



monmouthshire
sir fynwy

Appendix 3 : Equality and Future Generations

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Name of Service area – MonLife	Date 1 st June 2020

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 and adapt its delivery to work towards meeting the need of our customers, predominantly school based children and young people.	Neutral	There has been an effort by the outdoor team to ensure suitable and sufficient provision, and preparation to be able to deliver future need, under the current circumstances.
Disability	The service will continue to allow people of all abilities to enjoy the local outdoor environment. Where applicable differentiate programmes and activities.	Neutral	There is work underway to improve the disability access to services at the Gilwern site. And increase adaptable measure and equipment.

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?
Gender reassignment	Neutral	Neutral	
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	To improve the food offer, ensuring all visitors enjoy a healthy nutritious meal and align with Government healthy eating standards.	Neutral	To align to Monmouthshire Healthy School programme in a residential setting.





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.	Neutral	The service has continued to provide quality outdoor learning experiences – they will continue to deliver this and look at ensuring the facilities and activities they run deliver positive outcomes.
A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are Understood.	Neutral - 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. Further analysis of the feedback process will be undertaken, including a measure for increasing the number of participants who complete the survey.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	Neutral	Look at further opportunities to reduce transport, where there are shorter journeys. Engage in schemes where there is potential to upgrade the current vehicles to be more efficient i.e hybrid or electric.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected.	Neutral - 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. More work is being undertaken to align the delivery of the outdoor experience to the successful futures curriculum and children and young people’s wellbeing.

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 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 - 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. The development of a future whole school outdoor activities programme targeting more children and young people, in place of visiting the centres, once in Primary school.
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.	Neutral - The service will continue to provide activities and sessions predominantly at Gilwern, however Hilston would be accessible for individual activities, i.e archery, and making use of the space and features within the grounds.	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. Bespoke programmes developed to encourage more children, young people and families, including half/full days and the potential for award schemes.
A more equal Wales People can fulfil their potential no matter what their background or circumstances.	Neutral - there is still a service in place for all to access.	Actively marketing the service and making the products available attracted to all. More recent examples has included specific targeted groups including social services interventions and bespoke disability sessions.

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?
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 <p>Long Term</p>	<p>Balancing short term need with long term and planning for the future</p>	<p>The service in its format needs 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>It is hoped 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. Additionally, work is underway to actively target, and support social services, ALN and other MCC services.</p>
 <p>Involvement</p>	<p>Involving those with an interest and seeking their views</p>	<p>Schools still send schools into the service but have accepted that the service needs to increase charges to become more sustainable.</p>	<p>A full audit, and appraisal of service delivery will have to be undertaken with all stakeholders, to ensure the service can deliver under the current difficult circumstances. And more importantly demonstrate that outdoor activities adds value, is important and can be delivered safe and sustainable.</p>
 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p>	<p>The commitment for the service from MonLife is to ensure key posts are filled, a new marketing campaign and to drive new markets and opportunities to ensure the service is sustained 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>	Service is embedded in MonLife which is targeted on preventative services and health and well-being.	

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 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.	n/a	We will continue to work closely with our partners to ensure we better understand the needs and engage closely with our users / non-users.
Safeguarding	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.	n/a	We will continue to prioritise our safeguarding measures, reflect on current practice and continue to train staff to the appropriate levels.

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?

- • Current Service Improvement Plans.
- Review of outdoor education completed in 2019 and further discussion from this review.

There have been team meetings to discuss income pipelines for future opportunities across the service. Several budget meetings have occurred over the period where the service has looked to review its operation with regard to efficiency and income generation. The current situation has resulted in the outdoor service being suspended, and no clear information on returning in its current capacity.

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 service needs review for both financial and practical reasons to ensure it is sustainable and continues to provide a quality outdoor service. 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.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

Continue working on action plan for bookings and logistics	Monthly	Outdoor Activities and MonLife SLT.
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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