

Appendix 4 – Cumulative WFGE Impact Assessment

Evaluating the Potential Impact of the 2021/22 Budget Proposals

Introduction

Monmouthshire receives the lowest funding per head of population of any local authority in Wales. This means that a higher proportion of the income we need to generate to provide services needs to come from council tax and charges for services. In 2020/21 our budgeted gross expenditure is the lowest per head of population of any Council in Wales at £2,039¹. The Council has worked hard to make sure this money goes where it matters.

Over the last 4 years we have adopted savings proposals totalling £22.0 million and have needed to find additional money to meet demands and pressures on services for example services for children who are looked after. After several years of delivering significant savings from the budget, the means of achieving further reductions becomes increasingly more challenging.

Over the past year, the Council has faced significant and unprecedented challenges, notably the flood response and recovery in February 2020, and the COVID-19 pandemic and lockdown restrictions implemented since March 2020, with uncertainty continuing. We are continually working to understand the financial circumstances and challenges resulting from the pandemic.

The draft Welsh Government budget shows that the Council is due to receive a 3.9% increase in its core funding in 2021/22, marginally above of the 3.8% average for Wales. This goes some way to giving some additional flexibility to respond to the pressure on Council finances and the choices it makes when setting the budget for next year.

The authority has always sought to preserve local service delivery in the face of budget pressures. We know how important many of the things we do are to the people who live in our communities and have worked hard to maintain the things that matter by reducing the amount we spend on things like buildings and energy costs.

We recognise that when we increase charges and put up Council Tax it can have a detrimental impact on those who can least afford it, this does not just mean those who are unemployed, many people experience in-work poverty while others are impacted upon by disability or other protected characteristics that affect their opportunities. Also, through the past year there is evidence the coronavirus and lockdown measures could have a disproportionately negative impact on the well-being of some sections of our communities.

Whenever we introduce changes to policy or increase charges, we evaluate the impact of these upon different groups. Our commitment to social justice means that we also look at the potential impact on those in poverty. This approach continues to be developed in line with new socio-economic duty, due to commence in Wales on 31st March 2021, with aim of the assessing the impact on those experiencing socio-economic disadvantage.

Where a budget proposal could alter a service, or the way it is delivered in 2021/22 an Equalities and Future Generations Evaluation assessment of its potential impact has been completed. This assesses its potential impact on the national well-being goals and the ways of working enshrined in the Well-being of Future Generations Act and also the

people and groups who possess the protected characteristics specified as part of our duty under the Equality Act 2010.

This document summarises the headline message from these assessments. The table below shows a summary of these main impacts while an overview of the messages from these is included as appendix 1. The summary does not highlight every single issue, but reveals some of the key impacts of budget proposals and provide scope for continual learning and improvement as proposals are developed.

The document has also drawn on an initial analysis of the cumulative financial impact of the budget proposals on households with different income levels and groups with protected characteristics as defined by the Equality Act 2010.

This evaluation is an early one, applying to budget proposals only at this pre-consultation, pre-decision stage. Open and robust scrutiny and challenge is essential as the proposals continue to be shaped in line with the priorities in our corporate plan and the issues that matter most to our communities. This analysis will continue to evolve and be updated throughout public consultation in January and February 2021 and will be built upon following public engagement and scrutiny.

	Age	Disability	Gender Re-assignment	Marriage or civil partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Welsh Language	Socio-Economic	Safeguarding	Sustainable Development	National Well-being goals
Social Care and Health fees and charges increases (SCH001)	Amber	Amber									Green			Green
Cultural and Leisure service fees and charges increases (CEO004)											Red			Amber
Streetworks fees and charges increases (CEO004)														Amber
Introduce car parking charges at Caldicot Castle (ENT003)											Amber			Amber
Increased funding for pupils with additional needs (CYP)	Green	Green												Green
Increased funding for children's social care (SCH)	Green	Green										Green		Green
Investment in care packages in the Usk area (SCH)	Green	Green												Green
Investment in Homelessness services(PENT0012)											Green			Green
Mileage savings (RES003)													Green	Green
Council Tax Increase											Red			

Key

Red – negative impact on this category that is difficult to overcome with mitigating actions

Amber – some potential negative impact which is lower risk or can be managed with mitigation

Green – impact is largely positive

White – no impact has been identified at this stage

Our Corporate Plan objectives and strategic aims

Our purpose set in our Corporate Plan remains one of *building sustainable and resilient communities that can support the wellbeing of current and future generations*. We share this core purpose with our Public Service Board and it is our guiding force in working towards the seven national Well-being Goals.

