. </p>	<p data-bbox="1355 236 2033 264"> Promotion of the accreditation and annual monitoring. </p>
<div data-bbox="98 1027 293 1222">  </div> <p data-bbox="315 1023 600 1126"> Working together with other partners to deliver objectives </p> <p data-bbox="112 1233 275 1262"> Collaboration </p>	<p data-bbox="636 869 1321 1082"> The proposal highlights the role of procurement in promoting the Real Living Wage accreditation. By collaborating with suppliers and ensuring that they commit to paying the Real Living Wage, the proposal fosters a partnership approach to achieving the accreditation. </p>	<p data-bbox="1355 906 2116 1050"> The proposal includes the promotion of the accreditation and annual monitoring. This involves working with various stakeholders to ensure that the accreditation is effectively communicated and that its impact is regularly assessed. </p>

<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>Involvement</p> <p>Involving those with an interest and seeking their views <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 proposal mentions collaboration with organisations such as Ardal and Cynnal Cymru. These partnerships are crucial in supporting the implementation and promotion of the Real Living Wage accreditation.</p>	<p>Promotion of the accreditation and annual monitoring.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal ensures that all colleagues and those in the supply chains are paid a wage that recognises the true cost of living. This proactive approach helps prevent financial hardship and the associated problems that can arise from inadequate wages</p>	<p>Promotion of the accreditation and annual monitoring. This ongoing evaluation ensures that the Real Living Wage standards are maintained and ensuring continuous improvement.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies <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>The proposal to become an accredited Real Living Wage Employer aims to improve economic conditions, promote social justice, enhance organisational performance, and support local communities, thereby contributing to a more prosperous, resilient, healthier, and equal Wales. It focuses on promoting fair wages, ethical practices, and supporting sustainable development goals, while also encouraging equality, diversity, and socially responsible procurement practices. Although it does not identify specific impacts on promoting and protecting culture, heritage, and the Welsh language, it demonstrates a strong commitment to the wellbeing goals and considers the impact on other bodies.</p>	<p>Promotion of the accreditation and annual monitoring.</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></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>	No impacts identified at this time.	No impacts identified at this time.	N/A

<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>	No impacts identified at this time.	No impacts identified at this time.	N/A
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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.

1. Baseline Position and Measures:

- The proposal is based on the current baseline position and measures that have been identified to inform the recommendation. This includes understanding the existing wage levels and the impact of the Real Living Wage on employees and the organisation.

2. Key Strategies and Documents:

- Several key strategies and documents have informed the development of the proposal. These include the Community and Corporate Plan, Asset Management Strategy, Digital and Data Strategy, Medium Term Financial Strategy, People Strategy, and the Socially Responsible Procurement Strategy.

3. Integrated Impact Assessment:

- The proposal has been evaluated through an Integrated Impact Assessment, which incorporates considerations for Equalities, Socio-economic Duty, Future Generations, Welsh Language Measures, and Corporate Parenting. This comprehensive assessment ensures that the proposal aligns with various legislative and strategic requirements.

4. Socio-economic Duty:

- The proposal takes into account the Socio-economic Duty, which requires public bodies to reduce inequalities of outcome resulting from socio-economic disadvantage. This includes considering the impact on vulnerable groups such as the Armed Forces Community, single parents, people living in deprived areas, and others.

5. Well-being Goals:

- The proposal has been developed with a focus on contributing to the well-being goals established by the Well-being of Future Generations Act 2015. This includes promoting a prosperous, resilient, healthier, more equal, and globally responsible Wales.

Overall, the development of the proposal has been informed by a combination of baseline data, key strategies, integrated impact assessments, socio-economic considerations, and well-being goals.

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 main positive impacts of the proposal include ensuring that all colleagues and those in supply chains are paid a wage that recognises the true cost of living, which may benefit individuals with protected characteristics and those suffering from socio-economic disadvantage. This proactive approach helps prevent financial hardship and promotes social justice, equality, and diversity. The proposal also aims to improve economic conditions, organisational performance, and support local communities, contributing to a more prosperous, resilient, healthier, and equal Wales.

There are no negative impacts identified. The proposal has been informed by baseline data and key strategies, ensuring alignment with legislative and strategic requirements. The development of the proposal has considered the socio-economic duty and well-being goals, focusing on promoting fair wages, ethical practices, and supporting sustainable development goals.

In the future, the proposal includes ongoing promotion of the accreditation and annual monitoring to ensure continuous improvement and maintenance of Real Living Wage standards. The Authority will seek approval from the Cabinet and, pending approval, apply to become an accredited Real Living Wage Employer. This ongoing evaluation and commitment to the accreditation will help balance short-term needs with long-term planning and future sustainability.

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?
1. Seek approval from Cabinet for the Authority to commit to becoming an accredited Real Living Wage Employer	September 2025	Philippa Green Matthew Gatehouse
2. Pending approval, apply to become an accredited Real Living Wage Employer	September/October 2025	Philippa Green Matthew Gatehouse

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	Cabinet	September 2025	