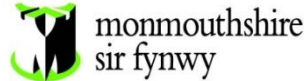


Public Document Pack



Neuadd y Sir
Y Rhadyr
Brynbuga
NP15 1GA

County Hall
Rhadyr
Usk
NP15 1GA

Friday 12th February 2016

Dear Councillor

INDIVIDUAL CABINET MEMBER DECISIONS

Notice is hereby given that the following decisions made by a member of the cabinet will be made on Wednesday, 24 February 2016.

1. **Various Restrictions and Provisions of Parking, (Agincourt Square and Priory Street, Monmouth)** 1 - 18

Division/Wards Affected: Drybridge
Cabinet Member: County Councillor Bryan Jones

Purpose: To consider the proposed Order subsequent to representations received following advertisement in accordance with the Local Authorities Traffic Orders (Procedure) (England and Wales) Regulations 1994.

Report Author: Paul Keeble Traffic & Network Manager

Contact Details:
E-mail: paulkeeble@monmouthshire.gov.uk
Telephone: 01633 644733

2. **Transfer of Post from Aneurin Bevan University Health Board to MCC** 19 - 30

Division/Wards Affected: All Wards
Cabinet Member: County Councillor G. Burrows

Purpose: To transfer the joint post of 'Planning and Commissioning Assistant' currently employed by Aneurin Bevan University Health Board to the employment of Monmouthshire County Council.

Report Author: Bernard Boniface, Adult Protection Manager

Contact Details: Tel: 0781 800 8474
E-mail: BernardBoniface@monmouthshire.gov.uk

3. **Purchase of an area of Land for Highway Use at Poplars Road, Mardy, Abergavenny** 31 - 38

Division/Wards Affected: Mardy

Cabinet Member: County Councillor Bryan Jones

Purpose: To seek approval for the purchase of an area of land for highway use.

Report Author: Peter Woodrow – Traffic and Development

Contact Details: Tel: 01633 644781
E-mail: peterwoodrow@monmouthshire.gov.uk

4. **Early Years & Childcare Development Officer** 39 - 56

Division/Wards Affected: All Wards

Cabinet Member: County Councillor E Hacket Pain

Purpose: To employ an Early Years & Childcare Development Officer to provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.

Report Author: Sue Hall, Early Years Manager

Contact Details: Tel: 01633 644461
E-mail: susanhall@monmouthshire.gov.uk

5. **Redundancy Request** 57 - 70

Division/Wards Affected:

Cabinet Member: County Councillor P Murphy

Purpose: To approve the redundancy request

Report Author: Ruth Donovan – Assistant Head of Finance: Revenues, Systems & Exchequer

Contact Details: Email: ruthdonovan@monmouthshire.gov.uk
Tel: 01633 644592

6. **Change to the structure of Families First TAF team. (Joint Assessment Family Framework - Team around the Family)** 71 - 88

Division/Wards Affected: All Wards

Cabinet Member: County Councillor G Burrows

Purpose: To seek approval to appoint an additional Team Around the Family (TAF) Project Officer to provide increased capacity to support

families with additional needs earlier and prevent escalation into crisis and support requirements from statutory services.

Report Author: Andrew Kirby, Families First Programme Manager,
Monmouthshire County Council

Contact Details: 01633 (64)4238
E-mail: AndrewKirby@monmouthshire.gov.uk

7. **Usk Play Project - Lottery Bid**

89 - 106

Division/Wards Affected: Usk

Cabinet Member: County Councillor RJW Greenland

Purpose: To inform members about a proposed Big Lottery application for capital funding for the replacement of play equipment in the Council owned children's play area on the Old Cattle Market Field, Usk.

Report Author: Mr Tim Bradfield, Commercial and Green Spaces
Manager

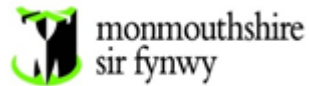
Contact Details: Tel: 01633 644541:
timbradfield@monmouthshire.gov.uk

Yours sincerely,

Paul Matthews
Chief Executive

CABINET PORTFOLIOS

County Councillor	Area of Responsibility	Partnership and External Working	Ward
P.A. Fox (Leader)	<p>Organisational Development Whole Council Performance, Whole Council Strategy Development, Corporate Services, Democracy.</p> <p>Environment, Public Services & Housing Development Control, Building Control, Housing Service, Trading Standards, Public Protection, Environment & Countryside.</p>	<p>WLGA Council WLGA Coordinating Board Local Service Board</p> <p>SEWTA SEWSPG</p>	Portskewett
R.J.W. Greenland (Deputy Leader)	<p>Innovation, Enterprise & Leisure Innovation Agenda, Economic Development, Tourism, Social Enterprise, Leisure, Libraries & Culture, Information Technology, Information Systems.</p>	<p>WLGA Council Capital Region Tourism</p>	Devauden
P.A.D. Hobson (Deputy Leader)	<p>Community Development Community Planning/Total Place, Equalities, Area Working, Citizen Engagement, Public Relations, Sustainability, Parks & Open Spaces, Community Safety.</p>	<p>Community Safety Partnership Equalities and Diversity Group</p>	Larkfield
E.J. Hackett Pain	<p>Schools and Learning School Improvement, Pre-School Learning, Additional Learning Needs, Children's Disabilities, Families First, Youth Service, Adult Education.</p>	<p>Joint Education Group (EAS) WJEC</p>	Wyesham
G. Burrows	<p>Social Care, Safeguarding & Health Adult Social Services including Integrated services, Learning disabilities, Mental Health. Children's Services including Safeguarding, Looked after Children, Youth Offending. Health and Wellbeing.</p>	<p>Gwent Frailty Board Older Persons Strategy Partnership Group</p>	Mitchel Troy
P. Murphy	<p>Resources Accountancy, Internal Audit, Estates & Property Services, Procurement, Human Resources & Training, Health & Safety.</p>	<p>Prosiect Gwrydd Wales Purchasing Consortium</p>	Caerwent
S.B. Jones	<p>County Operations Highways, Transport, Traffic & Network Management, Waste & Recycling, Engineering, Landscapes, Flood Risk.</p>	<p>SEWTA Prosiect Gwrydd</p>	Goytre Fawr



Sustainable and Resilient Communities

Outcomes we are working towards

Nobody Is Left Behind

- Older people are able to live their good life
- People have access to appropriate and affordable housing
- People have good access and mobility

People Are Confident, Capable and Involved

- People's lives are not affected by alcohol and drug misuse
- Families are supported
- People feel safe

Our County Thrives

- Business and enterprise
- People have access to practical and flexible learning
- People protect and enhance the environment

Our priorities

- Schools
- Protection of vulnerable people
- Supporting Business and Job Creation
- Maintaining locally accessible services

Our Values

- **Openness:** we aspire to be open and honest to develop trusting relationships.
- **Fairness:** we aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.
- **Flexibility:** we aspire to be flexible in our thinking and action to become an effective and efficient organisation.
- **Teamwork:** we aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

Cymunedau Cynaliadwy a Chryf

Canlyniadau y gweithiwn i'w cyflawni

Neb yn cael ei adael ar ôl

- Gall pobl hŷn fyw bywyd da
- Pobl â mynediad i dai addas a fforddiadwy
- Pobl â mynediad a symudedd da

Pobl yn hyderus, galluog ac yn cymryd rhan

- Camddefnyddio alcohol a chyffuriau ddim yn effeithio ar fywydau pobl
- Teuluoedd yn cael eu cefnogi
- Pobl yn teimlo'n ddiogel

Ein sir yn ffynnu

- Busnes a menter
- Pobl â mynediad i ddysgu ymarferol a hyblyg
- Pobl yn diogelu ac yn cyfoethogi'r amgylchedd

Ein blaenoriaethau

- Ysgolion
- Diogelu pobl agored i niwed
- Cefnogi busnes a chreu swyddi
- Cynnal gwasanaethau sy'n hygyrch yn lleol

Ein gwerthoedd

- **Bod yn agored:** anelwn fod yn agored ac onest i ddatblygu perthnasoedd ymddiriedus
- **Tegwch:** anelwn ddarparu dewis teg, cyfleoedd a phrofiadau a dod yn sefydliad a adeiladwyd ar barch un at y llall.
- **Hyblygrwydd:** anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol.
- **Gwaith tîm:** anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.