The five organisational goals described in the Corporate Plan incorporate the council's well-being objectives but go further in reflecting the need for a deeper organisational and council business focus. Setting our goals in this plan and the actions necessary to deliver on them enables us to identify the future we want.

The goals are:

- Giving people the best possible start in life
- Enable thriving and well-connected county
- Maximising the potential of the natural and built environment
- Lifelong well-being
- A future focused council

The council's strong record of delivery within a balanced budget has enabled us keep frontline services operating. We are clear that money should follow our core purpose of building sustainable and resilient communities and delivering the well-being objectives in the Corporate Plan.

At the outset of the Coronavirus pandemic Cabinet introduced a revised purpose and new strategic aims for the Council to provide clarity and ensure accountability through this period. The latest iteration was agreed in December 2020 in the Winter Strategy². Delivery of the strategic aims will continue to have significant resource implications, including increased costs to maintain current service delivery and demands in setting up new or amended services. Close financial and budget monitoring continues. A specific action has been set in the strategy on setting a budget for the financial year 2021/22 capable of delivering these priorities.

We continue to develop our Medium Term Financial Plan to support us as far as possible to continue to deliver the aims and aspirations set out in this Corporate Plan and our purpose. While the Council's medium term financial planning has been severely disrupted by the pandemic, we continue to aim to ensure our focus is not only on short-term response, but medium-term recovery and long term sustainability

We recognise this is not without challenges and uncertainty however it will enable us to focus our finite resources on the areas that matter most to people and enable us to build a sustainable service offer for current residents and businesses as well as future generations.

The budget proposals are a broad mix of small adjustments designed to optimise efficiency and larger longer-term proposals. Our Corporate Plan and strategic aims give us the framework to focus on the big challenges but we can never lose sight of the need to spend every pound wisely, nor the reality that the cumulative impact of many small changes can add up to a significant impact on some people within our communities and the need to ensure that there is some degree of mitigation against this for the most vulnerable.

The Legal Context

The Equality Act 2010 came into operation on the 6th April 2011. It replaced 116 previous different pieces of law relating to equality, and put them all together into one piece of legislation. The Act strengthens the law in important ways, and in some respects extends current equality law to help tackle discrimination and inequality.

The Council, as a public body in Wales, has a requirement under the Act to meet both general and specific duties.

The general duties are that in exercising its functions the Council must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not;

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Protected characteristics are: Age; Sex; Gender re-assignment; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnership.

The Well-being of Future Generations Act creates a legal framework for better decision-making by public bodies in Wales by ensuring that we take account of the long-term, help to prevent problems occurring or getting worse, take an integrated and collaborative approach, and considers and involves people of all ages. This supports existing commitments such as the Welsh language, equalities and the UN Convention on the Rights of the Child.

Together, the seven well-being goals and five ways of working provided by the Act are designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Socio-economic impact of the budget

Almost any change to a council service has some socio-economic impact. This is because of the nature of our responsibilities and the extent to which some groups, communities and vulnerable people rely on public services. Our aim is to properly understand this impact so that we can identify appropriate mitigations wherever possible and minimise the impact on people in greatest need.

We provide and help fund a wide-range of services in communities to ensure support for communities. These include:

- Council Tax reduction scheme
- The single person Council Tax discount
- Financial support for Monmouthshire Citizen's Advice Bureau
- Community Connectors to help people to maintain their independence and prevent people becoming dependent on statutory health and social care

Community Hubs that provide advice and also host community learning opportunities including the skills at work programme which aims to upskill those in lower paid jobs to increase their career prospects.

The new socio-economic duty comes into effect on 31st March 2021 placing a duty on councils to consider the need to reduce the inequalities that result from socio-economic disadvantage. The approach taken in this assessment has been developed in line with the duty, to evaluate the potential impact of the 2021-22 budget proposals on those experiencing socio-economic disadvantage and consider how this might help reduce inequalities. We recognise this approach will need to continue to be developed as we further embedded the duty in our processes and practice.

