



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Tyrone Stokes</p> <p>Phone no: 01633 644589 E-mail: tyronestokes@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH Senior Leadership Review Follow Up</p>
<p>Name of Service</p> <p>Finance</p>	<p>Date Future Generations Evaluation form completed</p> <p>21st December 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


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>Completion of the revised senior leadership structure will have a positive impact by ensuring resources are effectively and efficiently utilized.</p>	
<p>A resilient Wales</p>	<p>N/A</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	Introduce a leadership structure that embeds the requirements set out on Local Authorities in the Social Services and Wellbeing (Wales) Act 2014, to promote wellbeing and independence of citizens.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Ensure leadership promotes services to support those vulnerable citizens to remain independent and remain within their communities, all of which promotes cohesive communities.	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Allows for promotion and enablement of communities to sustain supporting vulnerable citizens	N/A
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	N/A	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The finalized leadership structure will support this by ensuring we find the most appropriate services to meet their needs, which will encompass links to be maintained with their families, friends and extended community.	N/A

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>	<p>Will drive toward improvements in Social Care, Safeguarding & Health, through practices, workforce development and commissioned services, in line with transformational change.</p>	<p>N/A</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The completed leadership structure will support effective partnership working and play a pivotal role in regional collaborations. It will also allow for the integration agenda to be achieved with Health colleagues.</p>	<p>N/A</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Ensure citizens voices are heard in developing current and future services, or direction of travel.</p>	<p>N/A</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Will support the movement towards early intervention, prevention and outcomes based service solutions. This will allow the Authority to achieve the best possible outcomes for citizens, while balancing with the financial resources available.</p>	<p>N/A</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>Ensure we find the most appropriate solutions to meet the client needs, by working with all available resources and methods, to ensure wellbeing is achieved.</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

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 leadership review has looked to positively impact on vulnerable adults and children	N/A	Practice change will look to mitigate any potential 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

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	As above	N/A	As above
Race	As above	N/A	As above
Religion or Belief	As above	N/A	As above
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>

	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	This is a fundamental principle of the leadership review	N/A	N/A

Corporate Parenting	As above	N/A	N/A
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5. What evidence and data has informed the development of your proposal?

<ol style="list-style-type: none"> 1. Social Services and Wellbeing (Wales) Act 2014 2. Activity data from FLO/PLANT 3. Financial budget available

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 leadership review has incorporated all the positive and negative impacts and looked to introduce a more robust structure moving forward that addressed those impacts, as well as allowing us to meet requirements of the Social Services and Wellbeing Act 2014.</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	Progress
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.

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		21 st December 2018	