

Appendix 3 - Directorate impact assessments

<u>Children, Learning, Skills and Economy</u>
<u>Social Care & Health</u>
<u>Infrastructure</u>
<u>Place & Community Wellbeing</u>
<u>Resources</u>
<u>People, Performance and Partnerships</u>
<u>Law & Governance</u>



monmouthshire
sir fynwy

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

Name of the Officer Will McLean Phone no: E-mail: WillMcLean@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To provide the details of the Children Learning Skills and Economy Directorate Budget impact assessment.
Name of Service area Children Learning Skills and Economy	Date 7 th January 2026

- 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 proposals will provide additional funding to support pupils with Additional Learning Needs (ALN) with significant funding being delegated to schools in addition to funding held centrally. These proposals provide funding to establish a new provision to support pupils with Social Emotional Mental Health (SEMH) needs allowing them to access support nearer to home and reducing the need for costly out of county placements or bespoke packages. Further investment in increasing leadership capacity within the inclusion team to provide advice and support to schools for pupils with complex ALN.	To support these pressures a number of grants are being utilised, this risk is that if these grants do not continue alternative sources of funding will be needed to be found.	The directorate will continue to monitor the grant situation and try to find alternative funding or budget savings elsewhere to support the budget investments.

<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 investment in supporting pupils with ALN will ensure more pupils can be supported in mainstream schools and within their local communities. With the proposal of a new provision to support pupils with more complex needs this will ensure pupils are supported in Monmouthshire avoiding costly out of county specialist placements and bespoke packages of support.	To support these pressures a number of grants are being utilised, this risk is that if these grants do not continue alternative sources of funding will be needed to be found.	The directorate will continue to monitor the grant situation and try to find alternative funding or budget savings elsewhere to support the budget investments.
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 has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.
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 has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.

<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>	No impact has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.
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 has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.
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 has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.

<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>	The majority of school based staff are female and part time - where there are proposals to increase job opportunities this will favour females potentially looking for part time work while dependents.	The majority of school based staff are female and part time - where there are proposals to increase job opportunities this will favour females potentially looking for part time work while dependents. The negative impact will be on males and those looking for full time roles.	The safer recruitment policy will be followed for all opportunities to ensure all candidates are treated fairly.
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 has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.

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 favourable 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?
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<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>The majority of school based staff are female and part time - where there are proposals to increase job opportunities this will favour females potentially looking for part time work while dependents.</p>	<p>The majority of school based staff are female and part time - where there are proposals to increase job opportunities this will favour females potentially looking for part time work while dependents. The negative impact will be on males and those looking for full time roles.</p>	<p>The safer recruitment policy will be followed for all opportunities to ensure all candidates are treated fairly.</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.

<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>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></p>	<p>The funding of a Welsh Language Officer will lead on the Welsh in Education Strategic Plan ensuring that all measures are met, they will also support schools to meet the national priorities under Cymraeg 2050 ensuring that 10% of the curriculum is delivered through the medium of Welsh.</p>	<p>Failing to find funding to appoint a Welsh Language Officer would negatively impact the progress of the Welsh in Education Strategic Plan (WESP)</p>	<p>All grant funding is being reviewed to ensure the pressures identified in the directorate budget, including the Welsh Language Officer can be met.</p>
<p>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></p>	<p>The Welsh Language Officer will need to be fluent in Welsh, this role will be supporting school staff with Welsh Language Skills and identifying where training is required.</p>	<p>The postholder will need to be fluent in Welsh, this may reduce the job opportunities for those that have some Welsh language skills but can upskill to meet the requirement.</p>	<p>No impact has been identified at this time.</p>
<p>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></p>	<p>Appointment of a Welsh Language Officer would have a positive impact on the service delivery of Welsh education. The role will be supporting school staff with Welsh Language Skills and identifying where training is required. They will work</p>	<p>Failing to find funding to appoint a Welsh Language Officer would have a negative impact on the service delivery of Welsh Education.</p>	<p>All grant funding is being reviewed to ensure the pressures identified in the directorate budget, including the Welsh Language Officer can be met.</p>




	closely with schools to promote the Welsh Language curriculum.		
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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>With the proposal to continue to support funding for the Inspire team this will allow them to continue to work with schools to reduce the number of pupils leaving education with no employment or further education. The team will work with these pupils to identify potential onward career / training opportunities.</p> <p>With the ALN proposals this will allow pupils to be supported nearer to their communities reducing their carbon footprint.</p>	None identified at this time.	All grant funding is being reviewed to ensure support for the Inspire team can continue.
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>	The proposal for ALN continues with the vision for Monmouthshire to meet the needs of the majority of pupils within the county, therefore reducing carbon footprint and keeping communities together.	None identified at this time.	By building capacity in Monmouthshire this will allow schools to support more pupils and reduce high-cost placements out of the county.
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>	More support for pupils with ALN will ensure better outcomes for those pupils, this will also support the families that care for these pupils.	None identified at this time.	None identified at this time.

