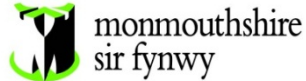


Public Document Pack



Neuadd Y Sir
Y Rhadyr
Brynbuga
NP15 1GA

Dydd Mawrth, 20 Tachwedd 2018

Annwyl Cynghorydd

PENDERFYNIADIAU AELOD CABINET UNIGOL

Hysbysir drwy hyn y caiff y penderfyniadau dilynol a wnaed gan aelod o'r cabinet eu gwneud **Dydd Mercher, 28ain Tachwedd, 2018,**.

AGENDA

1. SGILIAU GWAITH (RHAGLEN ESF)

CABINET MEMBER: County Councillor Sara Jones

AUTHOR: Richard Drinkwater

CONTACT DETAILS:

Tel: 07768 055283

E-mail: richarddrinkwater@monmouthshire.gov.uk

2. CYNNYDD FFIOEDD AELODAU PANEL MAETHU

CABINET MEMBER: Councillor P Murphy

AUTHOR: Jane Rodgers

CONTACT DETAILS:

Tel: 01633 644054

E-mail: janerodgers@monmouthshire.gov.uk

Yr eiddwch yn gywir,

Paul Matthews
Prif Weithredwr

PORTFFOLIOS CABINET

Cynghorydd Sir	Maes Cyfrifoldeb	Gwaith Partneriaeth ac Allanol	Ward
P.A. Fox (Arweinydd)	Strategaeth a Chyfeiriad Awdurdod Cyfan CCR Cyd Gabinet a Datblygu Rhanbarthol; Trosolwg Sefydliad; Gweithio Rhanbarthol; Cysylltiadau Llywodraeth; Bwrdd Gwasanaethau Cyhoeddus; WLGA	Cyngor WLGA WLGA Bwrdd Cydlynu Gwasanaethau Cyhoeddus	Porthysgewin
R.J.W. Greenland (Dirprwy Arweinydd)	Menter Cynllunio Defnydd Tir; Datblygu Economaidd; Twristiaeth; Rheoli Datblygu; Rheoli Adeiladu; Tai a Digartrefedd; Hamdden; Ieuenctid; Addysg Oedolion; Addysg Awyr Agored; Hybiau Cymunedol; Gwasanaethau Diwylliannol	Cyngor WLGA Twristiaeth Rhanbarth y Brifddinas	Devauden
P. Jordan	Llywodraethiant Cefnogaeth y Cyngor a Phenderfyniadau Gweithrediaeth; Craffu; Safonau Pwyllgor Rheoleiddiol; Llywodraethiant Cymunedol; Cefnogaeth Aelodaeth; Etholiadau; Hyrwyddo Democratiaeth ac Ymgysylltu: Y Gyfraith; Moeseg a Safonau; Perfformiad Awdurdod Cyfan; Cynllunio a Gwerthuso Gwasanaeth Awdurdod Cyfan; Cydlynu Corff Rheoleiddiol		Cantref
R. John	Plant a Phobl Ifanc Safonau Ysgolion; Gwella Ysgolion; Llywodraethiant Ysgolion; Trosolwg EAS; Blynyddoedd Cynnar; Anghenion Dysgu Ychwanegol; Cynhwysiant; Cwricwlwm Estynedig; Derbyniadau; Dalgylchoedd; Cynnig Ôl-16; Cydlynu gyda Choleg Gwent.	Cyd Grŵp Addysg (EAS) CBAC	Llanfihangel Troddi
P. Jones	Gofal Cymdeithasol, Diogelu ac Iechyd Plant; Oedolion; Maethu a Mabwysiadu; Gwasanaeth Troseddu Ieuenctid; Cefnogi Pobl; Diogelu Awdurdod Cyfan (Plant ac Oedolion); Anableddau; Iechyd Meddwl; Iechyd Cyhoeddus; Cydlynu Iechyd.		Rhaglan
P. Murphy	Adnoddau Cyllid; Technoleg Gwybodaeth (SRS); Adnoddau Dynol; Hyfforddiant; Iechyd a Diogelwch; Cynllunio Argyfwng; Caffaeliad; Archwilio; Tir ac Adeiladau (yn cynnwys Stadau, Mynwentydd, Rhandiroedd, Ffermydd); Cynnal a Chadw Eiddo; Swyddfa Ddigidol; Swyddfa Fasnachol	Consortium Prynu Prosiect Gwyrdd Cymru	Caerwent

