

Public Document Pack



County Hall
Rhadyr
Usk
NP15 1GA

Tuesday, 19 July 2016

Notice of Reports Received following Publication of Agenda.

Cabinet

Wednesday, 27th July, 2016 at 2.00 pm,
Council Chamber - Council Chamber

Attached are reports that the committee will consider as part of the original agenda but were submitted to democratic services following publication of the agenda.

Item No	Item	Pages
4.4	<p>Social Care and Health Senior Leadership Review <u>Division/Wards Affected:</u> All</p> <p><u>Purpose:</u> To propose a revised senior leadership structure for Social Care and Health</p> <p><u>Author:</u> Claire Marchant, Chief Officer, Social Care & Health</p> <p><u>Contact Details:</u> clairemarchant@monmouthshire.gov.uk</p>	1 - 12

Paul Matthews
Chief Executive

This page is intentionally left blank

Name of the Officer Claire Marchant Phone no: E-mail: : Clairemarchant@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To propose a revised Senior Leadership Structure for Social Care And Health.
Name of Service Social Care & Health	Date Future Generations Evaluation form completed 20 th July 2016


1. **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.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The revised senior leadership structure for Social Care & Health will have a positive impact as it articulates a number of actions which will ensure that resources are effectively and efficiently used within Monmouthshire.	This Leadership review will be managed through the authorities protection of employment policy.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N / A	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. To this end the leadership review reflects this 'people focused' approach.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The leadership review will support the ways we work with families to help them meet their children's needs, including their need to be protected from harm. The leadership review will support vulnerable adults, children and young people to remain independent, living in their local communities, and enables children and young people to retain their friendships, education, and community activities, all of which promote cohesive communities.	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The leadership review will enable and promote a strong sense of community pride and achievement in supporting vulnerable adults, local children and young people within our communities.	N/A

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The leadership review will support and protect the culture, heritage and Welsh language by supporting local children and young people to remain in their families and communities they are from.</p>	<p>Any necessary external recruitment will be marketed bilingually</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The Leadership review will support the Equal Opportunities by ensuring that we will find safe and appropriate ways to work with families to help them meet their children's needs, including their need to be protected from harm. We will, whenever it is safe to do so, always look for ways to support vulnerable adults, children and young people to remain with their birth family, extended family and communities, and avoid the need for children and young people to become looked after.</p>	<p>N/A</p>

2. 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? Describe how.	If not, what has been done to better meet this principle?
 <p>Balancing short term need with long term and planning for the future</p>	<p>The leadership review sits within the context of the 3 year service and financial plan which sets out a sustainable service and financial plan for Social Care & Health, combining improvements in social work practice, workforce development and commissioning. It reflects the need to strengthen transformational capacity for the short medium and long term. This recommends a sustainable structure</p>	<p>N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6th of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The leadership structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. It also takes integrated health and social care delivery to the next stage of maturity through integrating well-being and direct service provision into the remit of Integrated Service Managers who are aligned with primary care. This is an enabling structure which will facilitate further NHS integration. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for vulnerable adults and children within Monmouthshire.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Monmouthshire is committed to developing a consultation and engagement strategy and ensuring that the voice of the vulnerable adult and child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of young people such as the Children in Care Council by including younger children.</p>	<p>It is important that Children's Services engages with the corporate engagement and participation officer to take forward consultation with families.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p data-bbox="383 389 577 603">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="226 600 342 620">Prevention</p>	<p data-bbox="600 301 1346 687">The proposed structure supports the shift away from service led solutions to well-being, early intervention and prevention. The proposed structure will assist and enable children and young people to achieve in their childhood, and that they can be successful in their futures. We will ensure that achieving the best for children and young people is at the centre of everything we do. We will safely support vulnerable adults and children to achieve the best possible outcomes for their lives.</p>	<p data-bbox="1697 491 1756 517">N/A</p>
 <p data-bbox="383 722 562 967">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="226 935 349 959">Integration</p>	<p data-bbox="600 724 1346 954">The leadership review will help ensure that we find safe and appropriate ways to work with vulnerable adults, families and children to help them meet their needs, including their need to be protected from harm. Whenever it is safe to do so, we will always look for ways to support people in our communities.</p>	<p data-bbox="1697 842 1756 868">N/A</p>

- 3. 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. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

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	The leadership review has been developed to impact positively on all vulnerable adults and children we work with. This will assist in reviewing, identifying and commissioning / developing the right services to support the needs of vulnerable adults, children, young people and their families. The protection of employment policy will be followed, but at this point we are unable to determine the impact as the impact could potentially be both positive or negative.	N/A	In line with change management processes we would look to mitigate any potential future impact.
Disability	As above	N/A	As above
Gender reassignment	As Above	N/A	As Above
Marriage or civil partnership	As Above	N/A	As Above
Pregnancy or maternity	As Above	N/A	As Above
Race	As Above	N/A	As Above

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?
Religion or Belief		N/A	N/A
Sex	As Above	N/A	As Above
Sexual Orientation	As Above	N/A	As Above
Welsh Language	As Above	N/A	As Above

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire’s Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Two of the principals on which the review is based is ensuring that safeguarding and corporate parenting issues are fundamental to all considerations	N/A	N/A
Corporate Parenting		N/A	N/A

5. What evidence and data has informed the development of your proposal?

<p>The evidence and data that has informed this report is:</p> <ol style="list-style-type: none"> 1. The Social Services and Wellbeing (Wales) Act 2014 2. Protection of Employment Policy 3. Financial data – Agresso 4. Service user data – PLANT

6. 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?

The Future Generations Evaluations Form has helped the Council understand the positive and negative impacts of the leadership review and has evidenced that the Council has paid due regard to equality and sustainable development issues within the strategy proposal.

7. 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	Progress
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	27.07.2017
--	------------

9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Full Union Consultation		
2	Full Leadership Team Consultation	Throughout July	

This page is intentionally left blank