<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 Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	The proposal for ALN continues with the vision for Monmouthshire to meet the needs of the majority of pupils within the county, therefore reducing carbon footprint and keeping communities together.	None identified at this time.	By building capacity in Monmouthshire this will allow schools to support more pupils and reduce high-cost placements out of the county.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	No impact has been identified at this time.	No impact has been identified at this time.	No impact has been identified at this time.
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>	The Welsh Language Officer will need to be fluent in Welsh, this role will be supporting school staff with Welsh Language Skills and identifying where training is required. They will work closely with schools to promote the Welsh Language curriculum through a wide range of activities including arts and sport.	The postholder will need to be fluent in Welsh, this may reduce the job opportunities for those that have some Welsh language skills but can upskill to meet the requirement.	No impact has been identified at this time.
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>	The investment for ALN will help support pupils to reach their full potential and provide greater opportunities going forward. The continued funding of Inspire will allow support for pupils that are at risk of being not in education employment or training (NEET). All proposals will either increase employment opportunities or avoid redundancies.	To support these pressures a number of grants are being utilised, this risk is that if these grants do not continue alternative sources of funding will be needed to be found.	The directorate will continue to monitor the grant situation and try to find alternative funding or budget savings elsewhere to support the budget investments.

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="91 300 286 497">  </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>All proposals are looking at the longer-term opportunities for young people to build provision which is sustainable to meet need and to offer further opportunities for employment and training. There are several job opportunities including a Welsh Language Officer and an Education Welfare Officer which will provide employment on a permanent basis. The proposed investment in school balances will provide schools with investment above the pay pressures to address the deficit budget situation.</p>	<p>A large number of employees within the directorate are funded via grant streams, there is a risk when grants are reduced there will be a funding shortfall which will result in potential redundancies. Every grant is reviewed to ensure that posts can be sustained.</p>
<div data-bbox="91 786 286 984">  </div> <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>While there are a number of joint arrangements that the directorate continue to support, the current proposals do not require partners to deliver, all proposals will require working with schools to deliver the objectives.</p>	<p>None identified at this stage</p>
<div data-bbox="91 1106 286 1303">  </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 proposed social emotional mental health establishment will initially operate as a satellite provision with support from another school. However, going forward this will be established as an independent school with its own leadership, to do this full consultation with partners is required.</p>	<p>None identified at this stage</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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The ALN provision will ensure a sustainable provision and will result in cost saving on placement and bespoke package costs, it will also support pupils to achieve their potential close to their communities.</p>	<p>None identified at this stage</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>Integration</p>	<p>All proposals are looking at the longer-term opportunities for young people to build provision which is sustainable to meet need and to offer further opportunities for employment and training. There are several job opportunities including a Welsh Language Officer and an Education Welfare Officer which will provide employment on a permanent basis.</p>	<p>A large number of employees within the directorate are funded via grant streams, there is a risk when grants are reduced there will be a funding shortfall which will result in potential redundancies. Every grant is reviewed to ensure that posts can be sustained.</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?
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<p><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></p>	<p>All the proposals meet safeguarding requirement and will protect young people.</p> <p>The safer recruitment policy will be followed</p>	<p>None identified at this stage</p>	<p>None identified at this stage</p>
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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>Non identified at this stage</p>	<p>Non identified at this stage</p>	<p>Non identified at this stage</p>

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.

Community and corporate plan
Grant plans
ALN strategy
Directorate budget
NEETS 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

The main positive benefit is that all the proposals will support pupils with ALN to remain in Monmouthshire and reduce the amount pupils that need to be placed outside Monmouthshire as their needs cannot be met. The proposals will provide employment opportunities including a post for a fluent Welsh speaker. Schools will be supported and receive £1,000,000 investment to help address the deficit budgets. School leavers will be supported to ensure they find on-going training or employment.

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?

