



Appendix C: Equality and Future Generations

<p>Name of the Officer Ian Saunders/Ian Kennett/Stuart Lovell/ Tom Burrett</p> <p>Phone no: : 07876545793 E-mail: iansaunders@monmouthshire.gov.uk</p>	<p>OUTDOOR EDUCATION – SERVICE CHANGE PROPOSALS</p>
<p>Name of Service area – Tourism, Leisure, Culture and Youth</p>	<p>Date 26th November 2018</p>

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.

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 service will continue on two sites and investment will improve the offer. The need to ensure facilities are well promoted and increase community use will continue.	No real negative impact however children will go to a different venue.	There has been an effort by the outdoor team to ensure suitable and sufficient alternatives are in place for group who access Talybont
Disability	The service will continue to allow people of all abilities to enjoy the local outdoor environment.	Neutral	There is work underway to improve the disability access to services at the Gilwern site.
Gender reassignment	Neutral	Neutral	





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?
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	
Sexual Orientation	Neutral	Neutral	
Welsh Language	Neutral	Neutral	
Poverty	Neutral	Neutral	


2. 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!

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 proposed closure of the Talybont site does have a negative impact as the service will not be delivered from this site. Whilst it is anticipated that the service develops at the Hilston Park and Gilwern site the loss of the facility is negative.	The service has continued to provide quality outdoor learning experiences and has provided jobs and new skills – they will continue to deliver this and look at ensuring the facilities and activities they run deliver positive outcomes.
A resilient Wales	There is limited impact on this aspect report	The site has been well managed and will be returned to Newport City Council to dispose. The

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)		remaining sites are working with Green Infrastructure plans and Gwent Wildlife Trust/Volunteers to ensure the sites are well maintained has a GI plan which is managed.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The service will be re-provided at the other sites. By the nature of the service it aims to give people skills and education to embrace the outdoors and participate in activity.	The team have continued to deliver great outcomes and evaluation forms from users groups back up the opportunity to ensure the two other sites are fully utilised.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The Gwent partnership did have a good approach to working across the region. It is hoped that the relationships built up with head teachers in Gwent schools are maintained at high levels and that the service continues to deliver excellent, safe residential sessions and activities to those networks.	The team continue to keep open clear lines of communication with visiting staff and head teachers to organise their bespoke visit.
A globally responsible Wales Taking account of impact on global wellbeing when considering local social, economic and environmental wellbeing	The service will continue to provide opportunities at other sites – it is keen to ensure it is attractive, relevant and affordable. The cost of delivering the service has always been a challenge and how to ensure all pupils have an opportunity to attend a concern.	Costs and opportunities will be regularly reviewed and other markets explored
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	The service will continue to provide activities and sessions at its two MCC sites at Gilwern and Hilston	The service by design maximizes the beautiful rich countryside and natural landscape in Wales. To connect children and communities and provide learning, sport and outdoor experiences are positive across the two sites and surrounding countryside.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	There is still a service in place for all to access	Actively marketing service at two sites and looking at new markets

3. 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>	<p>The service in its current three site format needed review for both financial and practical reasons. The service needs to be more sustainable and keep providing a quality service across its sites.</p>	<p>Service is working to ensure sustainability and opportunities for all</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Gwent partnership did have a good approach to working across the region. It is hoped that the relationships will be that the service continues to deliver excellent, safe residential sessions and activities to those networks.</p>	<p>Seek to maintain relationships with Head teachers and Schools and other key stakeholders</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The local authorities across Gwent who make up the partnership have been in discussion about the Gwent Outdoor Partnership. Since 2014 when Newport stopped funding the subsidy for the service, other partners have withdrawn funding. The LA's still send schools into the service but have accepted that the service needs to increase charges and rationalize to the two site.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The commitment for the service from tourism, leisure, culture and youth is to ensure key posts are filled, a new marketing campaign and to drive new markets and opportunities. The service is in scope for MonLife (Alternative Delivery Model) and income pipelines and some exciting opportunities for investment and income are being identified. This will ensure the service thrives and grows from its current financial pressures.</p>	

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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.Service is embedded in Tourism, Leisure, Culture and Youth which is targeted on preventative services and health and well-being.</p>	