S.B. Jones	Gweithrediadau Sir Cynnal a Chadw Priffyrdd, Rheoli Trafnidiaeth, Traffig a Rhwydwaith, Rheolaeth Stad; Gwastraff yn cynnwys Ailgylchu; Cyfleusterau Cyhoeddus; Meysydd Parcio; Parciau a Gofodau Agored; Glanhau; Cefn Gwlad; Tirluniau a Bioamrywiaeth; Risg Llifogydd.	SEWTA Prosiect Gwyrdd	Goetre Fawr
S. Jones	Cyfiawnder Cymdeithasol a Datblygu Cymunedol Ymgysylltu â'r Gymuned; Amddifadedd ar Arwahanrwydd; Diogelwch y Gymuned; Cydlyniaeth Gymdeithasol; Tlodi; Cydraddoldeb; Amrywiaeth; Y Gymraeg; Cysylltiadau Cyhoeddus; Safonau Masnach; Iechyd yr Amgylchedd; Trwyddedu; Cyfathrebu		Llanofar

Nodau a Gwerthoedd Cyngor Sir Fynwy

Ein diben

Adeiladu Cymunedau Cynaliadwy a Chydnerth

Amcanion y gweithiwn tuag atynt

- Rhoi'r dechrau gorau posibl mewn bywyd i bobl
- Sir lewyrchus a chysylltiedig
- Cynyddu i'r eithaf botensial yr amgylchedd naturiol ac adeiledig
- Llesiant gydol oes
- Cyngor gyda ffocws ar y dyfodol

Ein Gwerthoedd

Bod yn agored. Rydym yn agored ac yn onest. Mae pobl yn cael cyfle i gymryd rhan mewn penderfyniadau sy'n effeithio arnynt, dweud beth sy'n bwysig iddynt a gwneud pethau drostynt eu hunain/eu cymunedau. Os na allwn wneud rhywbeth i helpu, byddwn yn dweud hynny; os bydd yn cymryd peth amser i gael yr ateb, byddwn yn esbonio pam; os na allwn ateb yn syth, byddwn yn ceisio eich cysylltu gyda'r bobl a all helpu - mae adeiladu ymddiriedaeth ac ymgysylltu yn sylfaen allweddol.

Tegwch. Darparwn gyfleoedd teg, i helpu pobl a chymunedau i ffynnu. Os nad yw rhywbeth yn ymddangos yn deg, byddwn yn gwrando ac yn esbonio pam. Byddwn bob amser yn ceisio trin pawb yn deg ac yn gyson. Ni allwn wneud pawb yn hapus bob amser, ond byddwn yn ymrwymo i wrando ac esbonio pam y gwnaethom weithredu fel y gwnaethom.

Hyblygrwydd. Byddwn yn parhau i newid a bod yn hyblyg i alluogi cyflwyno'r gwasanaethau mwyaf effeithlon ac effeithiol. Mae hyn yn golygu ymrwymiad gwirioneddol i weithio gyda phawb i groesawu ffyrdd newydd o weithio.

Gwaith Tîm. Byddwn yn gweithio gyda chi a'n partneriaid i gefnogi ac ysbrydoli pawb i gymryd rhan fel y gallwn gyflawni pethau gwych gyda'n gilydd. Nid ydym yn gweld ein hunain fel 'trefnwyr' neu ddatrys-wyr problemau, ond gwnawn y gorau o syniadau, asedau ac adnoddau sydd ar gael i wneud yn siŵr ein bod yn gwneud y pethau sy'n cael yr effaith mwyaf cadarnhaol ar ein pobl a lleoedd.



SUBJECT:	Skills@Work (ESF PROGRAMME)
MEETING:	Individual Cabinet Member Decision – Cllr Sara Jones
DATE:	28th November 2018
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

- 1.1 To provide a progress update on the European Social Fund (ESF) Skills@Work programme following the initial Individual Cabinet Member Decision [report](#) in February 2017 and subsequently to request approval for the Council to participate in the delivery of this regional funding opportunity.

2. RECOMMENDATIONS:

- 2.1 To approve the Council's participation in the ESF funded Skills@Work programme.
- 2.2 To approve the appointment of annual fixed term officers, namely tutors, as required, who will be 100% funded to deliver activity for the duration of the programme.
- 2.3 To utilise the existing Coleg Gwent franchise grant for match funding purposes for which Coleg Gwent approval is in place.