SUBJECT: VARIOUS RESTRICTIONS AND PROVISIONS OF PARKING, (AGINCOURT SQUARE AND PRIORY STREET, MONMOUTH)

MEETING: Cabinet Member for County Operations

DATE: 24th February 2016

DIVISION/WARDS AFFECTED: Central, Drybridge

1. PURPOSE:

To consider the proposed Order subsequent to representations received following advertisement in accordance with the Local Authorities Traffic Orders (Procedure) (England and Wales) Regulations 1994.

2. RECOMMENDATIONS:

Not to hold an inquiry into the proposal

To approve the proposed Order as consulted and advertised upon to implement the Order.

3. KEY ISSUES:

Monmouthshire County Council has previously received concerns from several stakeholders including Gwent Police and community representatives regarding difficulties being experienced to highway users due to parked vehicles within a section of Priory Street and Agincourt Square. The current restrictions allow for blue badge holders to park for up to 3 hours on the existing single yellow line on the western kerb line of Priory and Agincourt Square thereby causing congestion and severely restricting the available residual carriageway

width and forcing oncoming traffic in both directions to have to operate an informal give and take system. Non blue badge holders have also regularly been observed ignoring the single yellow line parking restriction and leaving their vehicles here. Officers have identified a lack of a suitable loading only area for heavy goods vehicles only within Agincourt Square and the proposals seek to provide such a loading bay for all hgv deliveries including those to the Iceland store.

It is necessary to ensure the free flow of traffic to prohibit parking by all vehicles (including blue badge holders) at peak times on the existing single yellow line within Priory Street and Agincourt and this can only be achieved by prohibiting loading and unloading and parking by all highway users(including blue badge holders) at peak times and days.

Two additional disabled persons only parking bays will be created in Priory Street in order to provide an additional parking area for blue badge holders only as part of this overall traffic management improvement scheme. It is not feasible to designate these as short time waiting duration only (20 minute or 30 minutes) as these are considered insufficient time periods for blue badge holders to shop or undertake other tasks in the town center.

4. REASONS:

Several onsite visits have been undertaken by officers to observe and assess the current parking provisions and restrictions and how this locality operates in terms of traffic flows and unnecessary obstructions to the free flow of traffic in this town center location. Officers have liaised closely with Gwent Police (prior to formalizing measures and drafting this proposed Traffic Order) in order to consider appropriate solutions to the traffic problems being regularly experienced here.

The proposed traffic order is necessary to address long standing concerns regarding obstructions to the free flow of traffic in this town center which adversely affects the economy of the Town and its business's.

Regulation 9 of the Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996 enables the Council to hold a public inquiry into the proposal if there are unresolved objections. The purpose of such an inquiry would be for the proposal to be explained and subjected to examination; and for the public to be given the opportunity to make their views known. Should a public inquiry be held then it would not be possible for it to be implemented for at least six months.

Officers consider that in view of the fact that no objections have been received as set out in the report, that the Council's proposals do not warrant the holding of any inquiry.

5. RESOURCE IMPLICATIONS:

The costs of the proposed Traffic Regulation Order, road markings and signage are being funded by Monmouthshire County Council and are included in the current road safety and traffic management programme.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS

There are no sustainability and equality implications.

7. CONSULTEES:

Senior Leadership Team
County Councillor B Jones, Cabinet Member for County Operations
County Councillor A.Wintle

8. BACKGROUND PAPERS:

Proposed Order, Schedule of Objections/Comments, Proposed DPPP location plan.

9. AUTHOR:

Paul Keeble Traffic & Network Manager

10. CONTACT DETAILS:

E-mail: Paulkeeble@monmouthshire.gov.uk
Telephone: 01633 644733

Schedule of Objections/Comments

Name/Address	Support	Comments
1.Heddlu Gwent Police	Has confirmed its support in writing.	Noted.
Name/Address	Support	Comments
Councillor A Wintle	Has confirmed his support in writing by email.	Noted.
Name/Address	Support	Comments
Monmouth Town Council	Has confirmed its support in writing by letter, but has also asked for a short term drop off area which is not feasible.	Noted.
Name/Address	Objection	Comments

Future



<p>Name of the Officer completing the evaluation Paul Keeble</p> <p>Phone no: E-mail:</p>	<p>Please give a brief description of the aims of the proposal To address vehicular movement constraints and improve the free flow of traffic and provide a hgv loading bay and 2 additional Disabled persons only parking places.</p>
<p>Name of Service Highways</p>	<p>Date Future Generations Evaluation form completed 23rd November 2015</p>




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	How does the proposal contribute to this goal? (positive and negative)	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>	Neutral	N/A
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	Neutral	N/A
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	Positive	N/A

Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	N/A
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	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive	The proposed order includes two additional disabled persons parking places which assists social mobility.

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

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 Balancing short term need with long term and planning for the future	N/A	
 Working together with other partners to deliver objectives	N/A	

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 Involvement Involving those with an interest and seeking their views	N/A	
 Prevention Putting resources into preventing problems occurring or getting worse	N/A	
 Integration Positively impacting on people, economy and environment and trying to benefit all three	N/A	

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?
Age	N/A		N/A
Disability	Provides 2 new parking bays for disabled persons with blue badges use only.	Positive by improving existing facilities for disabled persons.	N/A
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
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 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	N/A		
Corporate Parenting	N/A		

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

Several site visits have been undertaken to assess issues on site and formulate appropriate solutions. Several stakeholders have also expressed their concerns regarding inappropriate parking and obstructions to the free flow of traffic in this town centre location.

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 proposed order will improve the flow of traffic within the town centre, enhance loading only areas for business's and reduce congestion which is added to by the current parking layout which allows blue badge holders to park on a relatively narrow highway within the town centre.

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
Implement order and appropriate works	Following publication of notice of making.	Traffic & Network Team	On-going

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:	31 st December 2016
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SECTION 1 - ROAD TRAFFIC REGULATION ACT 1984

NOTICE OF INTENTION TO MAKE A PERMANENT ORDER

**MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY
(VARIOUS RESTRICTIONS AND PROVISIONS OF PARKING –
AGINCOURT SQUARE AND PRIORY STREET MONMOUTH**

**TRAFFIC REGULATION ORDER 2015
GORCHYMYN RHEOLAETH TRAFFIG 2015**

NOTICE IS HEREBY GIVEN that Monmouthshire County Council of County Hall, The Rhadyr, Usk, NP15 1GA ("the Council") propose to make a Road Traffic Regulation Order as follows:

Effect of the Order: It is proposed to amend the current various restrictions and provisions of parking in Agincourt Square and Priory Street Monmouth. It is also proposed to provide a loading bay for hgvs (vehicles 7.5 tonnes and vehicles over 7.5 tonnes in weight) only in front of Iceland in order to assist deliveries to Iceland and other nearby premises. Currently there is no provision for such a bay in this vicinity. There have been a number of concerns regarding obstructive parking in Priory Street in the vicinity of The Museum and the council offices thereby rendering the free flow of traffic in both directions impossible and causing severe difficulties for larger vehicles including buses in this locality.

