



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, Regeneration Manager Phone no: 07890 024489 E-mail: danielfordham@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal The Abergavenny, Magor with Undy and Monmouth placemaking plans have been coproduced by the county council and the three relevant town councils and set out a vision, goals and priorities for each of the three town centres.
Name of Service area Regeneration	Date 26 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?
<p>Age</p> <p><i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i></p>	<p>The placemaking plans will support the regeneration of town centres, helping to retain locally accessible services in thriving businesses. Enabling communities to safely access local shops and services will benefit those who are without internet access or who cannot travel far to shop/use amenities: these issues disproportionately affect older people. High Streets can be enhanced with improved public realm and attractive buildings. Placemaking will provide thriving places that are pleasant to dwell in, both supporting local businesses and helping those who are lonely, which may disproportionately affect elderly people who are widowed.</p>	<p>None</p>	<p>Public realm improvements may include additional street seating allowing people with limited mobility, expectant or new parents or young children to rest.</p>

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
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>	<p>The placemaking plans will support the regeneration of town centres, helping to retain locally accessible services in thriving businesses. Enabling communities to safely access local shops and services will benefit those who are without internet access or who cannot travel far to shop/use amenities. These issues disproportionately affect people with disabilities.</p>	<p>Changes to the public realm can be disorientating for people with sight difficulties and visual impairment and could be distressing for people with severe autism.</p> <p>New street furniture and other elements introduced through public realm improvements may pose potential obstacles to those with visual impairments or mobility difficulties. Care will therefore be taken with the siting of these elements.</p>	<p>Public realm improvements may include additional street seating allowing people with limited mobility, expectant or new parents or young children to rest.</p> <p>Careful consideration will be given to the needs of people with disabilities before implementing any changes.</p>
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>	No impact	No 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>	No impact	No 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>	Public realm improvements can include additional street seating allowing people to rest and feed children.	New street furniture and other elements introduced through public realm improvements may pose potential obstacles to those with pushchairs or prams. Care will therefore be taken with the siting of these areas.	Public realm improvements may include additional street seating allowing people with limited mobility, expectant or new parents or young children to rest.
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>	No impact	No 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>	No impact	No 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 <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>	Retail and hospitality businesses provide a significant number of valued job opportunities. Supporting people to shop locally and buy goods and services locally supports the retention of those jobs. Data suggests that these jobs are disproportionately held by females.	No impact	Changes to the public realm will consider matters such as lighting to ensure that everyone is safe and feels safe. Feeling unsafe at night disproportionately affects females.
Sexual Orientation <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	No impact	No impact	Changes to the public realm will consider matters such as lighting to ensure that everyone is safe and feels safe.

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>	The placemaking plans will support the regeneration of town centres, including by creating an environment in which businesses can thrive – for example by improving the quality of the environment in the town centre, through investment in key town centre buildings, or by creating meanwhile use and pop-up opportunities for small businesses. An economically thriving town centre may create new employment and training opportunities which could benefit people suffering socio economic disadvantage.	None	The Regeneration team will liaise with colleagues in the Economy, Employment and Skills section to maximise opportunities.

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>	Placemaking Plans will be translated when adopted. Consultation will be bilingual.	No negative impact	-
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	-
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>	Signage will be proportionate to avoid physical and visual clutter. It will be bilingual to comply with	No impact	Information to market and promote the regeneration projects will be bilingual.

phone, email, twitter, Facebook, letters, forms, website transactions etc.	Welsh language standards and to promote our local heritage.		
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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>	The proposals will provide opportunities to create a safe and attractive environment for shoppers and visitors to support local businesses. Creating such an environment will support retail, services, hospitality outlets which in turn attracts businesses and jobs whilst adding to the general prosperity and vitality of a town centre. This in turn supports the infrastructure to enable citizens and communities to thrive and support local businesses.		A marketing campaign is proposed to promote the grant opportunities to local businesses.
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>	Public realm improvements may help to create a safer environment for pedestrians and cyclists and encourage active travel instead of car use. Green infrastructure introduced as part of public realm improvements will provide additional trees and flowers		WG funding has been secured for wider active travel improvements and for regeneration enhancements and grants to support local businesses.

<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?
	for pollinators. Such measures may also raise awareness of biodiversity and climate change issues and encourage positive participation.		
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>	Public realm improvements may create opportunities to prioritise pedestrians and cyclists as well as support businesses. Active travel is being promoted and supported by the Welsh government as a way to engender a healthier lifestyle.		Improved place-making and green infrastructure will provide the opportunity to increase physical activity and support physical and mental well-being and support Active Travel.
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	To be successful our High Streets need to be safe and attractive for residents, workers and visitors. The proposals will help businesses adapt to the changing role of the High Street.		
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	Measures to support local businesses, ensure pedestrian safety and to encourage active travel will encourage people to adopt a more healthy lifestyle through walking and cycling, as well as ensuring amenities and services are successful and therefore remain accessible locally.		
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language,</i>	All streets signs, highway markings and interpretational material introduced as part of public realm improvements will be in Welsh and English. There may be opportunities to use		

<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>	improvements to historic buildings and the public realm to raise awareness of culture, heritage and the Welsh language and encourage positive participation.		
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>	Monmouthshire has a greater range of small businesses than any other county in Wales. Creating an environment to support those seeking to invest or expand in retail thereby adding to the prosperity of our towns benefit from this project. Improved access and facilities can enable citizens to fulfill their potential, whatever their background or circumstances.		Consultation on placemaking plans has included specific engagement with eg disabled representative groups, older people, younger people etc.

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="98 260 293 459" data-label="Image"> </div> <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>Improved access and facilities within town centres and green infrastructure short term will assist with medium- and longer-term priorities of health, wellbeing and carbon reduction.</p>	
<div data-bbox="98 794 293 994" data-label="Image"> </div> <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Local placemaking partnership groups, including representatives from town and county councils, businesses and others, have been establish to oversee the development and delivery of placemaking plans.</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>The proposals will deliver against adopted and emerging placemaking plans for the six towns, all of which are the product of extensive engagement and consultation with local stakeholders and communities.</p>	
<div data-bbox="107 667 280 847">  </div> <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposals will arrest the deterioration of town centre buildings and public realm where investment is targeted.</p>	
<div data-bbox="107 920 280 1101">  </div> <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><i>Focus here on how you will better integrate the Wellbeing Goals impacts on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i></p>	<p>The proposals will have a positive impact on physical and mental wellbeing by creating pleasant and safe environments in town centres, and will support the work of partner organisation such as town councils towards these goals.</p> <p><i>There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts. Also think about impacts the proposal may have on other organisations</i></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>	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>	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 placemaking plans are informed in each case by a detailed review of baseline evidence, as summarised in the plan and set out in detail in the accompanying baseline 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, pregnancy/maternity and sex.
- Potential positive impacts in relation to socio-economic duty arising from investment in town centres and benefits this may bring in particular to people in poverty.
- Positive impacts on all the well-being goals.
- The development of the proposal meets the sustainable development principles.
- 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 a decision from Cabinet on the adoption of the placemaking plans.	10 December 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	December 2025	