Approach / Methodology

As part of our impact evaluation we have looked to establish the financial impact of proposals on different people within our communities. This paper has been prepared alongside the budget proposals for 2021-22 to assess the cumulative financial impact of the budget. It also brings together the most significant issues identified by the Equality and Future Generations Evaluations completed for each of the proposals to understand whether any groups will experience a detrimental position as a result of the cumulative impact of separate proposals.

When any change is looked at in isolation it may not seem significant but the cumulative impact of multiple changes can sometimes mount up placing pressures on some groups in society

Monmouthshire has adopted the Joseph Rowntree Foundation definition to define poverty 'When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation).' and to supplement this with statistical measures of household income and material deprivation. At present, one of the ways of assessing poverty in the UK is the proportion of households where the income is below 60% of the median income.

This assessment identifies areas where there is a risk that changes resulting from individual budget proposals may have a significantly greater impact on particular groups when looked at together with other proposals.

This enables the local authority to identify where we may need to mitigate against negative impacts on certain groups of people. Mitigating actions could include re-shaping services to target them more efficiently and to reduce the potential of disproportionate impacts on groups with protected characteristics as defined by the Equality Act 2010 of those in poverty.

This is a dynamic process, and this assessment will continue to be reviewed as individual budget proposals are developed and any further mitigating actions will need to be considered.

The table shown as appendix one provides a simple overview where proposals have been identified as having a positive or negative impact on those with protected characteristics, those in poverty, safeguarding and the ways of working and national well-being goals

The Impact and Mitigation

Disability

The definition of disability is when a person has a physical or mental impairment which has a long term adverse effect on that person's ability to carry out day to day activities.

There are increases in fees for social care services, both residential and non-residential. There is a cap on fees for domiciliary care. These services will be received by proportionately more people with disabilities although there are means testing and caps on charges that limit the impact on those on the lowest incomes.

Age

Older people – People in later life may be more likely to use some council services as they are more likely to acquire a disability and so may be more vulnerable than the general population to changes in those services. This impact will be worsened for those on low incomes. Below is a summary of the main proposals that may impact on some older people.

Charges for domiciliary care have increased from £14.29 to £14.64 per hour. These are capped at £100 per week in Wales. However, as these services are means tested only those who are assessed as being able to afford this will pay.

There have also been increases in fees for local authority run residential care from £557.92 to £571.82. This will impact on proportionately more older people but these are means tested and so the impact on those on the lowest incomes will be mitigated.

The contract to specifically address the unmet care needs in the Usk region will ensure the care needs of our older population are catered for.

Children and Young People – Around 14% of children in Monmouthshire live in poverty and this figure rises to 29% in the least well-off wards³. Continued economic and social pressures on families are likely to put increased pressure on some families.

Proposals to manage budget pressure within Children's Services will help ensure the service is adequately funded to support the needs of its looked after Children.

Increased funding for pupils with additional needs will help meet pressures in demand for support for pupils.

Other protected characteristics

There is very limited reference to some of the protected characteristics within the individual assessments that have been developed alongside the budget proposals, in particular:

Marriage and civil partnership and pregnancy and maternity are essentially work place regulations. Sex (gender), race, gender reassignment, sexual orientation, religion and belief also have limited references attributed to them and this may be for a two reasons:

- because these groups are not affected by the proposals or
- because we have gaps in our information due to people perceiving that the characteristic is of a personal and sensitive nature and are therefore unwilling to respond.

We welcome any views on the impacts of our proposals on these protected groups as part of our consultation on the budget and will continue to look at national information and relevant studies to improve our knowledge and understanding of how changes can adversely impact on these groups.

The authority's approach to car parking charges is currently being reviewed.

Socio-economic Impact

Any increase in fees and charges for services will have a higher impact on households on the lowest incomes. 9,076 households in Monmouthshire live on below 60% of the GB median income and 10% of people live in households in material deprivation.

We will continue to work to use local data to gain a better understanding of poverty locally to inform future versions of this analysis and use this understanding to identify any mitigations that can be applied to lessen the impact.