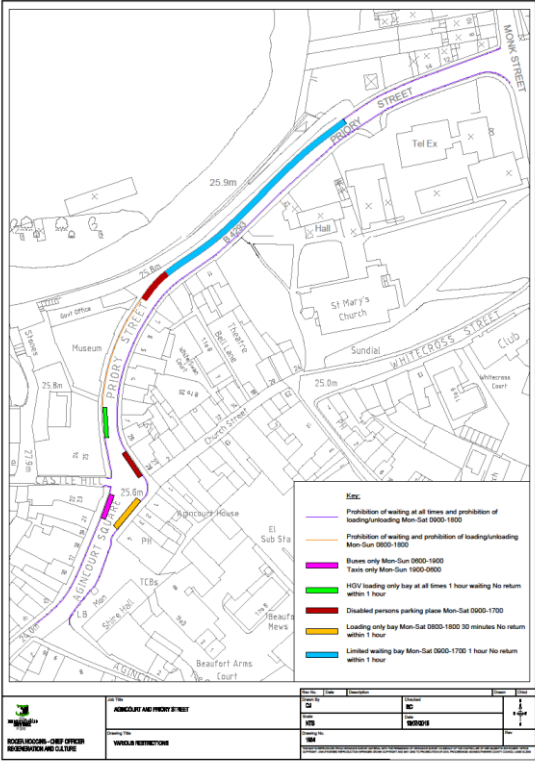
Further details of the proposed Order comprising a plan, statement of reasons for proposing to make the Order and the Monmouthshire County Council (Priory Street, Monmouth) (Prohibition and Restriction of Waiting and Disabled Persons Parking Place) Order 1997, the Monmouthshire County Council (Taxi Rank Agincourt Square Monmouth) (Prohibition of Waiting and Loading and Loading Bay) Amendment Order 2003 and the Monmouthshire County Council (Agincourt Square Monmouth) (Prohibition of Waiting and Loading, and Loading Bay) Order 1997 which is affected by this proposal may be examined during normal office hours at County Hall, The Rhadyr, Usk, NP15 1GA and the Councils One Stop Shop at The Market Hall, Priory Street, Monmouth. If you wish to telephone to obtain further information about this proposal please telephone 01633 - 644026.

Any objections in respect of this proposal should be made in writing, stating the grounds on which the objection is being made and should be sent to Head of Legal Services, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN not later than the 6th of November 2015. Please quote reference CW/H45/60.0820 on any correspondence.

Date: 28th September 2015

R Tranter

Head of Legal Services/Pennaeth Gwasanaethau Cyfreithiol



This Order hereby revokes;

The Monmouthshire County Council (Priory Street, Monmouth) (Prohibition and Restriction of Waiting and Disabled Persons Parking Place) Order 1997

The Monmouthshire County Council (Taxi Rank Agincourt Square Monmouth)
(Prohibition of Waiting and Loading and Loading Bay) Amendment Order 2003

The Monmouthshire County Council (Agincourt Square Monmouth) (Prohibition of Waiting and Loading, and Loading Bay) Order 1997

Schedule 1

Disabled Persons Parking Place, Mon – Sat, 9:00 am – 5:00 pm

1. Priory Street

(a) North-west side, from a point 83 m northeast of the northern kerb line of Castle Hill for a distance of 13 m in a north-easterly direction.

2. Agincourt Square

(a) Eastern kerb line from a point 2 metres north-west of the northern kerb line of Church Street for a distance of 12 m in a north-westerly direction.

Schedule 2

Prohibition of Loading, Mon – Sun, 8:00 am – 6:00 pm

1. Priory Street

(a) North-west side, from its junction with the western kerb line of Agincourt Square for a distance of 50 metres in a northerly direction.

(b) North-east side, from its junction with the eastern kerb line of Agincourt Square for a distance of 247 metres in a generally north-easterly direction until its junction with the western kerb line of Monk Street.

2. Agincourt Square

(a) East side, from a point 2 metres north-west of the northern kerb line of Church Street for a distance of 11 metres in a south-easterly direction.

(b) East side, from a point 24 metres south of the northern kerb line of Church Street for a distance of 45 metres in a south-westerly direction.

(c) West side, from a point opposite the south-west kerb line of Agincourt

- Street for a distance of 62 metres in a north-easterly direction.
- (d) West side from its junction with the northern kerb line of Castle Hill for a distance of 16 metres in a northerly direction.

Schedule 3

Taxi Rank, Mon – Sun, 7:00 pm- 6 am

1. Agincourt Square

- (a) West side, from a point 1 metre south-west of the southern kerb line of Castle Hill for a distance of 12m in a south westerly direction.

Schedule 4

Bus Stop Clearway, Mon- Sun, 6 am- 7 pm

1. Agincourt Square

- (a) West side, from a point 1 m south-west of the southern kerb line of Castle Hill for a distance of 12 m in a south westerly direction.

Schedule 5

**Limited Waiting, Mon- Sat, 9:00 am – 5:00 pm, 1 Hour,
No Return Within 1 Hour**

1. Priory Street

- (a) North-west side, from a point 83 metres north of the northern kerb line of Castle Hill to a point 76 metres south-west of the western kerb line of North Parade.

Schedule 6

Prohibition of Waiting, At Any Time

1. Priory Street

- (a) South-east side, from the western kerb line of Monk Street in a generally south-westerly direction until its junction with the eastern kerb line of Agincourt Square.

2. Agincourt Square

- (a) West side from the southern kerb line of Castle Hill in a South-westerly direction for a distance of 1 metre.
- (b) West side from a point opposite the south-west kerb line of Agincourt Street for a distance of 62 metres in a north-easterly direction.
- (c) East side, from a point 2 metres north west of the northern kerb line of Church Street for a distance of 11 metres in a south-easterly direction.
- (d) East side from a point 24 metres south-west of the northern kerb line of Church Street for a distance of 45 m in a south-westerly direction.

Schedule 7

Prohibition of Waiting, Mon-Sun, 8:00 am- 6:00 pm

1. Agincourt Square

- (a) West side, from a point 29 m north of the northern Kerb line of Castle Hill for a distance of 6 metres in a northerly direction until its junction with the north-western kerb line of Priory Street.

2. Priory Street

- (a) North west side from its junction with the western kerb line of Agincourt Square for a distance of 48 metres in a generally north-easterly direction.

Schedule 8

Loading Bay, Mon – Sat, 8:00 am – 6:00 pm

(Loading Limited to 30 minutes, No Return within 1 Hour)

1. Agincourt Square

- (a) East side from a point 9 metres south east of the northern

Kerb line of Church Street for a distance of 15 metres in a south-westerly direction.

Schedule 9

**Loading Bay (HGVS only), Mon-Sun, At All Times,
(Loading limited to 1 Hour, no return within 1 Hour)**

1. Agincourt Square

(a) West side from a point 16 metres north of the northern kerb line of Castle Hill for a distance of 12 metres in a northerly direction.

Statement of Reasons

Monmouthshire County Council has received representations and concerns regarding obstructive parking in Priory Street in the vicinity of The museum and the councils offices. Vehicles including blue badge holders are parking/ loading on the area currently restricted by a single yellow lines and thereby rendering the free flow of traffic in both directions impossible and causing severe difficulties for larger vehicles including buses in this locality.

It is also proposed to provide a loading bay for hgvs (vehicles 7.5 tonnes and vehicles over 7.5 tonnes in weight) only in front of Iceland in order to assist deliveries to Iceland and other nearby premises. Currently there is no provision for such a bay in this vicinity.

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SUBJECT:	Transfer of Post from Aneurin Bevan University Health Board to MCC
MEETING:	Single Member Approval
DATE:	24th February 2016
DIVISION/WARDS AFFECTED:	All

NON-PUBLICATION

(Insert appropriate non publication paragraph if necessary)

1. PURPOSE:

To transfer the joint post of 'Planning and Commissioning Assistant' currently employed by Aneurin Bevan University Health Board to the employment of Monmouthshire County Council.

2. RECOMMENDATIONS:

That the employing agency for the post of Planning and Commissioning Officer is transferred from Aneurin Bevan University Health Board to Monmouthshire County Council by the creation of a new post within the Carers Team from existing funding from the Carers budget. The post would be at Band F for 15 hours per week. This is in line with the current equivalent posts in the Authority.