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting 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?
Social Justice	<p>The service will give opportunities to all, giving people the best start in life and support them throughout their lives to lead a healthy and active lifestyle. It will look to close the gap and improve access to services across Monmouthshire.</p>	n/a	<p>We will continue to work closely with our partners to ensure we better understand the needs and engage closely with our users / non-users.</p>
Safeguarding	<p>We will ensure safeguarding is at the forefront of all plans with the relevant documentation, systems and procedures and levels of training in place for all staff relevant to the role consistently across the board.</p>	n/a	<p>We will continue to prioritise our safeguarding measures, reflect on current practice and continue to train staff to the appropriate levels. All service areas have updated SAFE procedures in place in line with MCC procedures and a training database is maintained by all managers to reflect upskilling of staff within this area. We also link with our sports clubs to ensure they have nominated individuals to safeguard their users.</p>

Corporate Parenting	We will continue to work with our partners to assist in any way we can and add value to the current provisions.	n/a	We will continue to have representation for this area at all team meetings and continuously monitor and review all systems and procedures mentioned above to ensure we are providing as safe an environment for all of our customers as possible. We actively encourage all staff to be vigilant and report any instances they feel appropriate and have procedures in place for this.
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5. What evidence and data has informed the development of your proposal?

<ul style="list-style-type: none"> • The withdrawal of funding from LA partners and establishing a sustainable future • Current Service Improvement Plans • Review of outdoor education completed in 2015 and further discussion from this review • Review of bookings at Talybont <p>There have been team meetings with Head Of Service and also the team at Talybont. As the team have completed meetings to discuss income pipelines for future opportunities across the two sites. Several budget meetings have occurred over the period where the service has looked to review its operation with regard to efficiency and income generation.</p>
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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?

<p>The service in its current three site format needed review for both financial and practical reasons to ensure it is sustainable and continues to provide a quality service across the remaining two sites. By its very nature the service has continued to provide quality outdoor learning experiences, jobs and new skills – the service will continue to deliver this whilst ensuring the facilities and activities deliver positive outcomes for all.</p>

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
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Met with Talybont team. Explained situation and the probable closure of site at end of year/ new year.	May 2018 - Complete	Head Of Service, HR, Head of Outdoor Service
Site meeting - Update meeting with site team	Complete Oct 2018 – make sure HR procedures are in place	Head Of Service, HR and Head of Outdoor Service
Attend Economy and Development select committee	Dec 2018	Head of Gwent Outdoor Service & Outdoor Education Team
Work with Newport CC on planning the handback. Correspondence and meetings have taken place with Newport CC and Newport Norse and the Newport Education team.	Feb 2019	Head Of Service and Head of Outdoor Service/ Finance lead/ Team
Close the Talybont site - Team have worked on action plan to close site from staff, bookings and logistics	Feb 2019	Outdoor Education Team and Head of Service
Formally terminate the Gwent Outdoor Education Partnership from historic relationship	March 2019	Head of service

- 8. VERSION CONTROL: The Equality and Future Generations Evaluation 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	Date considered	Brief description of any amendments made following consideration
	<i>2015/6 Initial review of outdoor education service due to funding withdrawal from some LA partners</i>	<i>2015/16</i>	<i>At the stage of the review the service was included in the Alternative Delivery Model considerations so it was at that stage more work was required on future modeling and markets</i>
	<i>2017 Discussions with Local authorities about future funding of service</i>	<i>Feb 2017</i>	<i>Discussion with LA's and update on funding – Torfaen finished funding in Sept 2017</i>
	<i>2016/17- Start of dialogue with Newport about the site's future</i>	<i>May 2017</i>	<i>Initial conversation with Newport around future of Talybont especially as there was concerns about lottery funding obligations and maintenance requirements on the site.</i>
	<i>2018 – Discussion with Newport, Head of Gwent Outdoors due to budget and to ensure sustainability of service</i>	<i>March/April 2018</i>	<i>Confirmation from Newport that they would be able to dispose of the site without penalty from lottery clause and the need to work effectively to budget for Gwent Outdoor Education Service</i>

