



<p>Name of the Officer John McConnachie</p> <p>Phone no: 07886989703 E-mail: johnmccconnachie@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Development of PTU/Corporate Training Team</p>
<p>Name of Service area Talent Lab/PTU</p>	<p>Date February 4th 2019 (Updated 14th May 2019</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	This proposal will generally enhance opportunities for the increase in training/knowledge and competence for all staff employed in Monmouthshire County Council. The proposal aims to include those who may be unemployed and resulting in getting people of all ages back into training and work.	N/A	N/A
Disability	As above		
Gender reassignment	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?
Marriage or civil partnership	As above		
Pregnancy or maternity	As Above		
Race	As above		
Religion or Belief	As above		
Sex	As above		
Sexual Orientation	As above		
Welsh Language	As above		
Poverty	The proposal aims to increase learning and work opportunities for all therefore contributing to the reduction of unemployment.		

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	Positive contribution to the goal through increasing skills, knowledge and competence of the workforce/Citizens .	
A resilient Wales 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	Positive contribution via driver health and wellbeing training modules	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Contributes towards a cohesive community	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Contributes to increasing opportunities for all as well as the reduction in likelihood of poverty.	

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 proposal will enable a more long term and sustainable approach to learning and development</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal offers greater opportunity to work alongside partners and other agencies to enhance and grow the skills and knowledge of staff and citizens of Monmouthshire</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The stakeholders are the PTU transport team and Corporate training team, internal and external partners and customers. The staff team have designed the learning and development to be designed and delivered in consultation with operational staff</p>	<p>The proposal places the team “at risk” whilst the restructure is agreed. Posts are ring fenced to existing employees. At Risk Policy and Process will be implemented to offer guidance and support to those involved.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal will ensure a competent and safe workforce delivering transport services across the county.</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>This project is about growing skills, confidence and an enterprising community via increasing training and employment opportunities</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	The Proposal seeks to offer more opportunities to all transport staff as well as those in the community who may be currently unemployed.		
Safeguarding	The proposal will contribute to the wider safeguarding agenda via ensuring that transport teams are trained and knowledgeable to support customers and citizens to be safeguarded.		
Corporate Parenting	We will continue to work with our partners to assist in any way we can and add value to the current provisions for people in terms of learning, development and employment opportunities.		

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

Data gathered from Transport training Records
Training needs as required by PTU transport staff
CPC Requirements for transport staff to successfully undertake minimum number (35 hours) training every 5 years.
Training demand for compliance training such as Health and Safety/Safeguarding/Risk Assessment

5. 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 proposal will have a positive impact on the function of transport within the county by increasing the opportunities for a skilled and competent workforce. In addition the proposal seeks to offer unemployed people the chance to learn new skills and qualifications towards full time employment.

6. 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

7. 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
1	Pre Restructure/Consultation stage with the wider team	07/12/2018	Initial scoping phase
2	Inclusion of back to work element as designed by staff team	04/02/2019	New information incorporated
3	Feedback from Enterprise DMT	13/05/2019	Additional information added for clarity to explain potential re- deployment/redundancies