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| <p><b>Name of the Officer</b><br/>Jane Rodgers<br/><b>Phone no:</b><br/><b>E-mail:</b> : JaneRodgers@monmouthshire.gov.uk</p> | <p><b>Please give a brief description of the aims of the proposal</b><br/>Realignment of workforce to ensure most effective response to demand across children's services.</p> |
| <p><b>Name of Service</b><br/>Children's Services</p>   | <p><b>Date Future Generations Evaluation form completed</b> 9<sup>th</sup> Nov 2017</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.




| <p><b>Well Being Goal</b></p>  | <p><b>Does the proposal contribute to this goal?<br/>Describe the positive and negative impacts.</b></p>   | <p><b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p> |
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| <p><b>A prosperous Wales</b><br/>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> | <p>The on-going work to revise children's services structure will have a positive impact as it articulates a number of actions which will ensure that resources are effectively and efficiently used within Monmouthshire. The promotion of Monmouthshire foster carers will</p> | <p>This service re-design will be managed through the authorities' protection of employment policy.</p>                       |

| Well Being Goal  | Does the proposal contribute to this goal?<br>Describe the positive and negative impacts.  | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? |
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|  | retain money within the area rather than going to private profit.  |   |
| <b>A resilient Wales</b><br>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)       | The service developments seek to maximise its resources in respect of addressing the needs of the most vulnerable children and families in the county  |   |
| <b>A healthier Wales</b><br>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 these current proposals support this 'people focused' approach. |   |
| <b>A Wales of cohesive communities</b><br>Communities are attractive, viable, safe and well connected  | The proposals regarding the fostering project will promote Monmouthshire foster placements for Monmouthshire children and thereby enabling children and young people to retain their friendships, education, and community activities, all of which promote cohesive communities.                                    | N/A   |
| <b>A globally responsible Wales</b><br>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | This will promote a strong sense of community pride and achievement in supporting local children and young people within our communities.  | N/A   |

| <p align="center"><b>Well Being Goal</b></p>  | <p align="center"><b>Does the proposal contribute to this goal?<br/>Describe the positive and negative impacts.</b></p>  | <p align="center"><b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>                                    |
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| <p><b>A Wales of vibrant culture and thriving Welsh language</b><br/>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p> | <p>The proposals are designed to support local children and young people to remain in their families and communities they are from.</p>  | <p>We have an agile working policy that support staff towards achieving a healthy work life balance.</p> <p>Any necessary external recruitment will be marketed bilingually</p> |
| <p><b>A more equal Wales</b><br/>People can fulfil their potential no matter what their background or circumstances</p>   | <p>The proposals support 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 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>We will work with colleagues to ensure appropriate equal opportunities with regards implementing to the protection of employment policy.</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? |
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|  <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p> | <p>The proposals sit within the context of the 3 year service and financial plan which sets out a sustainable service and financial plan for Children’s Services, combining improvements in social work practice, workforce development and commissioning. It reflects the need to strengthen the capacity within the service to meet demands both in the short medium and long term.</p>   | <p>N/A</p>  |
|  <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 6<sup>th</sup> of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire. This is well evidenced through the family support review work and our work to maximise the benefits of Families First grant through developing a coherent pathway of early intervention and support.</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>Involvement</p> <p>Involving those with an interest and seeking their views</p>                 | <p>These proposals are in response to service demands and concerns around the welfare and safety of individual young people. We are encouraging young people to get involved in the services through our LAC and care leavers group.</p>  | <p>It is important that Children's Services engages with the corporate engagement and participation officer to take forward consultation with families.</p>                   |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>     | <p>The proposals support the shift away from service led solutions to well-being, early intervention and prevention. The proposals 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 families and children to achieve the best possible outcomes for their lives.</p> | <p>We will continue to review how we manage our resources to ensure we have a flexible structure that can adapt to the changes required in order to deliver our services.</p> |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The service delivery model will help ensure that we find safe and appropriate ways to work with 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>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](mailto:alanburkitt@monmouthshire.gov.uk)

| <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> |
|----------------------------------|---|--|--|
| Age                              | The service is being developed to impact positively on the children and families we work with. This will assist in reviewing, identifying and commissioning / developing the right services to support the needs of children, young people and their families. We encourage foster carers of all ages, cultures and backgrounds to support our children and young people in care. | 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   |

| <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> |
|----------------------------------|--|--|--|
| Pregnancy or maternity           | As Above   | N/A  | As Above   |
| Race                             | As Above   | N/A  | As Above   |
| 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>

|                     | <b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>  | <b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b> | <b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|---------------------|---|--|---|
| 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  | Safe recruitment practices will be followed for all Children's Services appointments.                             |
| Corporate Parenting |   | N/A  |   |

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

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| <p>The evidence and data that has informed this report is:</p> <ol style="list-style-type: none"> <li>1. The Social Services and Wellbeing (Wales) Act 2014</li> <li>2. Protection of Employment Policy</li> <li>3. Financial data – Agresso</li> <li>4. Service user data – PLANT</li> <li>5. Employee consultation within both Children's services and across Monmouthshire.</li> </ol> |
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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?**



The Future Generations Evaluations Form has helped the Council understand the positive and negative impacts of the current proposals 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.

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| The impacts of this proposal will be evaluated on: | Nov 2018 |
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**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 Service Consultation | November 2017   |  |
| 2           | CYP Select Committee      | November 2017   |  |

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