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



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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 Phone no: E-mail: janerodgers@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Set out a budget for 2026/27 that addresses the pressures raised whilst looking for service reforms & efficiencies to remain within the budget allocated within the Medium-Term Financial Plan.
Name of Service area Social Care, Safeguarding and Health	Date 6/1/26

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>	<p>This proposal will impact positively on all age groups from children and younger adults, through to older adults by ensuring the necessary financial resources are in place to meet people's assessed care and support needs.</p> <p>For older adults, the proposal continues to prioritise a reablement approach to providing care and support. Reablement helps people to maximise their independence and stay well at home for longer.</p> <p>For children and families, the proposal ensures that essential family support services will be maintained. This helps children remain within their families and communities wherever possible.</p>	<p>Dependant on the outcome of 2026/27 fee negotiations there is a potential that the number of financial top-ups that are required to support people in residential care may increase.</p>	<p>We will negotiate fairly with care providers using.</p> <p>We will ensure good quality assurance processes are in place and monitor individual outcomes for all people in residential placements.</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>Social Health & Care directorate provides services to people (children and adults who have physical disabilities, learning disabilities, chronic illnesses or sensory impairments). The proposal will ensure that resources are available to assess children and adults with disabilities and to ensure that a range of services are in place to support people with what matters to them.</p> <p>The proposal continues to prioritise a reablement approach to providing care and support. Reablement helps people to maximise their independence and stay well at home.</p>	None identified	On-going review, quality assurance processes and monitoring of outcomes for all.
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 identified	None identified	None identified
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 identified	None identified	None identified

<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>	None identified	None identified	None identified
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>	The proposal will ensure that services have sufficient resources to ensure that race equality is maintained, for example through use of translators, services for unaccompanied asylum-seeking children and appropriate workforce training. Care and support plans for children, adults and their families / carers will take account of race and aims to provide care and support in a way that promotes and respects individuality.	None identified	Access to services will be in accordance with Anti-racist Wales, with training and awareness implemented across the service.
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>	Care and support plans will take account of a person's beliefs and aims to support a positive sense of identity.	None identified	Access to services will be in accordance with Anti-racist Wales, with training and awareness implemented across the service.

<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>	<p>Services are provided to both male and females regardless and are based on identified care and support needs.</p> <p>There are more females than males who take on caring roles for family members.</p> <p>The proposals do not include a reduction in statutory care and support and therefore have a neutral impact on carers.</p>	<p>The proposals include a deletion of vacant posts which may negatively impact on women more than men. (Because women are more likely to apply for social care roles than men).</p>	<p>Alternative social care practitioner roles are being created within the service.</p> <p>The service continues to commission with external providers (where the workforce is predominantly female).</p>
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>	<p>Care and support plans take account of a person's sexual orientation and aim to support a positive sense of identity</p>	<p>None identified</p>	<p>Ensure that services and practitioners are skilled and trained to support all.</p>

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 favourable 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 service supports individual children, families, and adults who experience the impact of socio-economic disadvantages. The service tailors care and support plans in line with people's individual goals and/or personal outcomes using a strengths-based approach; signposting and making referrals to a range of organisations according to identified needs. The proposals retain the resources required to ensure that people have access to services that can help them overcome socio-economic disadvantage.	Demand pressures on the service can make it harder to provide the optimal level of service to everyone who requires our advice or assistance.	<p>Ensuring that practitioners understand the impact of socio-economic disadvantages and have the right skills to support in such circumstances.</p> <p>There is an increased emphasis on providing effective early advice and assistance for people seeking help.</p>

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.

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!


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>	More than Words strategy delivers our responsibility for the Welsh Language	None identified	Ensure that the Welsh language offer is consistently made.
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>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	None identified	Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer
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>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	None identified	Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer




<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 service employs a wide workforce, predominantly women, and supports positive skill development within the social care and health sector including professional qualifications. The proposal ensures that fair fee negotiations can take place with providers who provide care and support services.	None identified	The proposal will ensure that jobs can be preserved within the service.
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>	None identified	None identified	None identified
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 Social Services and Wellbeing (Wales) Act 2014 requires local authorities to provide a range of services designed to promote health and wellbeing and prevent the need for long-term care and support. The service works with individuals to reduce social detriments which impact health and wellbeing. The service works to support individuals to overcome the impact of physical, learning disability, mental health issues, and live fulfilled lives according to what matters to them.	None identified	The proposal will ensure that services can continue to be provided to individuals and carers without significant reduction


<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 Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	<p>The service supports children and adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation and children to remain living safely within their families and communities. The service supports young people to develop their friendships, learning, and community activities locally and older adults with a range of preventative services support volunteering and a range of community based, all of which promote cohesive communities.</p>	None identified	Ensure services will continue to be provided to individuals as necessary.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	None identified	None identified	None identified
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>	<p>The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational, and sporting activities as part of building resilience and reducing loneliness and isolation.</p> <p>The proposal supports services which assist children to remain living within</p>	None identified	Ensure services will continue to be provided to individuals as necessary.

