



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Sian Gardner</p> <p>Phone no: 07815005013 E-mail: siangardner@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Regrading of Domestic Assistance at Severn View from band B to Band C in line with same post in other establishments within MCC</p>
<p>Name of Service: Severn View</p>	<p>Date Future Generations Evaluation 25/9/18</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





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?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: ensures that adequate staffing levels and service consistency is maintained Supports retention, well-being and security.</p>	<p>None identified</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</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	By having paying competitive rates we support the health and wellbeing of our teams and in turn this ensures that of the people we support are provided with highly experienced and skilled workforce	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This will ensure we offer competitive rates of pay to ensure recruitment and good retention is achievable	
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	Direct care focus on the social and emotional well being of the people we support	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The focus of direct care is supporting people to live well; maximizing their strengths and supporting contribution.	

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?

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 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>We believe that supportive and consistent work force improves person centered services, gives stability to individual staff members as well as the services we provide and will lead to the most effective use of human resources. This will lead to sustainable services.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Domestic teams work directly with other staff i.e. support staff to support them in provided high standard of care to people living with Dementia. We foster direct relationships between frontline agencies and also members of the wider community and supports older people to lead as independent lives as possible</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Our services are based solely on the needs of the person as expressed by them.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Currently we have inconsistency in pay across services, which impacts on the service, individual staff members self worth and value as well as recruitment and retention. Ensure re0grade is paid will prevent further problems and assist us in long term recruitment and rentention of staff</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>	As above	

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

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	Safeguarding training is part of all our teams' core competencies. Combined with direct relationships and permission to act allows for a more proactive and preventative approach to 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>	
Corporate Parenting	Neutral		

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

Role profile and pay grade for same job in other services within Direct Care

Role profile and Job spec for current Domestic role at Severn View

Comparison of actual duties at both services (I manage both services so am able to observe directly that the post holders carry the same duties and responsibilities)

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 main benefits are the impact on the well-being of our teams, recruitment and retention, and that of the people we support which will in turn enable us to provide high quality and sustainable services

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

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