3. KEY ISSUES:

3.1 – In 2005 Monmouthshire County Council and Monmouthshire Local Health Board established a Joint Commissioning Team comprising staff from both organisations.

3.2 – New staff recruited to this team could elect to be 'employed' by either organisation but would work for both.

3.3 - One element of this team was a small sub-team supporting carers which included the post in question of Planning and Commissioning Assistant. This post was jointly funded by MCC and Monmouthshire LHB but employment lay with the LHB.

With the changes to the NHS in Wales in 2008 this arrangement began to break down and the Joint Commissioning Team was eventually dissolved in 2012.

3.4 – However the joint arrangement for the Planning and Commissioning Assistant Post in the Carers Team has remained in place and continues to do so. The post-holder works 2 days a week for ABUHB (the successor NHS organisation to Monmouthshire LHB) and 2 days a week for MCC in the Carers Team. MCC funds the equivalent of 1.5 days of this post and ABHUB funds the remainder.

3.5 – The post is a key resource in the Carers Team and the post-holder a very experienced member of staff. This Post will be essential for implementing the new duties to carers under the Social Services and Well-being Act. 2014.

4. REASONS:

ABUHB have given notice that they wish to end the current arrangement which is essentially now a secondment to MCC and an anomaly in their staffing structure. The post-holder has indicated that she wishes to continue working for the MCC Carers Team.

5. RESOURCE IMPLICATIONS:

MCC currently pay ABUHB £9,068 per annum for the 2 days' work. On ABUHB rates this would equate to 1.5 days work. ABUHB have never charged for the shortfall in the funding. The proposed new post will continue at the current hours of 2 days per week (15 hours at Band F - SCP 29 – £10,314). With on-costs this will be £12,965. Therefore it will require extra funding of £3,897 over current spend.

The shortfall in funding has been budgeted for from the Carers budget (S.160).

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

The significant equality impacts identified in the assessment (Appendix 1) are summarised below for members' consideration:

There are no significant impacts. The post has been effectively working in MCC for 10 years.

The actual impacts from this report's recommendations will be reviewed every year and criteria for monitoring and review will include:

The effectiveness of the work of the post monitored through supervision and appraisal

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

N/A

8. CONSULTEES:

Bronwen John – ABUHB
Julie Boothroyd – Head of Adult Services
Ailsa Macbean – Group Manager

9. BACKGROUND PAPERS:

10. AUTHOR:

Bernard Boniface
Adult Protection Manager

11. CONTACT DETAILS:

Tel: 0781 800 8474

E-mail: BernardBoniface@monmouthshire.gov.uk

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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Bernard Boniface</p> <p>Phone no: 0781 800 8474 E-mail: BernardBoniface@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Transfer of Post from Aneurin Bevan University Health Board to MCC.</p>
<p>Name of Service Social and Health Services – Carers Team.</p>	<p>Date Future Generations Evaluation 17/01/16</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





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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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	N/A	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	N/A	

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	The post contributes significantly to improving the situation for carers whose caring role has been demonstrated to impact their health and well-being	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The post contributes to enabling carers to remain connected to their communities rather than becoming isolated by their caring roles.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	
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	This post contributes to enabling carers participate in sport, art and recreation rather than becoming isolated by their caring role.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The post contributes to enabling carers fulfil their potential despite their caring responsibilities. As carers are predominantly female this contributes to tackling gender inequality.	

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?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>N/A</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This post is part of a multi-agency Carers Team comprising staff from MCC and a range of 3rd 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>Involvement</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This post supports the development of services for carers. Supporting carers 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 3rd sector agencies that support carers.</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	Because of the demographics of Monmouthshire most carers care for elderly people. Supporting carers contributes to supporting older people.	None	
Disability	This post contributes to supporting carers to care for disabled or frail people.		
Gender reassignment	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?
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	N/A		
Religion or Belief	N/A		
Sex	<i>The post contributes to enabling carers fulfil their potential despite their caring responsibilities. As carers are predominantly female this contributes to tackling gender inequality.</i>		
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?

N/A

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?

N/A

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			

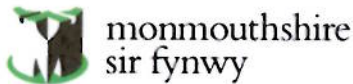
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

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
	<i>Single Member decision.</i>		

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SCHEDULE 12A LOCAL GOVERNMENT ACT 1972 EXEMPTION FROM DISCLOSURE OF DOCUMENTS

MEETING AND DATE OF MEETING: Individual Cabinet Member Decision – *24th February 2016*

TITLE OF REPORT: Capital expenditure – purchase of land adjoining Poplars Road, Mardy, Abergavenny.

AUTHOR: Peter Woodrow – Highways Department

I have considered grounds for exemption of information contained in the report referred to above and make the following recommendation to the Proper Officer:-

EXEMPTIONS APPLYING TO THE REPORT:

Exemption of Appendix.

FACTORS IN FAVOUR OF DISCLOSURE:

Transparency in the work that the Council does.

PREJUDICE WHICH WOULD RESULT IF THE INFORMATION WERE DISCLOSED:

May prejudice future negotiations with third parties and would release information relating to the financial or business affairs of an individual, particular person and/or company (including the County Council).

MY VIEW ON THE PUBLIC INTEREST TEST IS AS FOLLOWS:

The factors in favour of disclose would be outweighed by those in favour of exemption.

RECOMMENDED DECISION ON EXEMPTION FROM DISCLOSURE:

Date: 19th January 2016

Signed: Peter Woodrow

Post: Senior Engineer

I accept/do not accept the recommendation made above

Proper Officer:

A handwritten signature in black ink, appearing to read 'R. Hogg', is written over a horizontal line.

Date:

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By virtue of paragraph(s) 12 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 12 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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SUBJECT:	EARLY YEARS & CHILDCARE DEVELOPMENT OFFICER
MEETING:	Single Member Decision
DATE:	WEDNESDAY 24TH FEBRUARY 2016
DIVISION/WARDS AFFECTED:	All Monmouthshire

NON-PUBLICATION

(Insert appropriate non publication paragraph if necessary)

1. PURPOSE:

- 1.1 To employ an Early Years & Childcare Development Officer to provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.

2. RECOMMENDATIONS:

- 2.1 To approve the post of Early Years & Childcare Development Officer.

3. KEY ISSUES:

- 3.1 The Childcare Act 2006 places a statutory duty on local authorities to secure sufficient childcare for working parents and a duty to carry out childcare sufficiency assessments.
- 3.2 There are national targets around the Healthy & Sustainable Pre-School Scheme and currently there is not sufficient capacity to meet these targets.

4. REASONS:

- 4.1 The Childcare Sufficiency Assessment 2014-17 and subsequent Refresh have highlighted gaps in the childcare market but there are currently no staff with the capacity to develop additional childcare provision.
- 4.2 Welsh Government has a 10 year plan for the Early Years, Childcare and Play Workforce so there are a lot of changes taking place; this includes changes to the

National Minimum Standards and extension of the age at which children require registration. This post holder would be able to keep settings informed of these changes and organise training to ensure they comply with National Minimum Standards.

- 4.3 The post holder will provide business support to childcare providers to improve sustainability.
- 4.4 There are currently settings on a waiting list to take part in the Healthy & Sustainable Pre-School Scheme but, without this post, there is not the capacity to take on any more settings.
- 4.5 In Monmouthshire, 23.3% of children aged 4-5 years are overweight or obese; this is lower than the all Wales figure of 26.5% but there are still targets we need to meet around childhood obesity.