3. KEY ISSUES:

- 3.1 As recognised in the operational programme of the ESF 2014 – 2020 programme period, investing in skills is a key driver in the development of a modern knowledge-based economy in responding and adapting to economic changes. There is a strong correlation between qualification and skills and employment and earnings. For those in part-time work who are more likely to have low skills, the role of skills development in addressing in-work poverty is clear, particularly in up-skilling those with no or basic skills in order to support them to progress within the labour market.
- 3.2 The purpose of this three year Skills@Work initiative is to increase the ownership of generic, transferable skills at all levels from basic to level two, across the workforce of the region, through community provision. Thereby improving the opportunities for current low skilled workers, to sustain employment and increase earnings potential.
- 3.3 Community based provision will focus on supporting reluctant learners to engage with flexible learning opportunities outside of the workplace and will offer a range of provision including literacy, numeracy, ICT and other generic transferable skills resulting in an eligible qualification from basic to level 2. Basic literacy, digital literacy and numeracy skills acquisition will also form a key area to improve the mobility of the workforce and sustainable employment.
- 3.4 The partners involved are Monmouthshire CC, Cardiff CC, and Newport CC (NCC). The total value of the initiative is likely to be in excess of £2.5 million and we anticipate a total delivery value of £555,769 for Monmouthshire, £274,665 to be derived from the ESF contribution and a further £281,104 via match funding which will be drawn from the Council's existing Coleg Gwent franchise agreement. Exact figures will be confirmed once final approval is received by WEFO. Regular update reports including staffing and financial arrangements, will be presented to the Economy and Development Select Committee as the initiative progresses.

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

4.1 Summarised below for Members' consideration from Future Generations Evaluation located in Appendix A:

The Skills@Work programme will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the life chances for currently low skilled workers to sustain employment and increase earnings potential. This regional programme will take a strategic approach to ensure a clear focus and alignment to regional priorities such as the LSkip employment and skills plan and the Cardiff Capital Region.

5. OPTIONS APPRAISAL:

5.1 The initial proposal for this initiative was led by NCC in 2014 however due to complications with Further Education institutions and the withdrawal of NCC as lead sponsor, the initiative did not progress. Since then negotiations have been on-going. A report was approved by Individual Cabinet Member Decision on the 15th February 2017 advocating that the Council assume the lead sponsor role in order for the initiative to progress however since then NCC have taken back up the role of lead sponsor and the programme details have been finalised.

5.2 Options Analysis

Option	Benefits	Risks	Comments
Do nothing	None identified	Increased risk of currently low skilled workers failing to sustain employment.	Limited offer of learning opportunities would continue
Implement programme	<ul style="list-style-type: none"> • Over 1,000 citizens will have opportunities to enhance their skills • Over 1,000 will have an opportunity to sustain their employment and increase their learning potential • Coleg Gwent Franchise funding is maximized by its use at match funding to drawn in additional funds 	<ul style="list-style-type: none"> • WEFO may withdraw funding due to Brexit; • The Council will assume full legal and financial responsibility for the entire operation - an all partner service level agreement will be put in place to mitigate any risks. 	Programme may finish earlier than anticipated

6. EVALUATION CRITERIA:

- 6.1 An evaluation assessment has been included in Appendix B for future evaluation of whether the decision has been successfully implemented. The decision will be evaluated by Economy and Development Select Committee, which will make recommendations regarding any proposed changes to Cabinet. An annual report will be presented to Economy and Development Select Committee to review progress to date.

7. REASONS:

- 7.1 As recognised in the ESF operational programme 2014 – 2020, investing in skills is a key driver in the development of a modern knowledge-based economy and in responding and adapting to economic changes. There is a strong correlation between qualification and skills, employment and earnings, with those in part-time work more likely to have low skills, emphasising the role of skills development in addressing in-work poverty and up-skilling those with no or basic skills to support them to progress within the labour market.
- 7.2 The project will utilise tutors from the existing pool of staff. The Council currently has 15 tutors on annual fixed term contracts who can and will deliver tuition for the project as part of their commitment to deliver the Council's Coleg Gwent franchise provision. The tutors will be 100% funded to manage and deliver activity for the duration of the programme if however, additional tutors are required to ensure deliverability, and they will be recruited accordingly.
- 7.3 The programme will be managed by the existing Community Learning Lead who will take the lead role in coordinating the project, utilising the match funding to contribute to their time as the project 'dovetails' into normal duties with regards to the coordination/day to day management of the Council's classes.
- 7.2 The project will engage with over 1,000 beneficiaries and we therefore anticipate direct engagement of over 500 participants over the course of the programme, meeting the following annual targets:
- 20, Employed, including self-employed participants with no formal qualifications – male;
 - 40, Employed, including self-employed participants with no formal qualifications – female;
 - 12, Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) – male;
 - 28, Employed, including self-employed participants with qualifications up to and including a lower secondary education (ISCED 2) – female;
 - 14, Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving – male;
 - 28, Employed, including self-employed participants with no formal qualifications gaining an essential skills or technical or job specific qualification upon leaving – female;
 - 8, Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving – male; and
 - 20, Employed, including self-employed participants with up to and including a lower secondary education (ISCED 2) gaining an essential skills or technical or job specific qualification at lower secondary (ISCED 2) level upon leaving - female

