



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 To provide Council with a progress update on the motion agreed on 18 th September 2025 concerning the review of the Council's own treasury investments and the request that Greater Gwent (Torfaen) Pension Fund reviews relevant pension fund investment exposure. The proposal is to note progress, clarify governance responsibilities, and agree proportionate next steps.
Name of Service area Resources Directorate, Finance	Date: Full Council, 16 th July 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>	Positive impact arises from improved transparency and governance in relation to public funds and responsible investment considerations.	No direct negative impact identified at this stage.	Maintain transparent reporting and ensure future engagement is accessible, evidence-based and respectful of diverse community views.

<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>	As above	As above	As above
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>	As above	As above	As above
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>	As above	As above	As above

<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>	As above	As above	As above
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 report acknowledges significant public concern about human rights and international humanitarian law. Transparent decision-making supports confidence among communities with differing lived experience, ethnicity, nationality, faith or belief perspectives.	No direct negative impact identified at this stage.	Maintain a rights-based, evidence-led approach.
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 report acknowledges significant public concern about human rights and international humanitarian law. Transparent decision-making supports confidence among communities with differing lived experience, ethnicity, nationality, faith or belief perspectives.	No direct negative impact identified at this stage.	Maintain a rights-based, evidence-led approach.

<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>	Positive impact arises from improved transparency and governance in relation to public funds and responsible investment considerations.	No direct negative impact identified at this stage.	Maintain transparent reporting and ensure future engagement is accessible, evidence-based and respectful of diverse community views.
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>	As above	As above	As above

2. The Socio-economic Duty

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions.

Socio-economic disadvantage can be defined as living in less favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.

Consider how the proposal could affect the following vulnerable groups:

Armed Forces Community (including veterans)

Single parents

Vulnerable families

Single adult households

Carers

Students

People living in the most deprived areas

Pensioners

Homeless People

People misusing substances

People who have experienced the asylum system

People involved in the criminal justice system

<u>Socio-economic Duty</u>	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?
<i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i>	The report supports confidence that public resources are being stewarded responsibly and transparently. Continued prudent treasury management protects public funds and supports the Council's ability to deliver services over time.	No direct negative impact identified. A potential indirect risk would arise if ethical or reputational considerations were pursued without regard to security, liquidity, yield and fiduciary duties, as this could weaken financial stewardship.	Ensure future treasury and pension-related considerations remain legally compliant, proportionate and financially prudent. Continue to balance responsible investment considerations with the duty to protect public funds and pension scheme interests.

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>	The proposal does not alter Welsh language service provision.	No negative impact identified at this stage.	Ensure the report and public-facing materials comply with the Council's Welsh Language Standards and translation requirements.
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 workforce or recruitment changes are proposed.	No negative impact identified at this stage.	None identified beyond normal compliance with workforce Welsh language requirements.
Service Delivery: Use of Welsh language in service delivery <i>When advertising our services you must promote the fact that people can deal with the council in Welsh by</i>	No service delivery change is proposed.	No negative impact identified at this stage.	Ensure any future consultation or public engagement offers Welsh language arrangements in line with Council standards.

phone, email, twitter, Facebook, letters, forms, website transactions etc.			
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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>	Prudent treasury management and responsible investment oversight support long-term financial resilience and protect public funds.	No direct negative impact identified.	Retain security and liquidity as primary treasury principles while considering ESG and reputational factors.
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 WPP Responsible Investment Policy includes climate, nature and ESG considerations.	No direct environmental impact from this report.	Continue to consider ESG risk through treasury strategy and pension fund engagement.
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 direct health service impact. Transparent governance may support community trust in public decision-making.	No negative impact identified.	Maintain clear reporting and appropriate signposting for public concerns.

<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 report addresses a matter of public concern through democratic reporting and clarifies roles and responsibilities.	The issue is sensitive and could be divisive if reporting is unclear or perceived as partial.	The report has been prepared using factual, balanced language with a focus on legal, fiduciary and governance responsibilities.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	The proposal has the clearest positive link to this goal by considering human rights, international humanitarian law and responsible investment impacts beyond Wales.	No direct negative impact identified.	Continue to engage with WPP and the Pension Fund on policy implementation and transparency.
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 direct cultural or Welsh language impact.	No negative impact identified.	Comply with Welsh Language Standards in publication and engagement.
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 direct service change. Rights-based and transparent governance may support fair decision-making.	No direct negative impact identified.	Ensure future work recognises diverse community perspectives.

