



monmouthshire  
sir fynwy

## Integrated Impact Assessment Template

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

<p><b>Name of the Officer</b> completing the evaluation Kate Stinchcombe</p> <p><b>Phone no:</b> 01633644684 <b>E-mail:</b> <a href="mailto:katestinchcombe@monmouthshire.gov.uk">katestinchcombe@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To endorse the review of the Biodiversity and Ecosystem Resilience Report (Environment (Wales) Act 2016 Section 6) known as the 'Section 6 Report' which sets out the council's delivery against statutory duties and responsibilities as detailed in the adopted Biodiversity and Ecosystem Resilience (Section 6) Forward Plan 2024-28 which forms part of the Nature Recovery pillar of the Monmouthshire County Council Climate and Nature Emergency Strategy.</p>
<p><b>Name of Service area</b> Countryside, Destination, Environment</p>	<p><b>Date:</b> 25/02/2026</p>

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

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Age</b>  <i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i></p>	<p>The outcomes of Green Infrastructure creation and enhancement include benefits to people of all ages including the older and younger members of our community who are most vulnerable to the detrimental effects of climate change. Elements of the NRAP and GI strategy to be implemented by MCC are predominantly grant funded. Positive impacts on protected characteristics are typically requirements of this funding delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</p>
<p><b>Disability</b>  <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>	<p>The outcomes of Green Infrastructure creation and enhancement are disability inclusive.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</p>
<p><b>Gender reassignment</b>  <i>Consider the provision of inclusive services for transgender people and groups. Also consider what issues there are for employment and training.</i></p>	<p>Underserved groups, as identified in our HIA, are target for involvement and engagement in GI delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</p>

<u>Protected Characteristics</u>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Marriage or civil partnership</b> <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>	Underserved groups, as identified in our HIA, are targeted for involvement and engagement in GI delivery.	There are no negative impacts of the Strategy or Plan on protected characteristics.	N/A
<b>Pregnancy or maternity</b> <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>	Underserved groups, as identified in our HIA, are target for involvement and engagement in GI delivery.	There are no negative impacts of the Strategy or Plan on protected characteristics.	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?
<p><b>Race</b>  <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 &amp; Traveler, migrant communities and recording of racist incidents etc.</i></p>	<p>Underserved groups, as identified in our HIA, are targeted for involvement and engagement in GI delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</p>
<p><b>Religion or Belief</b>  <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></p>	<p>Underserved groups, as identified in our HIA, are targeted for involvement and engagement in GI delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</p>
<p><b>Sex</b>  <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>	<p>Underserved groups, as identified in our HIA, are target for involvement and engagement in GI delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</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?
<p><b>Sexual Orientation</b>  <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></p>	<p>Underserved groups, as identified in our HIA, are targeted for involvement and engagement in GI delivery.</p>	<p>There are no negative impacts of the Strategy or Plan on protected characteristics.</p>	<p>N/A</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 favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.*

**Consider how the proposal could affect the following vulnerable groups:**

Armed Forces Community (including veterans)

Single parents

Vulnerable families

Single adult households

Carers

Students

People living in the most deprived areas

Pensioners

Homeless People

People misusing substances

People who have experienced the asylum system

People involved in the criminal justice system

<u>Socio-economic Duty</u>	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?

<p><i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i></p>	<p>This decision will not have any adverse impact on those at socio-economic disadvantage. Social inclusion is an outcome of GI delivery. The GI approach promotes free access to green spaces and nature meaning health and wellbeing benefits are available to everyone regardless of their income. Underserved groups are target for involvement and engagement in Green Infrastructure delivery</p>	<p>There are no negative impacts of the Strategy or Plan on socio-economic duty and social justice.</p>	<p>N/A</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><b>How does your proposal impact on the following aspects of the <a href="#">Council's Welsh Language Standards</a>:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<p><b>Policy Making:</b>  <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>All communications and project materials including signage and interpretation are prepared bilingually. Promotion of species and habitat names in Welsh through communications increases the vocabulary of English speakers, Welsh learners and Welsh speakers.</p>	<p>There are no negative impacts of the Strategy or Plan</p>	<p>N/A</p>
<p><b>Operational:</b>  <b>Recruitment &amp; Training of workforce</b>  <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>Welsh language skills are identified as desirable on relevant post adverts. Training is available and encouraged.</p>	<p>There are no negative impacts of the Strategy or Plan.</p>	<p>N/A</p>
<p><b>Service Delivery:</b>  <b>Use of Welsh language in service delivery</b></p>	<p>All communications and project materials including signage and interpretation are prepared bilingually.</p>	<p>There are no negative impacts of the Strategy or Plan</p>	<p>N/A</p>

