








Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

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| Name of the Officer Paul Matthews Phone no: 01633 644041 E-mail: paulmatthews@monmouthshire.gov.uk | Please give a brief description of the aims of the proposal Senior Leadership Redesign |
| Name of Service Chief Executive's | Date Future Generations Evaluation form completed July 2017 |

- 1. Does your proposal deliver any of the well-being goals below?** The proposal seeks to create the conditions for the organisation to be well led, well governed and well designed, in order to position the council and county to be fit for the future. The proposal is thus, a precursor to developing and implementing the kinds of strategy, policy and practice that enable the seven wellbeing goals to be embedded in all we do.
- 2. How has your proposal embedded and prioritised the sustainable governance principles in its development?** The proposal seeks to improve governance and sustainability and accountability principles across the board – through getting the right balance of leadership roles and responsibilities. In particular, the new post to be established 'Head of Policy and Governance' is to align with the new cabinet portfolio on Governance and make a contribution to ensuring clear lines of reporting and a strong sense of collective accountability and assurance.

| Sustainable Development Principle | How does your proposal demonstrate you have met this principle? | What has been done to better to meet this principle? |
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|  <p>Balancing short term need with long term and planning for the future</p> | <p><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (i.e. 20+ years)</i></p> <p>The report is about ensuring we have leaders, teams and portfolio responsibilities that are fit for the future and resonate most clearly with the evidence base re: anticipating future developments and requirements.</p> | <p>Addition of future-facing Business Planning and Redesign post</p> |
|  <p>Working together with other partners to deliver objectives</p> | <p>The gearing up of the team will enable the forging of partnership and collaborative links to deliver future strategy and direction – as set out in report.</p> | <p>-</p> |
|  <p>Involving those with an interest and seeking their views</p> | <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved?</i></p> <p>The stakeholders involved have all been engaged and as the proposal develop, will have opportunity to feed into role profile development.</p> | <p>Early engagement of all those impacted</p> |
|  <p>Putting resources into preventing problems occurring or getting worse</p> | <p>As a council navigating an extremely turbulent environment, it is important to have in place, the people resources with the capability and capacity to prevent costly problems, undertake cost avoidance and engage our social capital in developing solutions and outcomes.</p> | <p>Bringing forward report post-bedding in of new administration at earliest opportunity</p> |

| Sustainable Development Principle | How does your proposal demonstrate you have met this principle? | What has been done to better to meet this principle? |
|--|---|--|
|  <p data-bbox="331 256 517 485">Positively impacting on people, economy and environment and trying to benefit all three</p> | <p data-bbox="546 213 1308 347"><i>There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts</i></p> <p data-bbox="546 384 1308 528">Key to this proposal is the Council adopting a more commercial and enterprising mind-set – both in terms of outward enterprise enabling and creating conditions for the council itself to be more enabling.</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.

| 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? |
|--|---|---|---|
| Positive: the project is not about just young people or those who may be coming into the world of work. It's equally about safeguarding jobs and protecting current interests and investment so the whole region optimises. Our desire is that nobody or no company gets left behind – there are opportunities for all. | | | |
| Age | None | None | See above |
| Disability | None | None | See above |
| Gender reassignment | None | None | See above |
| Marriage or civil partnership | None | None | See above |
| Race | None | None | See above |
| Religion or Belief | None | None | See above |
| Sex | None | None | See above |
| Sexual Orientation | None | None | See above |
| Welsh Language | <i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills</i> | None | None |

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 note <http://hub/corporatedocs/Democratic%20Services/Equality%20impact%20assessment%20and%20safeguarding.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 | This proposal seeks to make a contribution to safeguarding the interests of current and future generations by providing opportunities now and in the future | None | n/a |
| Corporate Parenting | Solidifies our commitment, through having the right people in the right places, to our looked after children. | None. | n/a |

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

New direction emerging from new administration, market data and research.

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.

It is in the implementation of the proposal and the ongoing impact of new posts and their capacity for delivery that will be of most importance.

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

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 through:

Leadership exercised by Head of Paid Service in relation to productivity of roles.