<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?
	their homes and communities – helping them to retain and celebrate their Welsh identity.		
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>	The service for those with care and support needs to overcome socio-economic disadvantages and the impact of poor health / disability to live fulfilled lives that matter to them.	None identified	Ensure services will continue to be provided to individuals as necessary.

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	The proposal has assessed the current service position and considered what resources are required to move forward in maintaining and developing the service so that the needs of children and adults with care and support needs are met. The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.	The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.

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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Social Services and Wellbeing (Wales) Act 2014 underpins the way that local authority works with its partners work through a range of structures and mechanisms both at a strategic and operational level. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for those required our support within Monmouthshire.</p>	<p>None identified</p>
 <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>Ensuring people have their views and voice heard when accessing services underpins what we do. We use assessments and reviews to seek wishes and feelings of those in receipt of services to allow us to make any necessary adjustments as required. We involve stakeholders in how we shape and provide services (for example, through engaging with care leavers or through involving residents within care settings).</p>	<p>Ensure everyone is informed about their rights to access formal advocacy.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The service places a consistent emphasis on early intervention and preventative services.</p>	<p>The mandate will ensure that there are sufficient resources to maintain preventative and early help services</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>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 Social Services and Wellbeing (Wales) Act 2014 requires local authorities to work together with health and other key partners to review wellbeing needs within the local authority area under regional arrangements. These arrangements seek to ensure that services align well, complimenting rather than duplicating across partnerships, so that people are supported to achieve good well-being outcomes.</p>	<p>Ensure that services can continue to be provided to all without any significant reduction.</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> <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 proposals will ensure that both children and adults alike are protected and safeguarded through the appropriate provision of services.</p> <p>The proposals ensure that the social care case management system is upgraded onto a sustainable footing, A modern case management system is central to safeguarding children and adults, and for ensuring that processes are implemented in keeping with statutory requirements.</p>	<p>None identified</p>	<p>The proposal ensures that safeguarding services can continue to be provided without significant reduction.</p>
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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>The proposal ensures that the council continues to meet its corporate parenting responsibilities – providing holistic services to children who are looked after and care leavers.</p> <p>Savings are identified against progression planning for children aligned with the development of increased in-house placements. Children do not transition to new placements unless it is in keeping with their individual outcomes</p>	<p>None identified</p>	<p>The proposal will ensure that services for children looked after, and care leavers can continue without significant reduction.</p>

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.

Financial and service 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

The proposals seek to maintain the level of services provided and to support the current priorities and objectives including:

- Provision of family support to enable children and young people to live within their families and communities
- Ensuring that people have access to reablement services when they need to
- Working with providers to ensure good quality care is available to people
- Ensuring that people are safeguarded through appropriate specialist systems and processes.

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?

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
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Integrated Impact Assessment Template

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

Name of the Officer completing the evaluation Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal This assessment considers the potential implications of the proposed budget savings and investments for 26/27.
Name of Service area Infrastructure Directorate	Date 05.01.26

- 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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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 impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time

<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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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 impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time

<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?
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 impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time
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>	No impacts have been identified at this time	No impacts have been identified at this time	No impacts have been identified at this time

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 favourable 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>The proposed savings will have a neutral impact as they relate to the full recovery of costs through third party funding streams and undertaking tachograph calibrations by upskilling MCC colleagues.</p> <p>The investment proposals will create four additional posts within the Highways and Grounds team.</p>	The proposed savings will have a neutral impact as they relate to the full recovery of costs through third party funding streams and undertaking tachograph calibrations by upskilling MCC colleagues.	The safer recruitment policy will be followed for all opportunities to ensure all candidates are treated fairly.

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.


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!