<p>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.</p>	<p>Promotion of species and habitat names in Welsh through communications increases the vocabulary of English speakers, Welsh learners and Welsh speakers.</p>		
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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!

<p><u><a href="#">Well Being Goals</a></u></p>	<p><b>Describe the positive impacts the proposal has on the wellbeing goal.</b></p>	<p><b>Describe the negative impacts the proposal has on the wellbeing goal.</b></p>	<p><b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<p><b>A prosperous Wales</b>  <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>	<p>The report demonstrates how the work to implement the Section 6 plan directly contributes to the Prosperous Wales vision of a low carbon society and action on climate change. There is the potential for green skills to be developed.</p>	<p>None</p>	<p>None</p>
<p><b>A resilient Wales</b>  <i>Maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i></p>	<p>The report demonstrates how the work to implement the Section 6 plan directly contributes to more sustainable management of green spaces and includes measures which will build resilience of ecosystems and assist nature recovery.</p>	<p>None</p>	<p>None</p>

<u>Well Being Goals</u>	<b>Describe the positive impacts the proposal has on the wellbeing goal.</b>	<b>Describe the negative impacts the proposal has on the wellbeing goal.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A healthier Wales</b> <i>People's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</i>	Green Infrastructure delivered will improve air quality and increasing walking and cycling will improve physical and mental health.	None	None
<b>A Wales of cohesive communities</b> <i>Communities are attractive, viable, safe and well connected</i>	Many of the actions implemented have involved working closely with local communities to produce local community benefits. Green Infrastructure including cycling and walking routes should increase connectivity between communities, particularly for those without a car.	None	None
<b>A globally responsible Wales</b> <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	Activities to raise awareness of the climate and nature emergency in a local setting can contribute to community behaviour change and wider impacts on lifestyle and consumer choices i.e. think global act local.	None	None
<b>A Wales of vibrant culture and thriving Welsh language</b> <i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i>	Welsh language has been used for all Green Infrastructure and Nature Recovery communications in line with the Welsh Language measure. The final report will also be published in Welsh. The GI approach promotes connectedness to nature through nature-based solutions as part of the Welsh culture and heritage.	None	None

<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?
<p><b>A more equal Wales</b>  <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></p>	<p>Green Infrastructure and Nature Recovery delivery involves work with stakeholders, community groups, individuals of all ages and all backgrounds, to help us achieve our ambitions.</p>	<p>None</p>	<p>None</p>

**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><b>Long Term</b></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 nature of green infrastructure delivery reported e.g. walking and cycling routes, tree planting and nature-based solutions, have a legacy following initial delivery including supporting wellbeing, storing carbon and water, providing habitats for species. Whilst the plans have long term benefits, we are reliant on short term grant funding. However, alternative funding mechanisms e.g. green finance are being explored.</p>	<p>None</p>

<p><b><u>Sustainable Development Principles</u></b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Many of the Section 6 actions have been delivered through collaboration, across the council, with community groups, and other regional stakeholders e.g. Natural Resources Wales.</p>	<p>None</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><b>Involvement</b></p>	<p>The report will be considered at Place Scrutiny on 29th January 2026. We will continue to involve stakeholders through ongoing delivery of the Section 6 plan for example Local Nature Partnership, town and community councils, community groups and individuals.</p>	<p>None</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Prevention is at the core of Section 6 delivery. Identifying our Green Infrastructure, habitats and species and establishing ways to maintain and promote ecosystem resilience to prevent further loss and reverse decline.</p>	<p>None</p>

