



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 Jane Rodgers janerodgers@monmouthshire.gov.uk Phone no: E-mail:	Please give a brief description of the aims of the proposal The development of a whole authority preventative strategy for supporting resilient, healthier communities. The overall aim of the strategy is that, “Residents, especially our more vulnerable and deprived residents, are enabled to live healthier and independently for longer – boosting their wellbeing as well as delaying or reducing their call on statutory services.”.
Name of Service area Social Care, Safeguarding & Health	Date 19 th Sept 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>	The strategy has a positive impact on older people – working together to support positive health and wellbeing outcomes.	None identified at this point	None identified at this point

<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?
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>	The strategy has a positive impact on people with disability – working together to support positive health and wellbeing outcomes.	None identified at this point	None identified at this point
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>	Neutral impact	Neutral impact	Neutral impact
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>	Neutral impact	Neutral impact	Neutral impact

<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?
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>	Neutral impact	Neutral impact	Neutral impact
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>	Neutral impact	Neutral impact	Neutral impact
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>	Neutral impact	Neutral impact	Neutral impact

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sex 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.	Neutral impact	Neutral impact	Neutral impact
Sexual Orientation 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.	Neutral impact	Neutral impact	Neutral impact

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?
<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>“What the evidence tells us More and more people are falling into poverty with inflation going up quicker than incomes. People are having to spend a higher proportion of their income on fuel and energy, the cost of which rose significantly in 2022. Data shows that 9,500 households in our county are in poverty (defined as those who earn below 60% of the median income). One in ten people are living in households in material deprivation while 23.4% of children in Monmouthshire, nearly a quarter of the total, live in poverty” Community & Corporate plan.</p> <p>Through this strategy residents, especially our most vulnerable and those who face deprivation are better enabled to live healthier and independently for longer – boosting their wellbeing as well as delaying or reducing their call on statutory services.</p>	None identified at this point	None identified at this point

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>	None identified at this point	None identified at this point	None identified at this point
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>	Training opportunities centered around social care and wellbeing are already being offered in Welsh language as well as opportunities for the workforce to undertake courses in developing skills in Welsh Language itself.	None identified at this point	None identified at this point
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</i>	The Living Well strategy is designed to support the well-being of all residents by meeting people where they're at and understanding what matters to them, this includes providing services	None identified at this point	None identified at this point

phone, email, twitter, Facebook, letters, forms, website transactions etc.	in Welsh including the use of Welsh Language across all of our comms channels and when publicising and promoting services or community-based resources.		
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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>	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>	None identified at this point	None identified at this point	None identified at this point
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>	<p>People are supported when they need help and are given the opportunity to build their resilience as individuals, families and communities</p> <p>Residents (especially those experiencing loneliness and isolation) build connections in their local communities, through</p>	None identified at this point	None identified at this point

<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?
	which they can access support when needed		
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>	Residents (especially those most at risk of ill-health) increase their physical, mental and social activity, maintain a healthy diet and avoid harmful habits.	None identified at this point	None identified at this point
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	<p>Citizens work with the Council and their own communities, helping them to take action and shape their futures</p> <p>Communities (especially in our more disadvantaged areas) have a diverse network of active and inclusive clubs, societies and associations that help reduce loneliness and isolation, and enable people to look out for and support each other</p>	None identified at this point	None identified at this point
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	None identified at this point	None identified at this point	None identified at this point
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language,</i>	The strategy seeks to support the development of volunteering opportunities and the sustainability of community based	None identified at this point	None identified at this point

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>and participation in the arts, and sports and recreation</i>	support which support health and wellbeing outcomes including sports, art and connecting with people and nature.		
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>	<i>Through this strategy we will develop:</i> <i>High quality social care and community-based support which enables and empowers people to live their lives on their terms</i> <i>Healthy and sustainable places and communities, where health inequalities that exist within and between communities have been reduced</i>	None identified at this point	None identified at this point