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>	The proposals will have a neutral impact on the Welsh Language.	The proposals will have a neutral impact on the Welsh Language.	No impacts have been identified at this time
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>	The additional posts will be advertised as Welsh language desirable as a minimum requirement. Those appointed will be able to access free Welsh classes to improve their Welsh language skills.	No impacts identified at this time	No impacts identified at this time
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>	All information is available through the medium of Welsh. The savings proposals have a neutral impact on the Welsh language	The proposals will have a neutral impact on the Welsh Language	The proposals will have a neutral impact on the Welsh Language

<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 investment proposals will result in the creation of 4 new and the up-skilling of colleagues to undertake tachograph calibrations.	No impacts identified at this time	No impacts identified at this time
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>	The creation of an additional vector team and a sweeper team will improve our ability to undertake cleaning of highways gulleys and drains and resilience in responding to flooding events.	No impacts identified at this time	No impacts identified at this time.
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>	No impacts identified at this time	No impacts identified at this time	No impacts identified at this time
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	No impacts identified at this time	No impacts identified at this time	No impacts identified at this time
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	No impacts identified at this time	No impacts identified at this time	No impacts identified at this time
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	No impacts identified at this time

<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>	No impacts identified at this time	No impacts identified at this time	No impacts identified at this time

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>	Climate change is causing more extreme weather events, and investment in additional teams helps to be more prepared for these longer term trends.	Not applicable

<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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	Not applicable	Not applicable
 <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>	Not applicable	Not applicable
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	The purchase of an additional Vactor will help to prevent potential surface water flooding incidents as a result of blocked drains.	Not applicable

<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="100 252 280 438" data-label="Image"> </div> <div data-bbox="129 448 255 475" data-label="Section-Header"> <p>Integration</p> </div> <div data-bbox="302 229 600 367" data-label="Text"> <p>Considering impact on all wellbeing goals together and on other bodies</p> </div> <div data-bbox="297 389 604 489" data-label="Text"> <p><i>Focus here on how you will better integrate the Wellbeing Goals impacts</i></p> </div> <div data-bbox="96 491 584 655" data-label="Text"> <p><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> </div>	<p>Not applicable</p>	<p>Not applicable</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> <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	Not applicable
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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	Not applicable

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 increased pattern of storm events and the reliance on mutual aid.

We currently use external suppliers to undertake tachograph calibrations, by upskilling staff we can undertake these checks internally reducing both costs and carbon emissions.

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 proposed increased in gulley and sweeping teams will enable us to improve our management of drainage channels and improve our resilience to flooding events.

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?

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



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

Name of the Officer Craig O'Connor Phone no: 07816175737 E-mail: CraigO'Connor@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal This assessment considers the potential implications of the proposed budget savings and investments for place and community wellbeing in 26/27.
Name of Service area: Place and Community Wellbeing	Date : 07 th Jan 2026

- 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>	No impacts have been identified	No impacts have been identified	N/A
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>	No impacts have been identified	No impacts have been identified	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?
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 impacts have been identified	No impacts have been identified	N/A
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 impacts have been identified	No impacts have been identified	N/A
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>	No impacts have been identified	No impacts have been identified	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?
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 impacts have been identified	No impacts have been identified	N/A
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 impacts have been identified	No impacts have been identified	N/A
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>	No impacts have been identified	No impacts have been identified	N/A
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 impacts have been identified	No impacts have been identified	N/A

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 favourable 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>	No impacts have been identified	Any potential increase in services fees and increase in car parking enforcement is likely to have a detrimental impact on people with low incomes.	N/A

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 have been identified	No impacts have been identified	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>	If any changes to posts are approved, each vacancy will be assessed to determine the Welsh language skills required for the role. All positions will be advertised with Welsh language skills listed as desirable as a minimum requirement.	No impacts have been identified	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>	All information across all our platforms is available through the medium of Welsh. The savings proposals have a neutral impact on the Welsh language	The proposals will have a neutral impact on the Welsh Language	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>	Maximizing income and reviewing fees helps sustain local services and jobs. Ongoing growth in leisure services supports local employment. Staff restructure does not result in redundancies.	Increased fees and charges may negatively impact affordability for some residents and businesses.	Monitor the affordability of services and charges.
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>	N/A	N/A	N/A
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>	Continued promotion and take up of membership of leisure center's promotes physical activity and well-being.	Potential concern of the capacity of leisure centres and recreational services.	Monitor service delivery and user feedback in terms of capacity of leisure centres.
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Expanding car parking enforcement and maintaining community assets supports safer, more attractive communities. Consider technological solutions for car parks.	Increased parking enforcement may be perceived negatively by some residents.	Communicate the rationale for enforcement to ensure highway safety.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	N/A	N/A	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?
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>	N/A	N/A	N/A
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>	Staff restructure does not result in redundancies.	Increased fees and fines may disproportionately affect low-income groups.	Monitor the impact of fees increases.