<p><b><u>Sustainable Development Principles</u></b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<div data-bbox="107 440 282 624" data-label="Image"> </div> <p data-bbox="136 635 259 660"><b>Integration</b></p> <p data-bbox="309 416 607 560">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="309 596 607 695"><i>Focus here on how you will better integrate the Wellbeing Goals impacts</i></p> <p data-bbox="107 703 589 871"><i>on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i></p>	<p data-bbox="636 260 1328 1027">There is great benefit from working in a collaborative, integrated and joined-up way to deliver the Biodiversity Duty through a multi-disciplinary approach. The Strategy sets out Monmouthshire County Council’s approach to the planning, management and delivery of Green Infrastructure (GI) focussed on the following strategic objectives and priorities:• Improve Health &amp; Wellbeing• Enhance Biodiversity &amp; Increase Ecosystem Resilience• Support Climate &amp; Nature Resilience• Strengthen Landscape Character &amp; Distinctiveness• Support Sustainable Economic Development. In doing so, the GI Strategy will help contribute to the delivery of:• Replacement Local Development Plan• MCC Community and Corporate Plan • MCC Climate and Nature Emergency Strategy and Action Plans• MCC Biodiversity and Ecosystem Resilience Forward Plan and Action Plan• MCC Nature Recovery Action Plan• Public Service Board Wellbeing Plans.</p>	<p data-bbox="1355 260 1429 285">None</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?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b><u>Safeguarding</u></b>  <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>There are no safeguarding implications.</p>	<p>There are no safeguarding implications</p>	<p>There are no safeguarding implications .</p>

<p><b><u>Corporate Parenting, Care Leavers and Care Experienced People</u></b></p> <p><i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i></p>	<p>There are no corporate safeguarding implications.</p>	<p>There are no corporate safeguarding implications.</p>	<p>There are no corporate safeguarding implications.</p>
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## 7. What evidence and data has informed the development of your proposal?

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

Evidence for the urgency to take action to tackle climate change has come from numerous IPCC reports, such as:  
<https://www.ipcc.ch/2018/10/08/summary-for-policymakers-of-ipcc-special-report-on-global-warming-of-1-5c-approved-by-governments/>

Local information about nature and wellbeing has come from reports such as:

- Wellbeing Assessment, 3rd UK Climate Change Risk Assessment,
- Wales State of Nature Report, 2023,
- Greater Gwent State of Nature report 2021
- Greater Gwent Nature Recovery Action Plan 2022
- Environment (Wales) Act 2016, Section 6 Habitats and Species of Principle Importance for Nature Conservation in Wales
- Results of the 2024 public consultation for GI Strategy and Nature Recovery Action Plan
- Monmouthshire's Countryside Access Improvement Plan
- Monmouthshire Draft Landscape character Supplementary Planning Guidance 2017
- Monmouthshire Green Infrastructure Supplementary Planning Guidance 2015

**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 activity that the authority undertakes to comply with the Section 6 duty has significant positive contributions to make to the Wellbeing Goals. In particular a Healthier Wales through health and wellbeing opportunities through projects and partnerships, well connected multifunctional green spaces and community growing initiatives. There are also benefits for a Resilient Wales, based on supporting nature-based solutions for land management, raised awareness through training and education of the nature crisis and working in partnership to deliver landscape scale projects to support resilient ecological networks. There is also significant potential to contribute to Cohesive Communities, by working collaboratively and in partnership with our communities. Finally contributing to a Globally Responsible Wales through sustainable use of natural resources to support Monmouthshire's local green economy and develop skills and learning. There are no negative impacts on the Well-being Goals. There are no significant positive or negative impacts on protected characteristics, safeguarding or corporate parenting. The principles of Long term, Prevention, Integration, Collaboration and Involvement have been used throughout the development of the Action Plans.

**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

<b>1</b>	Business Cabinet	20/01/2026	
<b>2</b>	Scrutiny	29/01/26	