5. RESOURCE IMPLICATIONS:

- 5.1 The post will initially be offered on a one year contract and will be fully grant funded.
- 5.2 Public Health Wales have allocated Monmouthshire a grant of £15,000 from April 2016 – March 2017 in order to tackle childhood obesity. They have agreed that this funding can be utilised towards an Early Years & Childcare Development Officer, with specific targets around preventing obesity.
- 5.3 Welsh Government have allocated an Out of School Childcare Grant of £70,785 from April 2016 – March 2017 in order to meet any gaps highlighted by the Childcare Sufficiency Assessment and to raise the quality of childcare provision; £15,000 of this grant has been allocated towards this post.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

- 6.1 The Equality Impact Assessment and Sustainable Development Checklist is attached.
- 6.2 The main positive impact of this proposal is around meeting our statutory duty to ensure there is sufficient childcare provision in Monmouthshire to meet the needs of working parents; this will contribute to the wellbeing goals of creating a more equal and prosperous Wales. Childcare workers will be well trained and better informed, hence raising the quality of childcare provision.
- 6.3 The proposal also contributes towards the wellbeing goal of creating a healthier Wales where health impacts are understood, as all settings will have the opportunity to join the Healthy & Sustainable Pre-School Scheme and interventions

will be put in place to prevent childhood obesity and develop a holistic approach to Health and Wellbeing.

- 6.4 The only negative impact is around discontinuing the financial support given to Clybiau Plant Cymru Kids' Clubs (CPCKC).

7. CONSULTEES:

- 7.1 The Early Years Development & Childcare Partnership (EYDCP) have discussed and approved the post.

8. BACKGROUND PAPERS:

- 8.1 Job description and person specification

9. AUTHOR:

Sue Hall, Early Years Manager

10. CONTACT DETAILS:

Tel: 01633 644461

E-mail: susanhall@monmouthshire.gov.uk

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ROLE ADVERT

ROLE TITLE: Early Years & Childcare Development Officer

TEMPORARY until 31st March 2017

POST ID:

GRADE: BAND F SCP 25 – SCP 29 (42 weeks a year pro rata)

HOURS: 37 per week

LOCATION: Innovation House, Magor
This may change in the future if the service location needs to relocate.
Relocation or disturbance expenses will not be paid if this happens.

PURPOSE OF POST:

The post holder will provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.

**Should you require any further information regarding this post, please contact:
Sue Hall, Early Years Manager Tel: 01633 644461**

Closing Date: 12 noon on Friday 18th March 2016

Please Note that we are not able to accept CV's

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-

Employee Services, Monmouthshire County Council, PO BOX 106,
CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.

Monmouthshire County Council operates a Smoke Free Workplace policy.

ROLE PROFILE

ROLE TITLE: Early Years & Childcare Development Officer

TEMPORARY until 31st March 2017

POST ID:

GRADE: BAND F SCP 25 – SCP 29 (42 weeks a year pro rata)

HOURS: 37 Per Week

LOCATION: Innovation House, Magor which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

RESPONSIBLE TO: Early Years Manager

Early Years Team.....Who are we?

Our Purpose:-

The Early Years team are responsible for ensuring Monmouthshire meet their statutory duties to:

- Provide free part-time Early Education places for children aged 3-4 years.
- Undertake Childcare Sufficiency Assessments.
- Secure sufficient childcare for working parents.
- Provide information, advice and assistance for families.

The Purpose of this Role:-

The post holder will provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.

Expectation and Outcomes of this Role:-

You will ensure that the childcare provided is of a suitably high standard and develop additional childcare, where needed.

You will work with childcare providers to develop a holistic approach to improving the health and wellbeing of the children at the setting.

You will be responsible for arranging training for childcare staff and ensuring that all childcare settings are kept informed and able to access support.

Your outcomes will link directly with the Early Years Service Improvement Plan and you will provide the Early Years Manager with relevant data to measure progress made against these outcomes.

Your responsibilities are to:-

- Support early years and childcare providers through regular monitoring visits;
- Identify training needs, develop training plans and organise the delivery of training;
- Assist staff in identifying current strengths and areas for development;
- Advise on resources and sharing good practice with settings and partners;
- Provide basic business support to childcare providers;
- Deliver childminder briefing sessions and develop additional childcare provision, if required;
- Ensure that accurate information is maintained on the Family Information Service & Healthy Pre-School databases;
- Ensure that all childcare providers consider the health and wellbeing of the children in their care;
- Support identified settings to achieve the Healthy and Sustainable Pre-School Scheme, in line with local and national targets;
- Accredite settings within the Healthy and Sustainable Pre-School Scheme and write reports;
- Attend meetings, publicity events and conferences, as necessary;
- Work with local partner organisations and agencies to support settings;
- Undertake training as and when required in order to keep pace with future developments;
- Actively participate in the wider team environment;
- Actively support the Council's Customer Care Standards and Equal Opportunities Policy.

Here's what we can provide you with:-

- The opportunity for career development
- Working alongside a supportive, motivated team
- Flexible work environment and agile working

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Requirement	Essential or Desirable	How Tested or Used at Shortlisting
Education/Qualifications/Knowledge		
1.1 Relevant degree or childcare qualification (at least level 3)	Essential	Application Form
1.2 Knowledge of: <ul style="list-style-type: none"> • National Minimum Standards and associated Regulations for Childcare Providers • Care and Social Services Inspectorate for Wales (CSSIW) • Childcare Act 2006 • Children and Families Measure (Wales) • Healthy Eating in Schools Regulations 2013 & Healthy and Sustainable Pre-School Scheme • Flying Start • Foundation Phase • Estyn • Equalities legislation including Code of Practice and Disability Discrimination Act 	Essential	Application Form / Interview
Experience		
2.1 Experience of working with children in a childcare or education setting	Essential	Application Form / Interview
2.2 Experience of liaising effectively with a range of agencies, settings and other partners	Essential	Application Form / Interview
2.3 Experience of delivering training to adult learners	Desirable	Application Form / Interview
Aptitudes and Skills		
3.1 Excellent oral and written communication skills	Essential	Application Form / Interview
3.2 Computer literate	Essential	Application Form / Interview
3.3 Good business skills – ability to produce reports, a cashflow forecast, income & expenditure, business planning, marketing etc.	Desirable	Application Form / Interview
3.4 Basic level of conversational Welsh and early years Welsh language skills	Desirable	Application Form

Personal Attributes		
4.1 Well organised and able to prioritise workload, attend to detail and meet deadlines	Essential	Application Form / Interview
4.2 The ability to work both independently and as part of a team towards agreed targets	Essential	Application Form / Interview
4.3 Commitment to own professional development	Desirable	Application Form
Circumstances		
5.1 A full UK driving licence and the ability to travel throughout Monmouthshire and elsewhere as required	Essential	Application Form

**Should you require any further information regarding this post, please contact:
Sue Hall, Early Years Manager Tel: 01633 644461**

Closing Date: 12 Noon on Friday 18th March 2016



<p>Name of the Officer completing the evaluation Sue Hall</p> <p>Phone no: 01633 644461</p> <p>E-mail: susanhall@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To employ an Early Years & Childcare Development Officer to provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.</p>
<p>Name of Service</p> <p>Early Years, CYP</p>	<p>Date Future Generations Evaluation form completed</p> <p>01.02.16</p>





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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	How does the proposal contribute to this goal? (positive and negative)	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>The proposal will provide a good job opportunity for an individual that has undertaken relevant training and has the necessary experience. Part of the role is around organising training to upskill the childcare workforce in Monmouthshire.</p> <p>Negative impact is removal of funding for CPCKC Development Worker, as this role was specific to out of school childcare provision, which is no longer our area of need identified through the CSA.</p>	<p>CPCKC Development Worker has recently left the role and taken up a post with another organization. CPCKC have been given notice that funding will not continue after 31st March 2016 but we would still like to work closely with them in the future.</p>

Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>One of the main purposes of the role is to support the implementation of the Healthy & Sustainable Pre-School Scheme, with specific targets relating to preventing childhood obesity.</p>	<p>The post holder will work closely with the Healthy Schools Co-ordinator to ensure there is a joined up approach and to maximize the support given to childcare settings.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Developing childcare provision within communities that don't have sufficient provision is part of this role.</p>	<p>The Childcare Sufficiency Assessment, along with enquiries to the Family Information Service and local knowledge, will be used to highlight any gaps in the childcare market.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p>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</p>	<p>Physical literacy and getting children hooked on sport from a young age is an important part of the Healthy & Sustainable Pre-School Scheme.</p>	
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>All families should have access to high quality childcare provision, in order for them to work or undertake training. This post is essential in order to develop new childcare provision and to raise standards in existing childcare settings.</p>	<p>Flexible childcare for parents working shifts or unsociable hours has been identified as a gap in Monmouthshire; tackling this will be a specific target for the post holder.</p>

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

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Long-term Balancing short term need with long term and planning for the future</p>	<p>Childcare has been identified as a possible barrier for working parents, particularly those working atypical hours; therefore, there is a need to develop additional childcare provision to meet this need. At the same time, this needs to be balanced against flooding the market so that existing settings are no longer sustainable.</p>	<p>Initially, the post holder will work with existing providers to encourage them to expand their provision to fill this gap. They will also provide business support to settings to ensure they are sustainable.</p>
 <p>Collaboration Working together with other partners to deliver objectives</p>	<p>Multi-agency working is an important aspect of this role. The post links health, education and childcare targets. The post holder will also liaise with a number of voluntary organisations including Wales PPA, CPCKC and Mudiad Meithrin.</p>	
 <p>Involvement Involving those with an interest and seeking their views</p>	<p>The Early Years Development and Childcare Partnership, which consists of partners from a variety of organisations, were involved in the decision to create this post and will effectively act as the steering group for the post holder.</p>	
 <p>Prevention Putting resources into preventing problems occurring or getting worse</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="143 344 286 376">Integration</p> <p data-bbox="315 209 501 400">Positively impacting on people, economy and environment</p> <p data-bbox="109 408 488 440">and trying to benefit all three</p>		

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			
Disability			
Gender reassignment			
Marriage or civil partnership			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh Language			

3. 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	Approved Early Education Providers have adopted Monmouthshire's Safeguarding in Education Policy and the post holder will monitor their compliance with this policy. All childcare providers will be encouraged to adopt this policy or, at the very least, to ensure they have their own policies in place that include the underlying principles.		The post holder will undertake Safeguarding training, including train the trainer. This knowledge will be used to support settings and provide training to childcare workers, where required.
Corporate Parenting			

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

- Results of the Childcare Sufficiency Assessment 2014-17 and subsequent CSA Refresh 2015 have been used to highlight gaps in the childcare market and identify priorities for development.
- Statistics around childhood obesity and other health related issues have informed this proposal.

5. 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 main positive impact of this proposal is around meeting our statutory duty to ensure there is sufficient childcare provision in Monmouthshire to meet the needs of working parents; this will contribute to the wellbeing goals of creating a more equal and prosperous Wales. Childcare workers will be well trained and better informed, hence raising the quality of childcare provision.

The proposal also contributes towards the wellbeing goal of creating a healthier Wales where health impacts are understood, as all settings will have the opportunity to join the Healthy & Sustainable Pre-School Scheme and interventions will be put in place to prevent childhood obesity and develop an holistic approach to Health and Wellbeing.

The only negative impact is around discontinuing the financial support given to Clybiau Plant Cymru Kids' Clubs (CPCCKC).

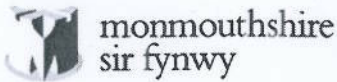
6. Actions. As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Advertise the post	7th – 18th March 2016	Sue Hall	
Shortlist	21 st March 2016	Sue Hall, Emma Taylor & Bernadette Byrne (Wales PPA)	
Book Safeguarding training	Summer term 2016	Sue Hall	

7. 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:	31 st March 2017 through SIP and grant progress reports, this will be reported to the EYDCP
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SCHEDULE 12A LOCAL GOVERNMENT ACT 1972 EXEMPTION FROM DISCLOSURE OF DOCUMENTS

MEETING AND DATE OF MEETING: Individual Cabinet Member Decision – 24th
February 2016

TITLE OF REPORT: Redundancy Request

AUTHOR: Ruth Donovan

I have considered grounds for exemption of information contained in the report referred to above and make the following recommendation to the Proper Officer:-

EXEMPTIONS APPLYING TO THE REPORT:
Paragraph 12 of part 4 of schedule 12A Local Government Act 1972

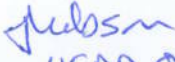
FACTORS IN FAVOUR OF DISCLOSURE:
All information is in the public domain

PREJUDICE WHICH WOULD RESULT IF THE INFORMATION WERE DISCLOSED:
An individual's personal circumstances are disclosed

MY VIEW ON THE PUBLIC INTEREST TEST IS AS FOLLOWS:
Outweighed by the need to exempt

RECOMMENDED DECISION ON EXEMPTION FROM DISCLOSURE:
To apply exemption

Date: 01/02/16

Signed: 
HEAD OF FINANCE

Post: Assistant Head of Finance: Revenues, Systems & Exchequer

I accept/do not accept the recommendation made above

Proper Officer: 

Date: 10/2/16.

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By virtue of paragraph(s) 12 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 12 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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SUBJECT: Change to the structure of Families First TAF team.

(Joint Assessment Family Framework – Team around the Family)

To: EXECUTIVE MEMBER RESOURCES

(REQUEST FOR SINGLE MEMBER DECISION)

DATE: 24th February 2016

DIVISIONS/WARDS AFFECTED: All wards

1. PURPOSE

1.1 To seek approval to appoint an additional Team Around the Family (TAF) Project Officer to provide increased capacity to support families with additional needs earlier and prevent escalation into crisis and support requirements from statutory services.

2. Recommendations

2.1 To add to the establishment one new temporary post, TAF Project Officers. The post will be for a fixed-term – up to 31st March 2017.

3. Key issues

3.1 The TAF Project Officer post will be funded via Welsh Government Families First grant.

3.2 The proposal has been approved by the Local Service Board (LSB) Programme Board (who were acting upon a direction from the LSB). We have outlined our proposals for managing a reduction in Families First (Welsh Government) funding of £86,081 for 2016-17, whilst re-directing funds from commissioned projects to support TAF delivery in order to fund the additional role and an enhanced TAF provision within the County.

4. Reasons

4.1 It is our intention to increase our TAF resource in order to support more families in Monmouthshire via the TAF approach. As a proportion of overall Families First Funding this is relatively small budget compared to other local authorities who have larger teams involved in the direct delivery of TAF.

4.2 We have invested in developing multi-agency Joint Assessment Family Framework (JAFF) panels and our focus has been to deploy volunteer 'lead workers' to lead on the co-ordination of the family's support package.

4.3 This approach, has in the most part served Families First well during the initial implementation. However, it has become apparent that partner organisations are unable to take on the lead worker role to the extent that is required. We hope to minimise existing barriers around capacity for lead workers via the plans outlined.

4.4 In October, we received a Single Member Decision to appoint 2 x TAF Project Officer whilst making the existing Business Support Officer role redundant. This enabled us to increase our capacity in terms of TAF cases from 70 to 120. Under this proposal, we aim to further increase the amount of cases completing the TAF process – from 120 to 160 annually.

- 4.5 Bringing the tackling poverty programmes together (Communities First, Supporting People, Flying Start and Families First) is a key objective for Welsh Government's Communities and Tackling Poverty Division and Team around the Family (TAF) is being championed as the mechanism for identifying the needs of the individual and brokering appropriate provision.
- 4.6 The Social Services and Wellbeing Act which is likely to result in an increase in 'Children in Need' being referred to Families First and TAF.
- 4.7 Another important objective is to increase the number of families in tier 2 (lower levels of support needs) who benefit from TAF and Families First preventative work. The additional TAF Project Officer will enable more early intervention work to be completed where the Support Workers pick up the more complex cases so voluntary lead workers can be allocated more lower level tier 2 cases.
- 4.8 The proposed caseload for a JAFF support worker would consist of 30 -40 per annum.
- 4.9 The additional member of staff will allow the provision of more support for volunteer lead workers to manage timescales and support families more effectively.
- 4.10 In order to increase referrals the TAF Co-ordinator will prioritise building partnerships and promoting awareness of the service with agencies, professionals and families in Monmouthshire.

