



monmouthshire
sir fynwy

Integrated Impact Assessment Template

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

Name of the Officer Daniel Fordham Phone no: 07890 024489 E-mail: danielfordham@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal The accompanying report sets out the key conclusions of the recent review of parking services in Monmouthshire carried out by AtkinsRealis and invites Cabinet to agree the proposed strategic objectives for the Council's parking strategy as well as the proposed actions for the Council in response the review's recommendations.
Name of Service area Regeneration	Date 19 November 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 report includes a consultant recommendation to provide 3-5% of spaces in car parks for Blue Badge holders. Older people are more likely than average to be Blue Badge holders. The recommended MCC action in the report is to assess the cost and impact of this proposal and consult stakeholders. If the proposal were carried out it may represent an increase in disabled parking provision in some car parks.	None	Stakeholders will be consulted on any proposed change prior to decision.
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 report includes a consultant recommendation to provide 3-5% of spaces in car parks for Blue Badge holders. The recommended MCC action in the report is to assess the cost and impact of this proposal and consult stakeholders. If the proposal were carried out it may represent an increase in disabled parking provision in some car parks.	None	Stakeholders will be consulted on any proposed change prior to decision.
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>	None	None	n/a

<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?
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>	None	None	None
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>	The report includes a consultant recommendation to provide 5-10% of spaces in car parks for parent and toddler parking. The recommended MCC action in the report is to assess the cost and impact of this proposal and consult stakeholders. If the proposal were carried out it would represent an increase in parent and toddler parking provision in some car parks.	None	Stakeholders will be consulted on any proposed change prior to decision.

<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>	None	None	None
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>	None	None	None
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>	None	None	None

<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>	None	None	None

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>No direct impacts.</p>	<p>No direct impacts.</p>	<p>The report includes a consultant recommendation to undertake a future review of parking charge variations and charge inconsistencies. This review will need to consider the impact of any changes in parking charges on people suffering socioeconomic disadvantage.</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>	All signs and information in and about the Council's car parks and parking services will be bilingual in Welsh and English. Any consultation on changes to parking provision will also be bilingual.	None	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>	n/a	n/a	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</i>	All signs and information in and about the Council's car parks and parking services will be bilingual in Welsh and English. Any	None	n/a

phone, email, twitter, Facebook, letters, forms, website transactions etc.	consultation on changes to parking provision will also be bilingual.		
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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>	<p>The report proposes a number of strategic objectives for the Council's parking strategy. These include:</p> <ul style="list-style-type: none"> Supporting the local economy Encouraging sustainable travel modes and helping reduce reliance on the private vehicle <p>If adopted these objectives will guide the provision of parking and enforcement services and facilities in Monmouthshire. This may lead to positive impacts in terms of prosperity and reducing carbon emissions.</p>	None	n/a
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</i>	<p>The proposed strategic objectives also include:</p> <ul style="list-style-type: none"> Enhance the built and natural environment 	None	n/a


<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>change (for example climate change).</i>	If adopted, changes and improvements to parking provision will reflect this goal. This could include, for example, the provision of sustainable drainage and green infrastructure as part of any future improvements to car parks.		
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>	The objective to encourage sustainable travel modes and helping reduce reliance on the private vehicle has potential positive impacts in terms of people's physical and mental wellbeing.	None	n/a
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	n/a	n/a	n/a
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	The objective to encourage sustainable travel modes and helping reduce reliance on the private vehicle has potential positive impacts for the environment, with consequent benefits for global wellbeing.	n/a	n/a
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>	All signs and information in and about the Council's car parks and parking services will be bilingual in Welsh and English. Any consultation on changes to parking provision will also be bilingual.		

<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 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>	n/a	n/a	n/a

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>Long Term</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>The report presents a number of consultant recommendations in relation to parking charges, technology, enforcement and parking provision, and proposes actions for MCC in response to each recommendation. The sustainable development principles will be embedded and prioritised in taking forward the proposed actions for MCC if agreed by Cabinet.</p>	n/a

<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="98 336 286 533">  </div> <div data-bbox="109 544 275 572"> Collaboration </div> <div data-bbox="315 336 607 443"> Working together with other partners to deliver objectives </div>	See above.	
<div data-bbox="98 671 286 852">  </div> <div data-bbox="109 863 257 892"> Involvement </div> <div data-bbox="315 663 607 770"> Involving those with an interest and seeking their views </div> <div data-bbox="109 807 607 1010"> <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> </div>	See above.	
<div data-bbox="98 1070 286 1251">  </div> <div data-bbox="109 1262 257 1291"> Prevention </div> <div data-bbox="315 1048 607 1193"> Putting resources into preventing problems occurring or getting worse </div>	See above.	

<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="98 279 280 502"><p data-bbox="136 478 259 502">Integration</p></div> <p data-bbox="309 256 593 400">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="309 440 593 536"><i>Focus here on how you will better integrate the Wellbeing Goals impacts</i></p> <p data-bbox="109 547 593 715"><i>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="638 256 786 280">See above.</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?
<u>Safeguarding</u> <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>	None	None	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>	None	None	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.

The AtkinsRealis Parking Review is provided as an appendix to the Cabinet report. This includes detailed and extensive evidence and data which have informed the consultant recommendations set out in the report.

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 impacts of the proposal identified in this impact assessment are:

- Potential positive impacts on the protected characteristics of age, disability and pregnancy/maternity.
- Identification of the need to consider the impact on people suffering socioeconomic disadvantage of any changes in parking charges arising from the report's recommendations.
- Potential positive impacts on the well-being goals of a prosperous Wales, a resilient Wales, a healthier Wales, a globally responsible Wales and a Wales of vibrant culture and thriving Welsh language.
- Identification of the need to embed and prioritise the sustainable development principles in taking forward any of the actions for MCC proposed in the report in response the consultants' recommendations.
- No impact on safeguarding or corporate parenting.

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 Cabinet's agreement to the strategic objectives and proposed MCC actions set out in the report.	19 November 2025	Daniel Fordham, Regeneration 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
1	Cabinet	19 November 2025	