



monmouthshire
sir fynwy

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: E-mail: craigoconnor@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Adoption of the Charter for the Rights of the Rivers in Monmouthshire
Name of Service area Place and Community Well Being	Date 29 th June 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>	Cleaner, healthier and more resilient rivers can benefit all age groups through improved access to nature, recreation, education, well-being and climate resilience.	No direct negative impact identified at this stage	

<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>	Positive indirect impact where improved river environments and better consideration of access to nature supports well-being for disabled people and people with long-term health conditions.	No negative impact identified at this stage.	
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>	N/A	No negative impact identified at this stage.	
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>	N/A	No negative impact identified at this stage.	

<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>	Positive indirect impact through potential improvements to public realm, environmental quality and access to nature, which can support well-being for pregnant people, parents and carers with young children.	No negative impact identified at this stage.	
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>	N/A	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>	The proposal applies equally to people of all religions and beliefs. River health may also support cultural, spiritual and community connections to nature.	No negative impact.	

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sex <i>Consider what issues there are for men and women. Will this impact disproportionately on one group more than another e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues.</i>	N/A	No negative impact	
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>	N/A	No negative impact	

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.

<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>	Positive indirect impact. The Charter supports a preventative and long-term approach to river health, biodiversity, pollution reduction and catchment resilience. These themes can contribute to reduced environmental inequality, improved access to nature, community well-being and climate resilience, particularly where communities are more exposed to flood risk, pollution or poor-quality local environments.	No direct negative impact identified at this stage because the Charter is non-statutory and does not change eligibility for services, funding or statutory decision-making requirements	
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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
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>	Positive impact. The charter can reinforce equal treatment of Welsh and English by ensuring Charter-related reports, public information and engagement are available bilingually where required. It also provides opportunities to use Welsh place names and promote Welsh cultural connections to rivers, landscapes and communities	No negative impact identified at this stage.	
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>	No direct staffing change is proposed. Existing Welsh language standards and workforce arrangements will continue to apply.	No negative impact identified at this stage.	
Service Delivery:	Positive impact where bilingual communication enables Welsh	No negative impact identified at this stage.	

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>	speakers to engage with river-related information and opportunities.		
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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>	Positive indirect impact through supporting sustainable resource use, climate adaptation, pollution reduction, nature recovery and long-term environmental resilience, all of which underpin sustainable places and a resilient local economy.	No negative impact identified at this stage.	
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>	Strong positive alignment. The Charter directly supports biodiverse natural environments, healthy functioning ecosystems, river health, catchment resilience and adaptation to climate change.	No negative impact identified at this stage.	

<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 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>	Positive indirect impact. Healthy rivers and access to green/blue spaces can support physical and mental well-being, recreation, education and community connection.	No negative impact identified at this stage.	
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Positive impact by supporting local action on biodiversity loss, pollution, climate adaptation and ecosystem resilience in line with wider environmental responsibilities.	No negative impact identified at this stage.	
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	Positive impact by supporting local action on biodiversity loss, pollution, climate adaptation and ecosystem resilience in line with wider environmental responsibilities.	No negative impact identified at this stage.	
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>	Positive indirect impact. Rivers are part of the county's heritage, landscape and community identity. Bilingual communication can support Welsh language visibility and participation.	No negative impact identified at this stage.	
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>	Positive indirect impact by supporting inclusive access to healthy environments and considering how river health and climate impacts affect different communities.	No negative impact identified at this stage.	

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?
 Long Term Balancing short term need with long term and planning for the future <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>	Yes. The Charter is explicitly long-term and preventative. It seeks to guide decisions affecting river health, biodiversity, catchment resilience and pollution prevention now and in the future.	
 Collaboration Working together with other partners to deliver objectives	Yes. The Charter supports partnership working with catchment partnerships, neighbouring authorities, statutory agencies, land managers, town and community councils and environmental organisations.	

<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?
 Involvement Involving those with an interest and seeking their views <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>	The proposal follows the Council motion agreed on 25 June 2026 and draws on the wider River Rights movement and partnership work. Future delivery should involve communities and stakeholders more directly.	
 Prevention Putting resources into preventing problems occurring or getting worse	The Charter supports early consideration of river health, pollution prevention, biodiversity, catchment resilience and climate adaptation before problems worsen.	
 Integration Considering impact on all wellbeing goals together and on other bodies <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>	The Charter integrates climate, nature, planning, flood resilience, public health, community well-being, Welsh language, partnership working and long-term environmental stewardship.	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
<u>Safeguarding</u> <i>Safeguarding in this context applies to children (not yet reached 18th birthday) and adult at risk (identified as a person over the age of 18 and who (a) is experiencing or is at risk of abuse or neglect, (b) has needs for care and support (whether or not the authority is meeting any of those needs), and (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.) Safeguarding is about ensuring that everything is in place to promote the well-being of children and adults at risk, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	No direct safeguarding impact.	No direct negative impact identified at this stage	

<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>	Positive indirect impact through long-term environmental stewardship and access to healthy natural spaces for all children and young people, including care experienced children and young people.	No direct negative impact identified at this stage.	
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7. What evidence and data has informed the development of your proposal?

Council motion agreed on 25 June 2026 requesting Cabinet adoption of a Charter for the Rights of Rivers. Monmouthshire Community and Corporate Plan objective for a Green Place to live and work, including making a positive contribution to addressing the climate and nature emergency. Monmouthshire Climate and Nature Emergency Strategy, particularly the Nature Recovery and Rivers and Ocean workstreams. Existing Council work on Green Infrastructure, biodiversity, catchment management, planning policy, flood resilience and river health.

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 impact of adopting the Charter is that it provides a clear, public and values-led framework for considering the health of rivers and watercourses across Monmouthshire. It supports the Council's Community and Corporate Plan, the Climate and Nature Emergency Strategy, nature recovery, Rivers and Ocean activity, planning policy, Green Infrastructure, biodiversity duties and partnership working.

The assessment has identified positive indirect impacts across well-being, socio-economic disadvantage, health, biodiversity, climate resilience, community cohesion and environmental stewardship. The principal risks are that the Charter could be misunderstood as creating new legal duties or raising expectations beyond the Council's direct powers. This has informed the proposal by making clear that the Charter is non-statutory, does not create legal personhood or directly enforceable rights, and should be considered proportionately alongside existing statutory duties and professional advice.

No direct negative impacts on protected characteristics, Welsh language, safeguarding or corporate parenting have been identified at this stage. Future projects, policies or funded interventions arising from the Charter will require their own detailed assessment where relevant.

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	Date considered	Brief description of any amendments made following consideration
	Cabinet	08/07/2026	

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