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>	Aligns with strategic aims including plans for RLDP adoption and longer term highway safety. Increased leisure centre membership will enhance and improve physical well-being of residents.	Ongoing review of long-term risks and opportunities

<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="91 277 282 472"></div> <div data-bbox="103 485 271 512">Collaboration</div> <p>Working together with other partners to deliver objectives</p>	N/A	N/A
<div data-bbox="91 576 282 762"></div> <div data-bbox="103 770 253 798">Involvement</div> <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>	Involvement and consultation aspart of the budget proposals.	Ongoing review and monitoring of the impact of fee increases.
<div data-bbox="91 948 282 1134"></div> <div data-bbox="103 1142 253 1169">Prevention</div> <p>Putting resources into preventing problems occurring or getting worse</p>	Additional car parking enforcement capacity will improve highway safety.	N/A

<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="100 252 280 438">  </div> <p data-bbox="129 448 255 475">Integration</p> <p data-bbox="100 491 600 662">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="302 395 600 491"><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>N/A</p>	<p>N/A</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> <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 have been identified	No impacts have been identified	N/A
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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 have been identified	No impacts have been identified	N/A

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.

Historical and projected budget figures, income generation trends, and cost pressures across key service areas such as Planning, Building Control, Car Parking, and Leisure Services. Anticipated service demand based on recent trends, such as the 35% growth in leisure sector participation over the past 36 months, and projections linked to the adoption of the Replacement Local Development Plan (RLDP). Analysis of current staffing levels and management requirements

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 proposal enables the directorate to maintain essential services despite financial pressures, supporting community wellbeing and local employment. The limited increases in fees and charges may negatively affect residents, particularly low-income groups. The directorate will regularly review the impact of fee changes, service delivery, and income generation to ensure objectives are met and negative effects are minimized.

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?
N/A		

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>SLT</i>	09.12.2025	



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 Peter Davies, Deputy Chief Executive Phone no: 07398 954828 E-mail: peterdavies@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal This impact assessment looks to ascertain any impact arising from the draft budget proposals for 2026/27 arising from the Resources directorate, together with mitigating action taken to reduce or eliminate any negative impacts
Name of Service area Resources directorate	Date 12 th January 2026

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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

<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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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 has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

<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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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 has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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 has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

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 favourable 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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

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 impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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>	Any resultant staffing changes during 2026/27 will have full regard to any posts that might require Welsh language skills. Due regard will be given to the number of staff who can speak Welsh, with focus particularly in resident and customer facing roles.	No impact has been identified at this time.	Not applicable at this time.
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>	Services already ensure that where services are being advertised that people can be communicated with in Welsh if required. Nothing by way of the draft budget proposals affects	No impact has been identified at this time.	Not applicable at this time.


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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>	No impact has been identified at this time as a direct result of the draft budget proposals for the directorate.	No impact has been identified at this time.	Not applicable at this time.
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>	No impact has been identified at this time.	As above	As above
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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local</i>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

<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>social, economic and environmental wellbeing</i>			
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 impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
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>	No impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

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 draft budget proposals for the directorate look to ensure that the services and enabling functions are sustainable and in meeting both the current and future needs of services, residents and businesses. Ensuring that land and property assets are well managed, utilised and contributing broadly and specifically to meeting net zero and climate and biodiversity ambitions.</p>	<p>None identified at this time.</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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The draft budget proposals and service delivery more generally across the directorate will require close partnership working through existing collaborations (e.g. The Shared Resource Service, Shared Revenue and Benefits Service) or where services are provided through established arrangements to other public sector partners (e.g. Gwent Police). The nature of these arrangements will such as to ensure that the Council and other partners objectives are always met.</p>	<p>None identified at this time as a consequence of the draft budget proposals for the directorate.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</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 draft budget proposals will undergo a four-week public consultation that will allow stakeholders to share their views and provide feedback on the proposals. In so far as the directorate budget proposals are concerned no impacts have been identified.</p>	<p>None identified at this time as a consequence of the draft budget proposals for the directorate.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The directorate budget proposals look to ensure that the enabling functions across the directorate, that support services and the Council more generally in the delivery of its objectives, are both fit for purpose and sustainable.</p>	<p>None identified at this time as a consequence of the draft budget proposals for the directorate.</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="100 252 280 438">  </div> <p data-bbox="129 448 255 475">Integration</p> <p data-bbox="100 496 600 655">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="302 395 600 491"><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>A careful balance always has to be struck between meeting short and long-term needs. However, maintaining sustainability across the services the directorate provides is key notwithstanding the budgetary challenges and pressures that have had to be managed and accommodated by way of mitigating actions.</p>	<p>None identified at this stage.</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> <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 impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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 impact has been identified at this time.	No impact has been identified at this time.	Not applicable at this time.

