



## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Bernard Boniface</p> <p><b>Phone no:</b> 0781 800 8474 <b>E-mail:</b> BernardBoniface@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To make permanent the temporary post of Carers Services Development Manager in the Social and Health Services, Carers Team.</p>
<p><b>Name of Service</b> Social and Health Services – Carers Team.</p>	<p><b>Date Future Generations Evaluation</b></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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This post will provide opportunities for improved and stronger links with all partners through the systems that work around the carer, for early identification and intervention of support for all carers. This will ensure all carers have the same access and opportunities to that of others.</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?
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	N/A	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	The post contributes significantly to improving the situation for carers whose caring role has been demonstrated to impact their health and well-being	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	The post contributes to enabling carers to remain connected to their communities rather than becoming isolated by their caring roles.	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	N/A	
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	This post contributes to enabling carers to participate in sport, art and recreation rather than becoming isolated by their caring role.	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	The Social Services and Well-being (Wales) Act does not categorise carers by age, someone is a carer regardless of their age. The post therefore contributes to partnership work that will enable carers of all ages to fulfil their potential despite their caring responsibilities. As carers are	

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
	predominantly female this contributes to tackling gender inequality.	

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p>	<p>Through the development an Adult Carers Strategy and Young Carers Strategy through the 3 year cycle of each this will allow for the post holder to nurture cultures, relationships, networks and services that will evolve and adapt to changes that centre on both the short term and long terms needs of all carers, and the subsequent service provisions that underpin planning for the future. All carers provide a short-term, often unreasonable solution to the health and caring wellbeing of the UK and worldwide population. However, the post holder will lead, and work with partners to minimize the reliance upon all carers in providing that solution, by giving partners the tools to take long term ownership in the caring role, which will allow all carers to have the confidence in making the right choices for their caring role.</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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>This post is part of a multi-agency Carers Project comprising staff from MCC and a range of 3<sup>rd</sup> sector agencies. The Team also works closely with the ABUHB Carers Measure Team and with its counterparts in the other Gwent Local Authorities.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Carers are regularly and effectively consulted over all initiatives that affect them. This post leads on these consultation processes.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This post supports the development of services for all carers of all ages. Supporting carers of all ages keeps them healthy, connected to their communities and in turn they save health and social services significant amounts of money through the care they provide.</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>One of the key responsibilities of this post is developing the partnership working across statutory and 3<sup>rd</sup> sector agencies that support carers. The post holder will be driver moving this partnership forward, with an expectation that when all agencies and partners have the right tools and training they will take ownership of their own areas of work. From that sustainability will be created, so that good practice becomes implicit in supporting all carers. The statutory and third sector providers are committed to ensure that all carers receive the right support at the right time, wherever it is accessed. They have agreed to work together for all carers, by sharing data, knowledge, skills and expertise. This will strengthen each organisations expert knowledge of all carers and therefore the right support will be offered to all carers at the right time.</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](mailto: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	Monmouthshire has an aging population, that is living longer with more complex health needs. However, this reality has in some parts unintentionally overshadowed the existence and needs of all carers within the county. As legislation recognises there is no age barrier to being a carer, this post will bring to the forefront all carers regardless of their age in Monmouthshire.	None	
Disability	This post contributes to supporting all carers to care for disabled or frail people, and for those carers where they too have a disability.	none	
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	N/A		
Religion or Belief	N/A		

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?
Sex	The post contributes to enabling carers fulfil their potential despite their caring responsibilities. As carers are predominantly female this contributes to tackling gender inequality. However, the carers role is not confined to one sex.	none	
Sexual Orientation	N/A		
Welsh Language	N/A		

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	N/A	<i>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.</i>	
Corporate Parenting	N/A		

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

*Since the 6 months that the postholder has been in the role, they have established and are leading a multiagency young carers group that are now developing and implementing joint young carers assessments. They are working with internal and external stakeholders to ensure young carers are identified and supported at the earliest possible age, and that sustainable models for that support are being introduced in Education. The postholder has been developing integrated systems that allow for the earliest identification of support of all carers within Primary Care, and they are developing transport solutions, with the Passenger Transport Unit and Welsh Ambulance Trust that will not only have a positive impact for Carers but for all citizens of Monmouthshire. The post holder has developed links with Parents Carers and the Children with Disabilities Team to ensure this group of previously unknown carers within the Monmouthshire Carers Project are receiving the right information at the right time, are now members of the Carers Strategy Group and are receiving a Carers Assessment. The postholder had led and on the first young carers strategy for Monmouthshire and is taking it through the formal channels for its implementation. That strategy will be the cornerstone for how Young Carers are supported over the next 3 years. The post holder will lead the Monmouthshire Carers Project for cohesive work streams to ensure its effective implementation,*

**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?**

In collaboration with all partners the post holder will lead and on developing carers services that provide timely, innovative, appropriate and age relevant support for all carers.

**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			

**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.**



The impacts of this proposal will be evaluated on:	Through supervision and annual appraisal.
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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
1	<i>Single Member decision.</i>		