5. Resource Implications

- 5.1 The proposal will be paid for from within our 2016-17 Welsh Government Families First budget.
- 5.2 The WG Families First funding will be used to appoint:
 - Fixed-term Temporary Families First TAF Project Officer - up to 31st March 2017
 - Salary Scale: Band E, SCP 21 – 25 (£19,742 - £22,212)

6. Sustainable Development and Equality Implications

- 6.1 This proposal has stemmed from a review of Families First Projects after receiving notification of a £86,061 reduction in funding for 2016-17. We have reviewed existing delivery by TAF and commissioned projects and we are confident that this proposal provides us with a more sustainable Families First model moving forward.
- 6.2 During this process we have been able to identify a number of key areas for development, which this proposal aims to target. The new structure will:
 - Increase the number of families supported by Families First Team around the Family.
 - Allow the Co-ordinator to focus on developing strategic partnerships, promote the service, develop stronger links with social services, update operational guidelines; and support the training and development of volunteer lead workers.
 - Enable us to provide more support to volunteer lead workers.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

- 7.1 The posts will be subject to CRB checks as per Mon CC procedures.

8. Background papers

- Appendix A: Job Description; Families First TAF Project Officer

9. AUTHOR:

Chief Executive

Job Description

Post: TAF Project Officer (Families First)

POST NO:

GRADE: SCP 21-25

HOURS: 37 hours per week – TBC

RESPONSIBLE TO: Families First TAF Co-ordinator - Strategic Partnership Team

BASED AT: County Hall, Usk

Main purpose:

- To work as part of the Families First Team to support the delivery of the Families First Team around the Family (TAF) programme within Monmouthshire.
- To improve outcomes for children, young people and families through the development of coordinated multi-agency service delivery.
- To support the TAF coordinator to effectively develop and deliver the Families First Team Around the Family programme.

Key responsibilities and duties:

1. To contribute to the operational development of the Families First model in Monmouthshire.
2. To hold a Lead Worker caseload and support families in line with operational guidelines to achieve Team around the Family outcomes.
3. To undertake TAF assessments with families, identify and refer to appropriate provision, advocate on behalf of the family and keep in touch with them to monitor progress.
4. Consider whether families' needs are being addressed within completed assessments, plans and reviews. Provide feedback to the TAF Co-ordinator.
5. To explain the Families First and TAF model to referrers and families. Deal effectively with enquiries and take referrals.
6. To process referrals and gather further information in preparation for allocation to volunteer lead workers.
7. To support voluntary lead workers to ensure consistent delivery of TAF operational procedures.
8. To implement systems to ensure voluntary lead workers are prompted at key points in the process such as when reviews are due.

9. To ensure consistency of delivery, undertake TAF case reviews alongside lead workers as appropriate.
10. To make and develop strong links with Social Services to promote effective two-way referrals.
11. To develop and maintain an excellent knowledge of the range of support services available to families. Identify gaps in service provision or duplication and report to Families First Manager and TAF Co-ordinator.
12. To work with partner agencies to promote the TAF model and the lead worker role within Monmouthshire.
13. To arrange and facilitate effective TAF panel meetings.
14. To provide advice, guidance and support to TAF, multi-agency panels and lead professionals.
15. Following panel; to provide feedback to the Family and referring agencies.
16. To be innovative in undertaking tasks to solve problems that may arise during the process.
17. To support the TAF Co-ordinator in holding allocation meetings with partner agencies.
18. To accurately maintain the database for the Families First TAF programme and be responsible for own administrative tasks in line with TAF guidelines.
19. To support the TAF coordinator in processing performance returns both internally and to Welsh Government.
20. Attend multi-agency and partnership meetings as required.
21. Responsible for the submission of Multi Agency referral Forms (MARF) to social services when required.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

REQUIREMENT	WEIGHTING	HOW TESTED
1. Education / Qualification / Knowledge		
1.1 Knowledge and understanding of Families First and how it works in partnership to support families.	Medium	Application form and interview
1.2 Knowledge and understanding of current legislation/ policy in relation to children and young people.	High	Application form and interview
1.3 Knowledge of child development and family support models.	Medium	Application form and interview
1.4 Understanding of the Framework for Assessment of Children in Need and their Families.	High	Application form and interview
1.5 Qualifications – NVQ level 3 in child care or equivalent.	Medium	Application Form
1.6 Must be able to communicate effectively, both verbally and in writing.	High	Application form and interview
1.7 Understanding of data protection and client confidentiality.	High	Interview
1.8 Good IT skills	High	Application Form
1.9 Full driving licence and access to a car.	High	Application Form
2. Experience and Skills		
2.1 Experience of working with children, young people and families at times of stress.	High	Application Form and Interview
2.2 Experience of multi-agency working to achieve positive outcomes for service users.	High	Application Form and Interview
2.3 Experience of playing a lead role in a multi-agency setting.	Medium	Application Form and Interview
2.4 Experience of working collaboratively to resolve conflicts.	High	Interview
2.5 Able to work to tight deadlines	High	Application form and interview
2.6 Experience of agreeing Action Plans with a range of partners.	Medium	Application Form and Interview
2.7 Experience of undertaking assessments with families.	Medium	Application form and interview
2.8 Able to work as part of a team	High	Application form and interview
3. Other		
3.1 Able to travel to various locations as required by Monmouthshire County Council Families First, TAF team.	High	Application form



Families First – Managing the Reduction in Budget: 2016-17

Introduction and Context

Monmouthshire County Council Families First Programme allocation for 2105-16 was £737,260 (inclusive of £50,937 for the support of families with disabled children and young people). This is the same amount as received for the previous financial year.

In December we received notification that our indicative budget for 2016-17 is £651,179, which is a £86,081 reduction in Families First funding. This includes the continued ring-fencing of £50,937 for disability support.

It is important to note that this is the final year of Families First funding. The programme runs until March 2017 and there is no guarantee that the funding will continue. If Families First funding does continue beyond 2017, we anticipate a further reduction in budget. Therefore, it is necessary that we use this final year to ensure that we have a sustainable Families First model beyond March 2017.

Welsh Government Communities and Tackling Poverty Division have recently outlined their intention to introduce flexibility across Communities First, Flying Start, Families First and Supporting People and highlighted the potential for joint commissioning of projects. Consequently, mapping existing provision across a range of funding streams will be important to the Authority as we further develop a joined up approach to strategic commissioning.

Bringing the tackling poverty programmes together is a key objective for the Division and Team around the Family (TAF) is being championed as the mechanism for identifying the needs of the individual and brokering appropriate provision.

Team around the Family (TAF)

TAF is an integral element of Families First and is underpinned by an assessment of the needs of the family, a family action plan and co-ordinated support via a multi-agency approach. The TAF lead worker role is pivotal to this approach. Welsh Government has advised that we should prioritise the TAF model and continue to ensure multi-agency working remains an integral feature of Families First.

In Monmouthshire, we have a smaller proportion of the Families First budget allocated to TAF delivery in comparison to other local authorities. We have a small TAF team consisting of one co-ordinator and two project officers (one of which is an unfilled vacancy following our decision to appoint an additional TAF Project Officer from unallocated funds this year). We took this decision knowing that we would need to allocate an additional £9,000 from 2016-17 budget to fund the role.

Our model relies on multi-agency panels (at each of our secondary schools and at Acorn Centre) to identify 'volunteer' TAF lead workers who have capacity to take on the assessment and co-ordinating role for families who require multi-agency support. The panels also make referrals direct to Families First Projects.