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

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="98 263 293 464">  </div> <p data-bbox="129 475 264 507">Long Term</p> <p data-bbox="315 256 600 403">Balancing short term need with long term and planning for the future</p> <p data-bbox="315 440 600 679"><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="636 256 965 284"><i>None identified at this point</i></p>	<p data-bbox="1355 256 1713 284">None identified at this point</p>
<div data-bbox="98 831 293 1032">  </div> <p data-bbox="112 1043 280 1075">Collaboration</p> <p data-bbox="315 826 600 935">Working together with other partners to deliver objectives</p>	<p data-bbox="636 718 1328 903">Recognizing that we cannot achieve the outcomes of this strategy alone, we will build a partnership of statutory and third-sector organizations and businesses to promote wellbeing and reduce health inequalities in Monmouthshire.</p> <p data-bbox="636 940 1328 1048">This will be facilitated by developing clear messaging and branding to use internally and externally to build support for our goals and approach.</p> <p data-bbox="636 1085 1328 1150">Wherever possible, we will coproduce plans with our target communities.</p>	<p data-bbox="1355 751 1713 778">None identified at this point</p>

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="107 268 280 448">  </div> <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p><i>We will involve individuals, families, and communities in telling their story and using their voices, feelings, and relationships to inform the development and evaluation of this strategy. This will require development in approaches to capturing lived experience.</i></p>	<p>None identified at this point</p>
<div data-bbox="107 762 280 943">  </div> <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The strategy aims to increase preventative services within communities to minimize the escalation of critical need. Central to the strategy is the intention to work in partnership to co-produce the best outcomes possible, utilising the strengths and assets that people and places have to contribute.</p>	<p>None identified at this point</p>

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="107 536 282 719" data-label="Image"> </div> <p data-bbox="136 730 259 756">Integration</p> <p data-bbox="309 512 607 655">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="309 695 607 791"><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 data-bbox="633 256 1330 392">The strategy works to compliment and enhance the delivery of a number of Wellbeing goals listed in the Monmouthshire Community and Corporate Plan (examples listed below)</p> <p data-bbox="633 424 981 450">Community & Corporate plan</p> <ul data-bbox="685 488 1319 879" style="list-style-type: none"> • High quality social care which enables people to live their lives on their terms • A healthy and active Monmouthshire where loneliness and isolation are reduced, well-being is promoted, and people are safeguarded • Improved life chances for people regardless of income or background • Residents have better access to council services and support needed to live a healthy life • Communities in which everyone feels safe and respects each other <p data-bbox="633 951 1330 1222">The Living Well strategy will require focused collaboration with organisations that serve our residents including RSL's and other voluntary sector organisations like GAVO, Age Cymru and Mind Monmouthshire. While the proposals won't diminish or challenge any of the work delivered by these organisations, it will reinforce the necessity for partnership working including shared planning, implementation, and learning.</p>	<p data-bbox="1352 256 1711 282">None identified at this point</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>	<p>The safeguarding of all citizens of Monmouthshire particularly children and at-risk adults is central to the Living Well strategy ensuring that the wellbeing of all prioritised. Keeping children and adults who may have needs for care and support safe is everyone's responsibility. This means feeling safe and being safe with those with whom they live and who support and care for them, as well as being safe in environments outside the home where they may live, travel, play, learn, work or undertake sport, cultural, leisure and other activities.</p>	<p>None identified at this point</p>	<p>None identified at this point</p>

<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u></p> <p><i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i></p>	<p>People with care experience can risk having poorer health and wellbeing outcomes. The strategy is aiming to better understand population needs and take steps to reduce inequalities that exist.</p>	<p>None identified at this point</p>	<p>None identified at this point</p>
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7. What evidence and data has informed the development of your proposal?

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

Evidence and data has been obtained from:

- The Community & Corporate Plan
- Public Health Wales, Joint Strategic Assessment
- Population Needs 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 Living Well strategy seeks to reduce health inequalities and improve quality of life and wellbeing across communities in the County, ensuring that those who need it the most have access to community-based support. Working to support good wellbeing outcomes for people is central objective, particularly those with protected characteristics including age and disability.

The strategy is fundamentally aligned to the Wellbeing of Future Generations Act through promoting a stronger long-term focus on prevention, early intervention, collaboration, and community involvement. The strategy actively seeks to ensure that people have the opportunity to fulfil their potential, no matter what their background or circumstance. The strategy seeks to ensure that the council establishes and reinforces collaborative ways of working that will promote people's physical and mental well-being, and over the long-term will help build communities that are resilient and well-connected.

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 endorsement of the strategy by Cabinet	Oct 2025	Jane Rodgers

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	<i>Scrutiny</i>	30th Sept 2025	