

Future Generations

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| <p>Name of the Officer completing the evaluation Will McLean</p> <p>Phone no: 07834435934 E-mail: willmclean@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal:</p> <p><u>Communities, Hubs and Libraries</u> Re-structure of management level of Community hubs and SLS Cease the purchase and rental of DVD's Amalgamation of SLS supporting posts from 2 into 1</p> <p><u>Contact Centres</u> Reduction of staff (Information Officer) by half a post</p> <p><u>Legal</u> Colleague reducing days. Colleague reducing days.</p> <p><u>Policy</u> Reduce capacity of team by deleting some posts and replacing them with posts with reduced responsibilities and working hours Reduce non-pay budget by promoting more efficient use of mobile phones, printing and copying</p> <p><u>Community Safety</u> Reduce the purchase and maintenance capability for CCTV equipment and repairs to existing system.</p> <p><u>Partnerships</u> £5,900 non staff costs can be made through removal of professional fees and licenses</p> <p><u>Communications</u> reducing the budget for a post to a budget of £8,841 (this post is currently being filled by contractors on a day rate of £250 per day).</p> <p>Where thchange is organizational efficiency there will be no impact upon the Wellbeing or</p> |
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| Name of Service – Chief Executive’s Directorate | Date Future Generations Evaluation form completed 9 th December 2016 Wellbeing Goals |
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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? |
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| A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs | <u>Communities, Hubs and Libraries</u> There will be a consequence on employment with a reduction of 1 FTE post. <u>Contact Centres</u> There will be a consequence on employment with a reduction of 0.5 FTE | <u>Communities, Hubs and Libraries</u> Work will be integrated across the teams, following the alignment of the Libraries and one-stop-shops. <u>Contact Centres</u> This reduction will be mitigated by the development of an electronic booking system. |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | No impact | Not applicable |
| A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood | No impact | Not applicable |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | <u>Community Safety</u> There is a risk that a reduction in the spend on CCTV budget could in the longer term compromise the robustness of the system. <u>Contact Centres</u> | We will work with partners to ensure the best value for money is achieved for our CCTV provision |

| 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? |
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| | There will be a consequence on employment with a reduction of 0.5 FTE – this is likely to impact on the booking system currently provided to support the Grass Routes Bus service. | <u>Contact Centres</u> This reduction will be mitigated by the development of an electronic booking system. |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | No impact | Not applicable |
| 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 | No impact | Not applicable |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | No impact | Not applicable |

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>Balancing short term need with long term and planning for the future</p> | These suite of proposals are designed to allow the continuation of service delivery in the medium term. | None |

| 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>Working together with other partners to deliver objectives</p> <p><small>Collaboration</small></p> | <p>Where there are partners involved and relevant to service delivery in these areas we will work alongside them in order to maximize the impact.</p> | <p>None</p> |
|  <p>Involving those with an interest and seeking their views</p> <p><small>Involvement</small></p> | <p>We have worked with service users to design the most effective arrangements for public engagement in the Hubs (the merger of libraries and one-stop-shops). This was done with the significant involvement of the service users.</p> | <p>None</p> |
|  <p>Putting resources into preventing problems occurring or getting worse</p> <p><small>Prevention</small></p> | <p>Not applicable</p> | <p>None</p> |
|  <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><small>Integration</small></p> | <p>These changes to the services delivered by the Chief Executive's department have been considered against the principle of integration of the act's aims and those of other bodies. The services are in the main support services, with the very clear exception of the contact centre and Hubs and libraries.</p> | <p>None</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 | Not applicable | <u>Contact Centre</u> The reduction of staff at the contact centre could have an impact on the administration of the Grass Routes bus services. This is predominately used by older members of the community. | <u>Contact Centre</u> An electronic booking system is being developed to remove the dependency on telephone bookings. |
| Disability | Not applicable | <u>Contact Centre</u> The reduction of staff at the contact centre could have an impact on the administration of the Grass Routes bus services. This is predominately used by older members of the community. | <u>Contact Centre</u> An electronic booking system is being developed to remove the dependency on telephone bookings. |
| Gender reassignment | Not applicable | Not applicable | Not applicable |
| Marriage or civil partnership | Not applicable | Not applicable | Not applicable |
| Pregnancy or maternity | Not applicable | Not applicable | Not applicable |
| Race | Not applicable | Not applicable | Not applicable |
| Religion or Belief | Not applicable | Not applicable | Not applicable |
| Sex | Not applicable | Not applicable | Not applicable |

| 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? |
|----------------------------------|--|--|--|
| Sexual Orientation | Not applicable | Not applicable | Not applicable |
| Welsh Language | Not applicable | Not applicable | Not applicable |

- 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? |
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| Safeguarding | Not applicable | Not applicable | Not applicable |
| Corporate Parenting | Not applicable | Not applicable | Not applicable |

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

Discussions with the team leaders across these service areas have been used to identify risks.

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?

This section should give the key issues arising from the evaluation which will be included in the Committee report template.

The most significant impact affecting public facing services is the changes to the staffing at the contact centre where a particular impact could be felt in the administration of the Grass Routes Bus Service. This is being mitigated by the introduction and development of the electronic booking system.

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 | | | |
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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.

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| The impacts of this proposal will be evaluated on: | |
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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 |
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| 0.1 | Cabinet | 16/12/2016 | <i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i> |
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