8. RESOURCE IMPLICATIONS:

- 8.1 Although there are no cash implications for the Council for this initiative other than match funding of management officer time 'in-kind, when the offer of grant is accepted, the Council will assume full legal and financial responsibility for the entire operation. Therefore in order to mitigate any external risk an all partner service level agreement will be put in place.

9. **CONSULTEES:**
Senior Leadership Team
Cabinet

Decision following presentation of Individual Cabinet Member report on 15th February 2017:

Approved the request for MCC to act as lead sponsor in the ESF funded Skills@Work programme which will include the use of MCC Officer time as match funding for the initiative.

Approved the appointment of officers as required, 100% funded through ESF, to manage and deliver activity for the duration of the programme.

10. **BACKGROUND PAPERS:**
a) Appendix A – Future Generations Evaluation
b) Appendix B – Evaluation Criteria

11. **AUTHOR:**
Richard Drinkwater

12. **CONTACT DETAILS:**
Email: richarddrinkwater@monmouthshire.gov.uk
Tel: 07768 055283

Title of Report:	SKILLS@WORK
Date decision was made:	28th November 2018
Report Author:	Richard Drinkwater

What will happen as a result of this decision being approved by Cabinet or Council?

Once approved regular six monthly progress reports will be presented to Economy and Development Select Committee to evaluate progress and outcomes and an annual report will be presented to Cabinet.

What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

The Skills@Work programme is a partnership between Monmouthshire CC, Cardiff CC, and Newport CC, Newport CC. As the programme is funded via the European Social Fund it will be monitored by WEFO and as it is also a regional programme, regular reports will be considered by LSkiP and the Cardiff Capital Region Programme Board to ensure it has a clear focus and alignment to regional priorities.

What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Quarterly appraisals by the Newport CC, the lead sponsor and WEFO.

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Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p>Name of the Officer Cath Fallon</p> <p>Phone no: 07557 190969 E-mail: cathfallon@monmouthshire.gov.uk</p>	<p>Skills@Work (ESF Programme)</p>
<p>Name of Service: Enterprise and Innovation</p>	<p>Date: Future Generations Evaluation 9th November 2018</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc

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7. Does your proposal deliver any of the well-being goals below?




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 prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential.</p>	<p>The programme will be regionally proofed by the Learning, Skills and Innovation Partnership to ensure the provision is aligned to the employment & skills plan and as such relevant for the emerging Cardiff Capital Region requirements.</p>
<p>A resilient Wales</p>	<p>N/A</p>	



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?
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The provision will be community based and will have the flexibility to respond to local need.	To ensure the programme focuses on encouraging community cohesion as one of its social drivers.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The programme will work to ensure high standards are met and maintained that do not conflict with the global drivers.	Any decisions taken will take into account global and well-being issues as part of its day to day processes.
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	Equality and diversity is a cross cutting theme of the ESF programme and as such will be integral to all aspects of the programme.	.All marketing and promotional materials will be produced bilingually.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Equality and diversity is a cross cutting theme of the ESF programme and as such will be integral to all aspects of the programme	With the ability to better market and understand data there will be opportunities to target areas of the

PSCC

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?
		community that may not currently be aware of the offer.