The proposed council tax increase of 4.95% will result in an additional monthly cost of £6.82 on a Band D property.⁴ This will impact on all groups, while this modelling has been based on a Band D property those with higher incomes typically live in larger properties and therefore will pay higher council tax. However it is acknowledged that some people may have a large house and low income. This can often be true of older people. Mitigations such as the Council Tax reduction scheme are in place.

All residents will also be impacted upon by inflation which will result in higher prices, the rate of inflation is presently 0.6%⁵. The extent to which higher prices are off-set by wage rises will vary by household and is not included within this assessment, nor is any impact on prices or incomes that could arise following the UK's exit from the European Union. As part of the Council's continued planning consideration will need to be given to the economic impact of the coronavirus pandemic in Monmouthshire on businesses, jobs and wage levels.

Mitigation

Charges for social services are linked to peoples' ability to pay and service users will be required to undergo a means tested assessment of their financial ability to meet a reasonable charge calculated for these services.

The Council Tax reduction scheme offers some mitigation, council tax is means tested and those in receipt of universal credit, pension credits, job-seekers allowance and other benefits are able to apply for a reduction. Single person households are eligible for a 25% reduction on council tax.

There will be a range of additional mitigations that are not fully modelled here, further detail will be contained in individual Equality and Future Generation evaluations completed on proposals.

The Cumulative Financial Impact

The impact below has been modelled on some of the planned increases in fees and charges.

A household with an income of £16,000 per year, with two children would see their costs rise by £104.12 per year or £2.00 per week, if they paid for an increase in children swimming lessons, a garden waste bin and paid Band D council tax with no discounts. This would equate to 0.65% of their income. It is unlikely that someone in this financial position would be paying for social care.

A household with an income of £29,000 per year and two children paying the increases above and if they were paying the increased domiciliary care charge would be paying an additional £195.12 per year, or £3.75 per week. This would equate to 0.67% of their income.

A household with an income of £40,000 per year would pay the same increases, assuming they lived in a Band D property. This would equate to 0.49% of their income. A household with an income of £56,000 would experience increased charges equating to 0.35% of their income on the same assumptions. However, as incomes rise it would be expected that many household will be living in more expensive properties and would be paying higher rates of council tax.

Appendix 1



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Equality and Future Generations Evaluation

<p>Name of the Officer: Matthew Gatehouse</p> <p>Phone no: 01633 644397 E-mail: matthewgatehouse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal: To deliver a balanced budget while continuing to make progress against the council's well-being objectives and delivering the long-held purpose of building sustainable and resilient communities</p>
<p>Name of Service area: Chief Executive's</p>	<p>Date: 10 January 2021</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	Local Authorities provide many universal services such as highways and waste collections which bring multiple benefits to all age groups. However many of our services are delivered to proportionately higher numbers of younger and older people.	There will be an increase in charges of 2.5% for both residential and non-residential social care which will have a disproportionate impact on older people.	Ensure the Social Services and Well-being Act charging legislation is adhered to, so service users are means tested to determine their ability to pay. There are no increased charges for community meals Provide earlier help and prevention (e.g. family support); provide services

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?
	<p>Practice change in adult social services which are person-centred with a focus on well-being reducing dependency and empowering individuals and families to achieve their own outcomes which is a positive outcome.</p> <p>Deployment of early intervention and preventative services for children who are looked after can reduce the likelihood of placements breaking down and lead to better and more stable long-term outcomes.</p> <p>Early intervention and support for pupils with Additional Learning Needs will allow pupils to meet their full potential.</p> <p>Increasing budgets for the contact centre will allow increased phone capacity, this channel tends to be used by a higher proportion of older people when compared to self-service via the chatbot or app.</p>		<p>that seek to prevent children coming into care (e.g. Achieving Change Together) and provide services that seek to repatriate children into community or family placements (e.g. MyST, Monmouthshire Families Together)</p>

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?
Disability	<p>Continuation of practice change in social care are likely to have a particular impact on people who have disabilities.</p> <p>Schools will offer advice and training to allow them to support a range of disabilities.</p>	<p>Any changes to social care arrangements are likely to have a particular impact on people who have disabilities; this includes increased charges as described above.</p> <p>There will be an increase in fees and charges for both residential and non-residential social care which will have a disproportionate increase on people with disabilities</p>	For social care charging increases, we will ensure that service users are means tested to determine their ability to pay.
Gender reassignment	At this stage none of the proposals have identified a particular impact, either positive or negative, on people who have undergone or are considering gender reassignment.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions are necessary
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. At this point of the analysis there are no proposals which have been assessed as having either a positive or negative impact on this group	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions are necessary