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.

Community and Corporate Plan
Medium Term Financial Strategy
Asset Management Strategy
Digital and Data Strategy
Corporate H&S Annual Report
Internal Audit plan
Directorate budget plan
Budget monitoring reports and supporting data
Existing contracts and agreements

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

Given the nature of the Directorate and its functions and services, and the nature of the budget pressures and mitigating actions taken to bring forward efficiencies and savings there are no significant positive or negative impacts arising from the draft budget proposals for the Resources directorate.

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?
No further actions considered necessary,		

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



Name of the Officer: Matthew Gatehouse Phone no: 0778 555 6727 E-mail: matthewgatehouse@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal: Various across the Chief Executive's department incorporating policy, performance and partnerships
Name of Service area: People, Performance and Partnerships	Date: 9/1/2026

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>	None identified at this stage. The investments will benefit people of all ages.	None identified at this stage	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?
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>	National data about users of Citizens Advice services show 29% of people reporting mental health issues which is above the national average. Local data highlights that 57% of users of the service in Monmouthshire were disabled or had a long-term health condition.	None identified at this stage	n/a
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 identified at this stage.	None identified at this stage	n/a
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 identified at this stage	None identified at this stage	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?
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>	Citizens Advice offers guidance to local people on pregnancy and maternity rights, covering pay, leave, discrimination, and safety at work. Increased funding will enable local people to continue to access this support and advice.	None identified at this stage	n/a
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>	National data suggests the ethnicity of citizens advice mirrors that of the wider population indicating that the impact for this group will not differ from that in the wider population.	See comment in left hand column	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?
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 identified at this stage	None identified at this stage	n/a
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>Approximately 55% of users of citizens advice services are women. Any increase in grant funding should have a proportionally higher benefit on this group.</p> <p>A higher proportion of staff working irregular hours are women. This is the staff group who will see the benefits from a new system to record and accurately pay holiday entitlements.</p>	None identified at this stage	Continue to make use of all staff wellbeing resources, including stress risk assessments to understand and mitigate demands placed on staff.
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>	None identified at this stage.	None identified at this stage	n/a

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 favourable 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)

Students

People who have experienced the asylum system

Single parents

People living in the most deprived areas

People involved in the criminal justice system

Vulnerable families

Pensioners

Single adult households

Homeless People

Carers

People misusing substances

<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>	Users of citizens advice are more likely to come from those experiencing socio economic disadvantage. Local data shows that users of the service are more likely to come from areas suffering economic deprivation. An increase in funding is likely to have a positive effect on this group with analysis indicating that £6,578,970 of value was generated for local people from the work of this agency.	None identified at this stage	An increase in funding for citizens advice is likely to have a positive impact as it will increase support for those suffering economic disadvantage.

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.




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!



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 stage	None identified at this stage	Not applicable
Operational: <i>Recruitment & Training of workforce 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>	All vacant posts are assessed to determine the Welsh language skills required. Every role is advertised with Welsh language skills listed as either essential or desirable.	None identified at this stage	Not applicable
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>	None identified at this stage	None identified at this stage	Not applicable

<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>Analysis shows that £6,578,970 of value was generated for local people from the work of Citizens Advice in Monmouthshire. This increases the spending power of local people increasing prosperity.</p> <p>Maintaining funding for the Cardiff Capital Region will ensure it can continue to foster economic growth, innovation, and sustainable development</p>	None identified at this stage	Not applicable
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>	None identified at this stage	None identified at this stage	Not applicable
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>	Increased funding for Citizens Advice would be expected to have a positive impact on health and well-being. For example, the service is able to help maximise household incomes, improving opportunities for activities associated with improved well-being.	None identified at this stage	Not applicable
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Increased funding for Citizens Advice would be expected to have a positive impact on inequality by raising incomes of those who are less well-off. Greater equality between people is correlated	None identified at this stage	Not applicable

<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?
	with a range of improved outcomes including community cohesion.		
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 stage	None identified at this stage	Not applicable
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>	None identified at this stage	None identified at this stage	Not applicable
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>	Increased funding for Citizens Advice would be expected to have a positive impact on inequality by raising incomes of those who are less well-off.	None identified at this stage	Not applicable

