



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> completing the evaluation Diane Corrister</p> <p><b>Phone no:</b> <b>E-mail:</b>dianecorrister@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To present the Corporate Parenting Strategy (2025 – 2028) setting out the responsibility of the council regarding care experienced children and young people. To review the progress against the CP Strategy 2022 – 25 and sets out the actions for the period 2025-28</p>
<p><b>Name of Service area</b></p> <p>Health and Social Care - Children's Services</p>	<p><b>Date:</b> Feb 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.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics	None	none

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics including children with a disability.	None	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> This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics including gender reassignment	None	n/a
Marriage or civil partnership	N/A	None	N/A
Pregnancy or maternity	=This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics including young people who are pregnant or parents	None	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics. The strategy emphasizes the requirement to take into account children's individual profiles and needs.	None	N/A
Religion or Belief	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics. The strategy emphasizes the requirement to take into account children's individual profiles and needs.	None	N/a
Sex	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics. The strategy emphasizes the requirement to take into account children's individual profiles and needs	None	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected characteristics. The strategy emphasizes the requirement to take into account children's individual profiles and needs	None	n/a

## 2. The Socio-economic Duty and Social Justice

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

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The strategy sets out that the council has a duty to support care experienced children and young people overcome disadvantage and has a duty to help young people access work, education or employment.	None	n/a

### 3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None</p>	<p>n/a</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>All posts for residential care workers, social workers and support workers generated are advertised in Welsh.</p> <p>It would be beneficial to recruit more carers who are Welsh speakers.</p> <p>The strategy sets out how placement development work is allowing more children to remain in Wales / Monmouthshire where they can continue to learn Welsh at school and retain their Welsh identify</p>	<p>None</p>	<p>None</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p>	<p>Choice and Use of first language is supported and offered as part of all child and carer intervention.</p> <p>Accredited Interpretation services are available</p>	<p>None</p>	<p>None</p>

Promoting use of the language			
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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!

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	This strategy aims to support care experienced young people to access appropriate care, support, education, training and opportunities in order to positively contribute to their communities and to the prosperity of Wales.  The development of residential provision supports local employment opportunities.	Increase opportunities for care experienced people to gain employment / apprenticeships.
<b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)	Where residential care is being developed, attention is paid to ensuring that properties are refurbished to meet low carbon standards.	None
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	This strategy supports the development of appropriate care and therapeutic support to enhance care experienced young people's physical and mental wellbeing.	None
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	This strategy supports the development and integration of children looked after into their communities and is increasing the number of local placements.	None

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The strategy supports the Council's duty towards unaccompanied asylum-seeking children and young people</p>	<p>None</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All young people Looked After in Monmouthshire are supported in their heritage, culture and language as in the principles of the Social Service and Wellbeing Act. The strategy supports the increase of local placements for Monmouthshire children.</p>	<p>Increase the number of local placements</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The strategy supports care experienced children to overcome any loss or disadvantage they may have been exposed to and emphasizes that care experienced children should be given every opportunity to achieve their aspirations and ambitions.</p>	<p>None</p>

**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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>This strategy recognizes the longer-term sustainability of the service through placement development strategies and the provision / development of effective family support.</p>	<p>n/a</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>The Corporate Parenting Panel supports effective partnership working within and outside the council to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p>none</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Young people and carers are actively encouraged to be involved in the work of the corporate parenting panel.</p>	<p>Increase opportunities for young people to work collaboratively with the corporate parenting panel</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The strategy emphasizes the importance of preventative family support.</p>	<p>None</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The corporate parenting panel supports partnership working in meeting the wellbeing needs of care experienced people.</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 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>
Safeguarding	The strategy supports safeguarding of children through ensuring good quality care placements and the provision of preventative family support.	<i>.None</i>	None
Corporate Parenting	This is a Corporate Parenting Strategy which details the responsibility of the council- and councilors in meeting their Corporate Parenting responsibilities	n/a	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. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data including the census figures*
- *Household survey data*
- *Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc*
- *Evidence and data from Monmouthshire’s Well-being Assessment*
- *Recommendations from Scrutiny or following consultation*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors*

*Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)*

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014

2. Director's Report 2024/25

3. Service data (children's services and education services)

**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 strategy is concerned with the rights of care experienced children and young people, who fall into a protected characteristic by virtue of their age. The strategy recognizes that every child is individual and that children require placements that support their sense of identity and self-worth. The strategy emphasizes the progress that has been achieved over recent years regarding increasing the availability of local placements through the development of residential provision and enhancing the support provided to in-house foster carers. As well as retaining children in Wales this helps to support local employment opportunities. The strategy recognizes the central importance of helping young people to develop the independence, skills and personal resilience they will need to live fulfilled and happy lives.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Continue to review and evaluate progress against the 2025-28 action plan	<b>6-monthly</b>	<b>Diane Corrister</b>

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

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>1</b>	Scrutiny	<b>24<sup>th</sup> Feb 2026</b>	