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? 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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	The programme will be regionally proofed by the Learning, Skills and Innovation Partnership to ensure that provision is aligned to the employment & skills plan and also relevant for the emerging Cardiff Capital Region requirements.	.The employment and skills plan including the sectoral analysis will be a key document in the development of the business plan.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	This is a regional proposal with partners from all four SE Wales Regional Competitiveness Authorities.	MCC officers will be part of the pan Wales ESF Priority 2 network consisting of regional leads of all ESF projects operating in Wales.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	The provision will be community based and as such will be able to engage with communities at a local level and respond to localised need.	The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Investing in skills is a key driver in the development of a modern knowledge-based economy and in responding and adapting to economic changes.</p>	<p>A regional strategic approach will ensure a clear focus and alignment to regional priorities and will also reduce administrative costs enabling more of the funding to be used on delivery.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The opportunity to develop a new way of delivering the offer and sustaining its long term future should give the opportunity to better connect wellbeing outcomes to other partners and bodies. The service contributes to the wellbeing goals and staff are to demonstrate and understand their input into the wellbeing goals whilst also considering the impact.</p>	<p>One of the key drivers of the offer is the promotion of culture and art and its revised staffing structure and key developments will reflect that.</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?
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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	Consider the impact on our community in relation to this 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.	n/a	n/a
Disability	What issues are 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.	n/a	n/a
Gender reassignment	Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training.	n/a	n/a
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance	n/a	n/a
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, good and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i>	n/a	n/a

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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	<i>Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc.</i>	n/a	n/a
Religion or Belief	<i>What the likely impact is 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>	n/a	n/a
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>	n/a	n/a
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	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?
Welsh Language	<i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc. and also the requirement to promote the language.</i>	n/a	n/a

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	<i>Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	n/a	n/a
Corporate Parenting	<i>This relates to those children who are 'looked after' by the local authority either through a voluntary arrangement with their parents or through a court order. The council has a corporate duty to consider looked after children especially and promote their welfare (in a way, as though those children were their own).</i>	n/a	n/a

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

This report is founded upon the following:

- ESF Operation Programme for East Wales for the 2014 – 2020 Programming period
- The Learning Skills and Innovation Partnership employment and skills plan 2016
- The Economic Prioritisation Framework

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 Skills@Work programme will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential. This regional programme will take a strategic approach to ensure a clear focus and alignment to regional priorities such as the LSiP employment and skills plan and the Cardiff Capital Region.

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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
Regional proofing by LSiP	April 2017	Cath Fallon	
Approval of the Skills@Work programme	November 2018	Richard Drinkwater	
Regional project delivery to commence	December 2018	Richard Drinkwater	

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:

On going

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	IMD	15 th February 2017	<i>Initial proposal approved</i>
2	IMD	28 th November 2017	

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SUBJECT: FEE INCREASESE FOR FOSTER PANEL MEMBERS

MEETING: Individual Cabinet Member

DATE: 9th November 2018

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- To propose a fee increase for foster panel members
- To provide a context and case for why this proposal is made.

2. RECOMMENDATIONS:

Individual member approval is sought to bring Monmouthshire's Panel Member fees in line with other Local Authority areas in Gwent by increasing fees/expenses to Foster Panel members as follows:

- Panel Chair (& Vice Chair if deputising) - £300 per session (increase of £25 per session)
- Vice Chair - £150.00 per session (increase of £120.00 per session)
- Independent members £75 per session plus mileage.

3. KEY ISSUES:

Monmouthshire Fostering Panel is the mechanism via which recommendations are made for the approval of foster carers, both kinship carers and generic foster carers. The panel is set up under Fostering Regulations and currently comprises:

- 1 x Panel Chair
- 1x Vice Chair
- 5 x Independent members
- 2x Social Work staff
- 1x elected member

Currently Panel Members receive the following expenses for attendance at Fostering Panel

- Panel Chair (Vice Chair if deputising) - £275.00 per half day session
- Vice Chair & Independent Panel members - £30.00 per half day session

These payments appear to be out of line with payments made to panel members, not only by Independent Fostering Agencies, but also with other Local Authorities within Gwent as illustrated below.

- Torfaen Payments – £300 Panel chair & £100 Independent per session
- Caerphilly payments - £300 panel chair & £150.00 vice chair & £50 Independents per attendance
- Blaenau Gwent - £300 Panel Chair & £50 Independent members, per half day

- Newport City Council - £300 Panel Chair & £100 Independent members, per half day Recruiting to panel members is not an easy task and there is competition between agencies. Panel members are well aware of the fees and expenses offered by other agencies and have raised this as an issue.

The number of panels required and the number of cases presented at each panel correlates to the number of cases within a legal framework. In some cases there will be a number of potential carers that might need to be approved 'just in case' they prove to be the best permanency option for a child. The increased numbers of child protection and court work within the service has placed additional pressure on the Foster Panel.

The success of the fostering project in attracting generic carers to look after Monmouthshire children, whilst welcomed, also adds to the numbers of cases needing to go to panel.