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	In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth. None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary
Race	There are no proposals identified that will have a specific positive outcome that will differ by race.	Proposals to increase back office efficiency may have an element of artificial intelligence or AI. Research has shown that AI has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do.	Work closely with developers to understand any applications where this could potentially occur and remedy immediately.
Religion or Belief	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No mitigating actions necessary
Sex	The council has already carried out a full pay evaluation exercise.	None identified	No mitigating actions necessary
Sexual Orientation	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions. This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	<p>Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.</p> <p>It is important to assess and understand the impact of our proposals on those in poverty, especially if there is a cumulative impact from a number of proposals. This is in line with our Social Justice policy.</p> <p>Additional funding to cover an increase in the free school meal entitlement in primary schools.</p> <p>Significant additional investment is being made in homeless services.</p>	<p>An increase in council tax will have a financial impact on all households. Those on lower incomes as any bills will form a higher proportion of their household expenditure will feel the impact more acutely.</p> <p>There is a risk that any budget proposals that increase discretionary charges, such as a 2.5% increase for sports hall hire or swimming classes, will have a disproportionate impact on people on low incomes and therefore will widen inequality.</p>	<p>There are a range of mitigations in place. These include a council tax reduction scheme.</p> <p>Free school meals are available for those on incomes below a certain level.</p> <p>The council is committed to aligning evidence-based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential. During the past year we appointed a Tackling Poverty and Inequality Manager to focus on these issues. When introducing or increasing service charges mitigation will be introduced to reduce the financial burden on people who can least afford it.</p>

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably</p>	<p>Increase in the budget for Welsh translation will ensure we can continue to comply with the Welsh Language Standards.</p>	<p>None identified</p>	<p>All signage and material arising from budget proposals will be compliant with the Welsh Language Measure 2011</p>
<p>Operational Recruitment & Training of workforce</p>	<p>We will ensure that new vacancies are assessed and where possible advertised as 'Welsh essential' to increase people opportunities to engage with the council through the medium of Welsh.</p>	<p>None identified</p>	<p>Active promotion of vacancies in Welsh language publications and websites as well as targeted promotion via LinkedIn</p>
<p>Service delivery Use of Welsh language in service delivery Promoting use of the language</p>	<p>Increased resources for the contact centre will increase our ability to recruit Welsh speakers to ensure increased ability for service users to use the language in their dealings with the council.</p>	<p>None identified</p>	



4. 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?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Examples of proposals that impact positively on this goal include the disposal of capital assets which will generate a financial return and where provide opportunities for business to utilize those assets to create employment. However, there is an opportunity cost since these assets will not be available to the authority in future.</p> <p>Increases of 2.5% for streetworks licenses, trade waste and non-statutory pre-application planning fees will result in higher costs for some businesses.</p> <p>Additional funding will ensure that all pupils with additional learning needs are identified as early as possible and additional support is provided to ensure they can meet their full potential.</p>	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The council has declared a climate emergency. The authority has not yet modelled the financial consequences of its commitment to reduce its carbon emissions.</p>	<p>Proposals to reduce staff mileage, and increase the use of electric and hybrid vehicles will reduce carbon emissions.</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	Place-based working is expected to have a positive impact on physical and mental well-being.	Examples of proposals within the budget include practice change in Adult Social Services which focus on prevention and person-centred well-being.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Place-based approaches proposed as part of practice change proposals in adult social care will contribute to healthy inclusive communities.	Some communities may be opposed to commercial development or regeneration schemes In such cases we will involve people with proposals subject to planning and local consultation.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	We continue our efforts to reduce pollution and greenhouse gases while increasing recycling. These will have a small but important positive impact on CO2 emissions and waste which will contribute to global environmental efforts.	Wales has an enviable record in sustainable waste management and we will continue to progress this in our approaches to waste management and carbon reduction.
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	Introduction of car parking charges at Caldicot Castle could make the visiting the attraction less affordable for some groups.	Admission to Caldicot Castle will remain free and enhancements will be made to promote and encourage active travel to the destination We will ensure that new vacancies are assessed and where possible advertised as 'Welsh essential' to increase people opportunities to engage with the council through the medium of Welsh.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The council has already carried out a full pay evaluation exercise. Increased charges for some services enable the council to provide other services such as transport which benefit people on low incomes and which has positive environmental impacts.	The council will uplift salaries for apprentices and those employed through the kickstarter scheme above to meet the national living wage. Many of the council services that are sustained through charging provide a valuable safety net and contribute to more equal outcomes.