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="91 233 286 432">  </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>The budget proposals consider both immediate pressures and future needs, such as investing in digital solutions, new payroll systems, and staff development. These measures are designed to address current challenges while planning for sustainable service delivery and workforce resilience over the long term.</p>	
<div data-bbox="91 695 286 895">  </div> <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>There is a clear emphasis on working with partners such as Ardal (for procurement), SRS (for automation/AI), and Citizens Advice Monmouthshire. The proposals reflect ongoing engagement with stakeholders to identify needs and risks, and to deliver shared objectives.</p>	
<div data-bbox="91 994 286 1193">  </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>Stakeholders, including staff, residents, and service users, are involved through consultation and engagement activities. The proposals are informed by data and feedback from those affected, ensuring that diverse perspectives are considered in decision-making.</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="98 300 277 517">  <p>Putting resources into preventing problems occurring or getting worse</p> </div>	<p>Resources are allocated to prevent problems from escalating, for example, by investing in systems to ensure compliance with new holiday pay legislation and supporting the Citizens Advice service to mitigate the impact of economic deprivation. These actions help avoid future legal, financial, and social issues.</p>	
<div data-bbox="98 592 277 815">  <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> </div>	<p>The proposals integrate multiple wellbeing goals, including economic prosperity, health, equality, and community cohesion. Funding decisions are made with consideration of their impact on residents, staff, and vulnerable groups, ensuring that the benefits are distributed across the community.</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> <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>	None identified at this stage	None identified at this stage	n/a
<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u> <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>	Increasing the resources for Subject Access requests will improve responsiveness. A significant proportion of requests come from people who have been in the care system.	None identified at this stage	n/a

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.

This has been informed by the data highlighted in the above proposal including:

- An upward trend of subject access requests
- Evidence of impact of the Citizen's Advice Service

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

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?

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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	SLT	9/12/25	
2	Informal Cabinet	Dec/Jan	



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 James Williams Phone no: 07568480177 E-mail: jameswilliams@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal This impact assessment looks to ascertain any negative impact arising from the draft budget proposals for 2026/27 arising from the Law & Governance directorate, together with mitigating action taken to reduce or eliminate any negative impact.
Name of Service area Law & Governance	Date 1.12.25

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>	None identified	None identified	n/a

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>	None identified	None identified	n/a
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 identified	None identified	n/a
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 identified	None identified	n/a
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>	None identified	None identified	n/a

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 identified	None identified	n/a
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 identified	None identified	n/a
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 identified	None identified	n/a

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>	None identified	None identified	n/a
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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 favourable 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)

Students

People who have experienced the asylum system

Single parents

People living in the most deprived areas

People involved in the criminal justice system

Vulnerable families

Pensioners

Single adult households

Homeless People

Carers

People misusing substances

<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?
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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
<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>	None identified	None identified	n/a

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.

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	None identified	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>	None identified	None identified	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>	None identified	None identified	n/a

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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?
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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	None identified	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 change (for example climate change).</i>	None identified	None identified	n/a
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>	None identified	None identified	n/a
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	None identified	None identified	n/a
A globally responsible Wales	None identified	None identified	n/a

<i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>			
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>	None identified	None identified	n/a
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>	None identified	None identified	n/a

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="91 233 286 432">  </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>n/a</p>	<p>n/a</p>
<div data-bbox="91 663 286 863">  </div> <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>n/a</p>	<p>n/a</p>
<div data-bbox="91 930 286 1129">  </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>N/a</p>	<p>n/a</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?
<div data-bbox="98 256 277 437"></div> <div data-bbox="125 448 250 472">Prevention</div> <div data-bbox="297 229 589 368"> Putting resources into preventing problems occurring or getting worse </div>	n/a	n/a
<div data-bbox="98 507 277 687"></div> <div data-bbox="125 699 250 722">Integration</div> <div data-bbox="297 485 589 624"> Considering impact on all wellbeing goals together and on other bodies </div> <div data-bbox="297 651 589 743"> <i>Focus here on how you will better integrate the Wellbeing Goals impacts</i> </div> <div data-bbox="103 751 582 911"> <i>on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i> </div>	n/a	n/a

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?
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<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>	None identified	None identified	n/a
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<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 identified	None identified	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 proposals were developed from a review of the budget position and attempting to identify possible savings/income generation. As a internal advisory function, none of the proposals have an impact on service delivery.

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

n/a

- 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?
n/a		

- 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