Having sufficient panel members to ensure that panels are quorate and can operate effectively is, therefore, critical to Children's Services to ensure that:

- The service can meet court deadlines in respect of the approval of potential carers
- Any delay in the approval of generic carers is minimised.

4. OPTIONS APPRAISAL

The option to leave the fees and expenses as they are include:

- Loss of Foster Panel Members who move to other panels for greater reward
- Loss of experienced Panel Members, affecting level of expertise which is brought to bear in decision making
- Delay in approval of Foster Carers, due to delay in recruiting new membership to Panel
- Inability to recruit new Panel Members
- Failure to reach our recruitment targets of 6 additional Generic Households approved during 2018-2019.

This option is therefore not recommended.

Some options regarding the level of fee increase was considered, however, the recommendation was made to bring us into line with other Local Authorities.

5. EVALUATION CRITERIA

The proposal will be evaluated through the level of turnover of panel members and / or the number of vacancies and our ability to recruit.

Individual panel members receive an annual appraisal.

6. REASONS:

Increasing Foster Panel Member fees will help mitigate the risks of the service having an insufficient pool of panel members.

Sufficiency of panel members is critical to core business in respect of our ability to meet court imposed deadlines and meet our own targets regarding the Fostering Project (increasing the pool of generic carers).

7. RESOURCE IMPLICATIONS:

Based on the assumption of a maximum of 18 half day panels per year and the same level of Panel Members as current, the proposal represents an increase in costs to the authority as follows:.

- Current costs of **18** fostering panels per year = £8,190.00.
- Estimated costs of proposed new fees for 18 Panels a year = £18,100.00

As it is unlikely that we will ever reach 18 fostering panels a year (as evidenced by current spend on panel), this figure very much represents a maximum spend and in reality is likely to be much reduced (ie less panels per year and not all Independent panel members attend all panels).

In setting the 2018/19 Children's Services budget, this cost increase of £9,910 was anticipated and as such an allowance has been made to fund this proposal.

8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

This proposals accords with the intentions of the Corporate Parenting strategy regarding local sufficiency of foster carers and in support kinship arrangements for children where this is safe to do so.

9. CONSULTEES:

Fostering Team Manager

Fostering Panel Members

DMT

10. BACKGROUND PAPERS:

None

11. AUTHOR:

Jane Rodgers

12. CONTACT DETAILS:

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E-mail: janerodgers@monmouthshire.gov.uk

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<p>Name of the Officer completing the evaluation</p> <p>Jane Rodgers Phone no:01633 644054 E-mail:Jane Rodgers</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Fee increase for fostering panel members</p>
<p>Name of Service</p> <p>Fostering Panel – Children’s Services</p>	<p>Date Future Generations Evaluation form completed</p> <p>9th Nov 2018</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc

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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?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Ensures panel members are appropriately supported to enable them to fulfil their role as approving foster carers.</p>	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Neutral contribution</p>	

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 healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Fostering supports children and young people who have experience abuse or neglect to get a good start in life and improved their health and resilience long term.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Fostering supports children and young people to remain close to their homes and communities	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral contribution	
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	Fostering supports children and young people to remain close to their homes and communities	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Fostering Supports children and young people with complex needs and vulnerabilities to reach their potential	

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? 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?

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	Builds sustainable services for the longer term	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Working with independent panel members to support the service	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	Panel members consulted	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	Fostering supports children and young people to reach their potential and prevent escalation of need.	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	Fostering supports well-being goals (emotional, psychological and physical well-being) for some of the most vulnerable children and young people in the county.	

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	Age 8 – 18 plus		
Disability	Fostering placements are matched to the needs and individual characteristics of each child. We continually seek to approve prospective carers from a wide range of backgrounds and cultures so that we can ensure that the best match is made. On placement we support carer to meet the identify and cultural needs of each child.		
Gender reassignment	As Above		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	AS above		
Religion or Belief	As above		
Sex	As Above		
Sexual Orientation	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?
Welsh Language	We actively seek foster carers who can offer placements to welsh speaking children.		

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	The panel process scrutinizes the suitability of foster carers and links directly with safeguarding.		
Corporate Parenting	A well functioning fostering panel supports the aims of the corporate parenting strategy.		

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

Review of current fees against other LAs within the Gwent area
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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?

Positive impact: a well-functioning fostering panel is critical to supporting fostering services to meet the needs of the most vulnerable children in Monmouthshire.

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

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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:

Monitoring through individual panel reviews and through the fostering project in terms of the ability of panel to make recommendations re foster carer approval.

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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

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