



monmouthshire
sir fynwy

Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

Name of the Officer Morwenna Wagstaff Phone no: 01633 644032 E-mail: MorwennaWagstaff@Monmoutshire.gov.uk	Please give a brief description of the aims of the proposal To outline Monmouthshire's Strategy for Inclusion and Additional Learning Needs (ALN) Policy
Name of Service area Inclusion Service, Children, Learning, Skills and Economy (CLSE)	Date 25 th October 2025

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The Inclusion Strategy and ALN Policy will have a positive impact on children and young people aged 0-25 who have additional learning needs (ALN) or who are in vulnerable groups by promoting their inclusion in all Monmouthshire schools and settings.	There would be no negative impacts.	N/A
Disability	Children with disabilities, as defined by law, living in Monmouthshire, will benefit from having an Inclusion Strategy and ALN Policy which promotes their inclusion and well being.	There are no negative impacts	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	The Inclusion Strategy and ALN Policy promote equality and diversity in all schools and settings in Monmouthshire.	There are no negative impacts	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	.The Inclusion Strategy and ALN Policy promotes inclusion for all learners in vulnerable or minority groups and equality for opportunity for all in every school and setting in Monmouthshire. The Inclusion Strategy and ALN Policy support the promotion of good relationships between all children, young people, their families and communities including those from the global majority. Where necessary translation and interpretation services will be provided to ensure equal access to education services and provision.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	.The Inclusion Strategy and ALN Policy fosters tolerance and acceptance that stems from promoting person centered practice in all schools and settings.	N/A	N/A
Sex	The Inclusion Strategy and ALN Policy are of equal benefit to both male and female children and employees.	N/A	N/A
Sexual Orientation	.Principles embedded in the The Inclusion Strategy and ALN Policy will ensure that schools and settings respond appropriately and sensitively to any gender orientation issues that children / young people may present with.	N/A	N/A

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

Socio-economic Duty and Social Justice	<p>The Inclusion Strategy and ALN Policy actively promote strategies and approaches that address children / young people who are experiencing socio-economic disadvantage and who are in vulnerable groups. Adoption of the Inclusion Strategy and ALN Policy will support reducing inequalities and have a positive impact on these groups of children /young people in terms of social and academic outcomes.</p>	<p>N/A</p>	<p>N/A</p>
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3. Policy making and the Welsh language.


How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The Inclusion Strategy and ALN Policy are available in Welsh and are relevant to supporting vulnerable children including those with additional learning need and disabilities in Monmouthshire's Welsh medium Primary Schools.	N/A	N/A
Operational Recruitment & Training of workforce	Recruitment to all posts in the Inclusion Service always includes the ability to communicate in Welsh as desirable in the job descriptions. Staff are made aware of and encouraged to take up the opportunity to learn Welsh through MCC supported training.	N/A	N/A
Service delivery Use of Welsh language in service delivery Promoting use of the language	Parents/carers contacting all Inclusion Service teams are informed that they can deal with the relevant services in Welsh. All letters /forms/ documentation are available in Welsh and English as is all information on the website about Incusion and ALN.		




4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The Inclusion Strategy and ALN Policy will contribute to the efficient use of resources by creating positive and inclusive schools and settings. This will keep vulnerable children including those with additional needs in county, therefore decreasing the number of out of county/ independent specialist provision places needed.	N/A
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Ensuring that vulnerable children, including those with complex additional needs can remain in Monmouthshire's schools and settings, and close to their communities will reduce transport times and costs. This will have a positive impact in relation to reducing emissions and promoting active travel.	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Promoting a more inclusive culture in schools and settings including access to specialist provision within local communities, will have a positive impact on the well being of children / young people with additional learning needs and their families.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The Inclusion Strategy and ALN Policy contributes to a cohesive, inclusive model of education which ensures that most children / young people with ALN or in vulnerable groups can remain close to their local community.	N/A
A globally responsible Wales	More local, inclusive provision will mean that home to school transport may not be necessary, or	N/A

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	distances travelled significantly reduced thereby contributing to a reduction in harmful nitrogen dioxide emissions	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The Inclusion Strategy and ALN Policy promotes and supports the opportunity of all children with ALN or in vulnerable groups to learn Welsh and be encouraged to participate in sport, art and recreation activities related to Welsh culture.	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Inclusion Strategy and ALN Policy promotes equal and inclusive educational provision for children with disabilities and with other support needs regardless of their background or circumstances.	N/A

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	The Inclusion Strategy and ALN Policy sets out how investment in developing inclusive education and equality of opportunity in all Monmouthshire's schools will benefit children with ALN and in vulnerable groups through improved attendance and reduced exclusions. In the longer term this will have an impact on learner outcomes and positive engagement in education.	N/A

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Implementing the aims and objectives of the Inclusion Strategy and ALN Policy will involve working closely with a range of partners in schools and other services to deliver improved educational facilities, targeted interventions and to ensure better access to specialist provision for children with ALN and those in vulnerable groups.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The principle stakeholders are parents/carers of children and young people with ALN and in vulnerable groups who remain central through person-centred practice and approaches. Other stakeholders include schools, governing bodies, social care and health services. The Participation guidance referenced in the Inclusion Strategy sets out the ways in which the Inclusion Service gains the views and engages with these groups.</p>	<p>N/A</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The Inclusion Service is committed to the development of more local specialist provision through our strong Specialist Resource Base (SRB) model. The investment in our SRBs continues to improve existing provision and provide more local specialist educational environments for children with complex needs. This will help prevent possible requests for expensive specialist out of county provision.</p>	<p>N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	.More inclusive local provision for children with ALN or in vulnerable groups will have a positive impact on the health and well-being of children living in Monmouthshire as they will have access to more local specialist provision that can meet their educational and social emotional needs	N/A

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

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	All Inclusion Service staff are guided by All Wales Safeguarding Procedures at all times and the Inclusion Strategy ensures everything necessary is in place to ensure the well-being of children at risk of harm or neglect..	.N/A	N/A
Corporate Parenting	The Inclusion Strategy and ALN Policy refer directly to the importance of ensuring the welfare of children who are looked after (CLA) and care experienced as a priority. The Inclusion and ALN Service have officers dedicated to supporting CLA and working with other supporting agencies.	N/A	N/A

7. What evidence and data has informed the development of your proposal?

- Quantitative data from ALN Statutory Service Reports to the directorate management team, which includes information from the Early Years ALN Team
- Inclusion Service evaluation reports
- Service User Data, from ONE
- PLASC data

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

- Inclusive and supportive educational settings, support keeping pupils close to their communities and peers
- High quality local specialist provision means there is less reliance on expensive, out of county specialist provision
- An inclusive culture advances equality of opportunity between people who share a relevant protected characteristic and those who do not
- An inclusive and tolerant culture fosters good relations between people who share a protected characteristic and those who do not
- High quality successful schools, support recruitment and retention of highly qualified staff and the development of best ALN practice across specialist settings
- Educating children in vulnerable groups, including those with ALN, close to their communities will result in a reduction in travel time and transport costs and associated pollution

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
Implement the Inclusion Strategy & ALN Policy	Ongoing	Dr M Wagstaff

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	LSE DMT <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>	3.2.25	
2	People Scrutiny Committee	18.2.25	
3	Business Cabinet meeting	4.3.25	