



## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b></p> <p>Josh Klein</p> <p><b>Phone no:</b> 07766094894</p> <p><b>E-mail:</b> joshklein@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To seek Cabinet Member approval for the re-evaluated roles, responsibilities and pay scales for Youth Worker and Youth Support Worker roles.</p>
<p><b>Name of Service</b></p> <p>Youth Service</p>	<p><b>Date Future Generations Evaluation</b></p> <p><b>5<sup>th</sup> October 2017</b></p>





**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	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>These posts will retain and attract high quality Youth Work staff whose purpose it is to the enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence</p>	<p>None foreseen.</p>

Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	and place in society and to reach their full potential.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None foreseen.	None foreseen.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	High quality Youth Work staff will be able to support and develop young people and families to be resilient, mentally and physically well and making informed choices about issues that affect them.	None foreseen.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	High quality Youth Work staff will work with young people, families and communities to develop community cohesion, especially in identified 'hot spot' or deprived areas.	None foreseen.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	High quality Youth Work staff will support young people personally and socially, supporting them into next destinations to further develop local and national economies.	None foreseen.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People	Welsh language provision is currently being developed, which will bring in high quality Youth Work staff whose role it will be support	None foreseen.

<b>Well Being Goal</b>	<b>How does the proposal contribute to this goal? (positive and negative)</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
are encouraged to do sport, art and recreation	Welsh-speaking young people, and those interested in Welsh language and culture, to Youth Work staff whose purpose it is to the enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential, including through sport, art and other recreational opportunities.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	High quality staff will be treated more fairly and equitably with other staff in the same sector with parity of roles, responsibility and pay scales. Staff will in turn support young people in the best way to fulfil their potential and find their place in society.	None foreseen.

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Long-term Balancing short term need with long term and planning for the future</p>	<p>Having high quality Youth Work staff in post who are paid fairly will have long term benefits in terms of being retained and will provide a better, more committed service to young people and communities. Appropriately recompense will ensure high quality staff get recruited in future.</p>	<p>N/A</p>
 <p>Collaboration Working together with other partners to deliver objectives</p>	<p>High quality Youth Work staff will continue to work effectively with an array of statutory, voluntary and third sector youth support services to offer the best and most diverse set of opportunities to our young people and communities, in collaboration.</p>	<p>N/A</p>
 <p>Involvement Involving those with an interest and seeking their views</p>	<p>High quality Youth Work staff will continue to effectively engage and consult with young people and other stakeholders, and actively encourage meaningful participation not tokenism, taking views into consideration, acting on them where necessary and informing those who have offered their views what has been done as a result.</p>	<p>N/A</p>
 <p>Prevention Putting resources into preventing problems occurring or getting worse</p>	<p>Investing in high quality Youth Work staff will ensure that the utmost is being done to have meaningful, impactful and effective youth work interventions and preventative measures in place in order to benefit young people, families and communities.</p>	<p>N/A</p>

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p data-bbox="152 363 306 395"><b>Integration</b></p> <p data-bbox="125 400 517 475">Positively impacting on people, economy and environment and trying to benefit all three</p>	<p data-bbox="544 229 1305 389">High quality Youth Work staff will support young people personally and socially, supporting them into next destinations to further develop local and national economies.</p>	<p data-bbox="1350 229 1413 261">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.

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	<p data-bbox="443 820 1028 997">Young people aged 5-15 (play work), 11-25 (youth work) and families will benefit from high quality Youth Work staff's skills and services in a variety of ways with a variety of benefits.</p>	<p data-bbox="1050 820 1137 852">None.</p>	<p data-bbox="1617 820 1682 852">N/A.</p>
Disability	<p data-bbox="443 1007 1010 1251">The service and activities are subject to MCC's equal opportunities policy and procedures. The service works closely with Sports Development and Disability Sport to ensure our provision is offered as universally as possible.</p>	<p data-bbox="1050 1007 1137 1038">None.</p>	<p data-bbox="1617 1007 1682 1038">N/A.</p>

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	The role, service and activities are subject to MCC's equal opportunities policy and procedures. We have specific and inclusive provision and support available for LGBT+ young people.	None.	N/A.
Marriage or civil partnership	None directly foreseen.	None.	N/A.
Race	The role, service and activities are subject to MCC's equal opportunities policy and procedures.	None.	N/A.
Religion or Belief	The role, service and activities are subject to MCC's equal opportunities policy and procedures.	None.	N/A.
Sex	The role, service and activities are subject to MCC's equal opportunities policy and procedures.	None.	N/A.
Sexual Orientation	The role, service and activities are subject to MCC's equal opportunities policy and procedures. We have specific and inclusive provision for LGBT+ young people.	None.	N/A.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Welsh Language	The role, service and activities are subject to MCC's equal opportunities policy and procedures. Welsh language and cultural provision is currently being developed to enhance our offer.	None.	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 note <http://hub/corporatedocs/Democratic%20Services/Equality%20impact%20assessment%20and%20safeguarding.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	Existing staff have all been, and future recruitments will be, safely recruited. Staff all have enhanced DBS checks and have attended and updated appropriate levels of training as pertains to their roles. Some staff deliver safeguarding training on behalf of the SEWSC / MCC to staff volunteers, and young people. The service is involved in the bi-annual young people's safeguarding survey. The Youth Service's SAFE audit is good.	None.	N/A.

Corporate Parenting	The service is currently in the middle of a project with Social Services around LAC young people and care leavers, Service Manager sits on the Corporate Parenting Panel.	None.	N/A.
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**5. What evidence and data has informed the development of your proposal?**

SIP reporting. Youth Service management information system data. MCC and Youth Service policies and procedures. Youth Work professional registration and code of conduct (through the Education Workforce Council – EWC). Youth Work Wales Strategy 2014-2018. Youth Work Principles and Practice document. National Occupational Standards 2012. Youth Service staff and training database.

**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?**

There are many positive implications around having the right people in post, in turn supporting young people better. Unless we have fair pay for staff then we won't attract the right people. High quality staff will be committed, motivated and empowered and do the best for the young people in our communities.

**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
Working with payroll to initiate the pay amendments for existing staff.	As soon as the report gets approved.	Josh Klein	None yet.
Informing staff if the report is approved.	As soon as the report gets approved and discussions around the implementation have happened with payroll.	Josh Klein	None yet.



**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.**

<b>The impacts of this proposal will be evaluated on:</b>	Between March and July 2018 in Check In, Check Outs with all affected staff. Progress is also informally monitored throughout the year, in monthly supervisions with Youth Work staff and in area and team meetings.
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