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>	The report considers long-term stewardship of public funds, pension fund investment governance and responsible investment risks, including human rights and ESG considerations.	Ongoing review of future Treasury Management Strategies to determine how ESG, reputational and ethical issues should be reflected alongside security, liquidity and yield.
 Collaboration Working together with other partners to deliver objectives	The response relies on engagement with Greater Gwent (Torfaen) Pension Fund, WPP, treasury advisers and investment managers.	Maintain dialogue with Pension Fund officers and WPP updates as implementation of the exclusions framework develops.
 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 motion arose from democratic debate and public concern. Correspondence from stakeholders and a petition considered by Torfaen have informed the broader context.	Ensure future engagement is transparent and accessible, and that any further representations are considered through the appropriate governance route.

<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?
 Prevention Putting resources into preventing problems occurring or getting worse	Responsible investment and treasury governance can help manage legal, financial and reputational risks before they crystallise.	Use established treasury and pension fund governance to identify significant emerging risks.
 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 report balances ethical, financial, legal, governance and reputational considerations and recognises the separate responsibilities of Council, Pension Fund and WPP.	Continue to integrate IIA findings into future reports where policy changes are proposed.

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. Prudent stewardship of public funds supports the Council's capacity to provide statutory services over time.	No negative impact identified at this stage.	No specific mitigation required beyond normal safeguarding duties.

<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>	No direct impact is identified.	No negative impact identified at this stage.	No specific mitigation required.
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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.

- Council motion approved on 18th September 2025.
- Monmouthshire County Council treasury investment review using holdings as at 30th June 2026 and relevant supporting information including advice from the Council's treasury advisors.
- Letter from the Chair of the Greater Gwent (Torfaen) Pension Fund Committee dated 3 July 2026.
- Greater Gwent (Torfaen) Pension Fund Committee report and minutes of 30 March 2026, item 8.
- Wales Pension Partnership Responsible Investment Policy approved in March 2026 and implemented from 1 April 2026.
- Published responsible investment, ESG, stewardship and sustainability information considered as part of the treasury review.
- Council reporting and IIA template guidance.

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 is primarily a progress and governance report. It does not directly change service provision, employment arrangements, access to services, eligibility criteria, Welsh language provision, safeguarding arrangements or corporate parenting responsibilities. No direct negative impacts have been identified at this stage for protected characteristic groups, people experiencing socio-economic disadvantage, Welsh language users, children, adults at risk, care leavers or care experienced people.

The main positive impacts are improved transparency, accountability and public confidence; a clearer articulation of the Council's own investment position; recognition of the separate fiduciary responsibilities of the Greater Gwent (Torfaen) Pension Fund; and continued alignment with responsible investment, human rights and globally responsible Wales considerations.

The assessment has reinforced the need for future work to remain evidence-led, legally compliant and proportionate, balancing responsible investment considerations with treasury management duties, fiduciary duties, security, liquidity and value for money. Further work should be reported through established governance routes if policy changes or material findings arise.

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?
Ongoing review of Treasury Management Strategy wording to consider how ESG, reputational and ethical considerations are reflected alongside security, liquidity and yield.	As part of the next annual Treasury Management Strategy update.	Head of Finance / Treasury Management officers and advisors.
Continue to monitor WPP and Greater Gwent (Torfaen) Pension Fund updates on implementation of the responsible investment and exclusions framework.	Ongoing; report significant developments through established governance arrangements.	Deputy Chief Executive / Head of Finance, with Pension Fund officers.

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
0.1	Officer draft	6 th July 2026	Initial draft prepared
0.2	Post Cabinet and SLT consultation	7 th July 2026	Draft updated following consultation
1.0	Council agenda publication	8 th July 2026	Final version ahead of publication.