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?

5. 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>Increases in fees and charges have been considered in the context of whole life cost analysis over the long-term in order to ensure sustainable and cost effective service delivery now and in the future.</p> <p>Additional funding for pupils with additional learning needs includes early intervention to support that child through the whole of their education</p>	<p>Mitigating arrangements are in place to minimise the impact of increased fees or charges on people on low incomes</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The budget includes a range of collaborative proposals. This includes working with health, the voluntary sector and private companies.</p>	<p>No specific further actions are proposed at this stage</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>Involvement views</p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals formed part of the budget exercise and will be subject to a public consultation exercise. This will include sessions with existing groups including those that represents people with disabilities.</p>	<p>Ensuring that proposals and the accompanying Future Generations evaluations have been updated as a result of, consultation and engagement.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Practice change in adult social services which person centred with a focus on well-being reducing dependency and empowering individuals and families to achieve their own outcomes. Additional investment in children's social care should increase placement stability.</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>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The council works across many areas and many of these proposals can have positive and potentially negative impacts on another. It is important that as individual proposals are developed we seek to balance competing impacts.</p>	<p>The council's Corporate Plan contains a table which highlighting the objectives impacts on each of the seven national well-being goals. Any detailed proposals brought forward following the consultation will need to assess the impact of that proposal on the well-being goals.</p>

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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?
Safeguarding	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. Specific Proposals include the strengthening of the councils legal service since lawyers sits at the heart of all child protection work around the Court system.	There are no specific negative impacts identified at this stage	Safeguarding is at the heart of everything the council does. All staff are trained to a level that is appropriate to their role.
Corporate Parenting	Further investment is being made into children's social services including those working with looked-after children and young people whose needs are such that they require significant support to keep them safe, maintain secure relationships and stable placements and improve their life chances.	There are no specific negative impacts identified at this stage	

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

The proposals are based upon a wide range of data and evidence and this will be contained within the evaluations of each of the individual proposals. Future monitoring will be done in accordance with the evaluation arrangements recently developed by the council's democratic services committee. This will allow members to assess whether any changes resulting from the implementation of the recommendation have had a positive or negative effect.

Data sources include for example:

- Quantitative data such as user numbers, measuring whether changes have had a positive or negative impact on the number of people using the service, in some cases, such as preventative services less users will be a positive
- Qualitative data that gives people views of the service which includes analysis of complaints
- Data derived from national sources such as stats Wales and the National Survey for Wales which allow us to measure whole population
- Proposed increases by Department of Works and Pensions on benefits and State Retirement Pension uplifts and Consumer Prices Index

8. 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?

This assessment will be updated following the budget consultation.

9. 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
Existing actions have been highlighted within the individual assessments.		

10. 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
1.0	Cabinet	20/1/21	Not yet considered

References

¹ Stats Wales, Budgeted Revenue expenditure by authority and service, <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Revenue/Budgets/budgetedrevenueexpenditure-by-authority-service>

² Monmouthshire County Council, strategic aims <https://www.monmouthshire.gov.uk/our-coronavirus-strategy/>

³ Figures quoted are before housing costs. Equivalent rounded after housing cost figures are 22% and 43% http://www.endchildpoverty.org.uk/wp-content/uploads/2018/01/Wales_LA-and-ward-data.xlsx

⁴ Average Band D in 2020-21 = £1653.22 <https://www.monmouthshire.gov.uk/app/uploads/2020/03/Bandings-Template-2020-21.pdf>

⁵ Consumer Price Index, ONS, November 2020 <https://www.ons.gov.uk/economy/inflationandpriceindices>