Families First Funded Projects

Families First Projects receive the majority of their referrals from partner agencies. At Quarter 3; 974 individuals had accessed Families First commissioned projects and 49 families were referred for TAF support.

82% of the Families First budget is currently allocated to commission projects that deliver preventative services (please refer to Current Provision 2015-16 on page 3). A half year review was undertaken with TAF and each project during November. During this process, actions were agreed with projects where improvements or changes are sought. In some instances discussions were held in relation to reducing the project's reliance on Families First funding.

Families First Priorities 2016-17

During our review of our model, the main areas where need to improve are; the effectiveness of early intervention panels and the need to increase the number of TAF referrals. These two areas are integral our key priorities for 2016-17:

1. Increase our lead worker capacity to take on more TAF cases
2. Better support to partners and volunteer lead workers to develop greater confidence and consistency
3. Review and improve the effectiveness of Early Intervention Panels
4. Update our operational procedures in relation to referral, assessment, caseload review and recording distance travelled.
5. Develop a TAF module in PLANT Management Information Database (used by Social Services).
6. Further develop protocols with Children Social Services to ensure robust step-up and step-down arrangements.
7. Continue to work with commissioned projects to improve evaluation and impact measurement, along with the development of a shared referral form and distance travelled tool.

Another important consideration is the Social Services and Wellbeing Act which is likely to result in an increase in Children in Need being referred to Families First and TAF. So in this context, we face the challenge of managing the £86,081 reduction in Families First budget whilst finding additional savings to fund additional TAF worker resource. This paper aims to outline proposals for the allocation of Families First budget 2016-17, to ensure a sustainable model beyond 2017.

Current Provision 2015-16

Project	Description	Budget
FF Management and TAF	Families First Programme Manager TAF Co-ordinator 2 x TAF Project Officers (incl. 1 x vacancy)* <i>*Vacancy agreed in November will require additional £9,000 for 2016-17</i>	134,771
Acorn	Multi-agency teams delivering parenting support, adult learning and advice, early years support (language and play and speech therapy), health and well-being services. Co-ordinated from Acorn Centre (Integrated Children's Centre) in Abergavenny, also delivered in other cluster locations.	£304,154 (Plus Inclusive Acorn below)
Wait, Watch and Wonder	Infant Mental Health project focussing on the quality of the relationship between parents and babies. Clinics held in the north and south of the county and on-going training in infant observation for all 0-3 TAF workers.	£21,500
Face 2 Face Counselling	Provides community based counselling for young people, school based counselling via therapeutic play for children and family system therapy for whole family groups.	£88,601
Young Carers	Young Carers are supported through targeted intervention (advocacy and support) to reduce gaps between themselves and universal cohorts of young people / and are supported to engage in education, employment or training.	£64,647
School Family Support	Social Inclusion Project Workers support primary and secondary pupils in terms of educational attainment and attendance. Work with family as well as the child, links to other agencies, explores underlying issues and takes pressure off Head teachers.	£32,650
Families Matter (Home Start)	Works to alleviate the pressures faced by families with low incomes and children under five by placing highly motivated/skilled volunteers who are usually parents themselves in to support them.	£40,000
Disability Element		
Inclusive Acorn Project	Supports children with disabilities to access the Acorn Project including working with portage workers, paediatricians, parenting programmes, visits and childcare. Provides a Child Development Crèche.	£25,843
Inclusive Play and Leisure	Enables access for children with support needs to access local authority play provisions in the summer holidays.	£20,037
Inclusive Pre-School Play Project	Enables access for children with support needs to pre-school play provision.	£5,057
Total		737,260

Recommendations

Families First Management and TAF

Recruitment of Additional Team around the Family (TAF) Project Officer

The recruitment of an additional TAF Project Officer will enable us to provide enhanced support to volunteer lead workers whilst increasing our capacity to take on more TAF cases. It will also enable the TAF Co-ordinator to focus on the implementation of our TAF priorities 2016-17.

Quarter 3 data shows that large numbers of individuals (974) have accessed Families First Projects and a smaller number of families (49) have received TAF support. However, the intention behind Families First and TAF is to develop a holistic approach which engages with the family, identifies their needs via an initial assessment and identify which agencies or projects can support the family to address their needs in a co-ordinated fashion. The TAF lead worker is integral in undertaking the assessment, agreeing support needs with the family, co-ordinating support and reviewing progress with the family and service providers. TAF Outcomes using Welsh Government's Outcomes Tool and reported annually.

Our volunteer model relies on partner agencies to take on the TAF lead worker role. However, busy professionals, whilst being committed to the multi-agency approach, don't always have the time to pick up lead worker caseloads to the extent which is required. Consequently, the number of families supported by TAF are low, our small TAF team is struggling to meet the demand and more families are receiving support outside of TAF.

Our main concern in relation to the current trends is that families are receiving support but in an uncoordinated manner, being passed between projects when work is completed. Consequently, families are missing out on holistic and co-ordinated support resulting in less robust outcome data (since WG reporting templates focus primarily on TAF Outcomes).

Quarter 3 2015-16 - Performance Data:

974 individuals accessing Families First commissioned projects
49 families referred for TAF support

By facilitating a more effective TAF model in Monmouthshire, it is our intention that more families will be provided with a coordinated, structured support plan which will deliver appropriate support at the appropriate time. This will result in better co-ordinated services to support families and facilitate a greater understand how their service links with others across Monmouthshire.

Consequently, the need to increase our lead worker capacity has been the most pressing issue for Families First during 2015-16. In November, we took the decision to recruit an additional TAF Project Officer so we currently have 1 full-time vacancy. Whilst reviewing the finances in November, we identified the need to re-allocate £9,000 of the 2016-17 budget to fund this role.

Recommendation 2016-17: Increase allocation by £50,761

- Allocate funding to recruit an additional TAF worker in readiness for 2016-17. The two full-time vacancies will be ring-fenced for colleagues 'at risk of redundancy' in the first instance.
- The TAF Support Workers will carry a caseload whilst enhanced support to volunteer lead workers.

- This would increase the number of families supported under the JAFF project to 160. (71 families were supported within the financial year 2014-2015 / Quarter 3 2015-16: 49 families)
- It will also enable the TAF Co-ordinator to develop the strategic partnerships, implement the marketing strategy and update our operational procedures in relation to referral, assessment, caseload review and recording distance travelled.

Families First Projects

School Family Support

(Richard Austin)

Funding 2015-16: £32,650

School Family Support provides support to primary and secondary pupils in terms of educational attendance and attainment. Families First funding is used to employ a social inclusion project worker. The young people supported by the project generally present with engagement issues, are at risk of exclusion and some are vulnerable. Consequently, the project works with small numbers of young people (15-20 annually) who stay on caseload for a relatively long periods.

Evaluation Data (SIP Quarter 2):

- 12 pupils supported by the project
- 91.7% of pupils referred to the project engaged
- 58.3% of pupils arrested the decline in attendance
- 50% of pupils met their individual academic targets

As this work is an integral part of the Inclusion and Education Welfare team, it is felt that this work should receive core funding or be funded via other streams. The project has been unable to take on TAF cases and discussions have been held with the Project Manager, during which the possibility of de-commissioning the project has been raised

Recommendation 2016-17: De-commission project.

- The Project Manager is confident that he can secure funding (Aspire to Achieve) to fulfil this work from April 2016.
- However, should the project worker (who becomes 'at risk' of redundancy) not be re-deployed within the Social Inclusion team, she would be eligible for consideration for the ring-fenced TAF Project Officer vacancies.
- To minimise the impact of decommissioning the project, the Families First Programme Manager will work with the Social Inclusion Team to ensure we receive appropriate referrals for early intervention TAF support.

Acorn

(Clair Evans)

Funding 2015-16: £304,154

Acorn is an integral part of the Families First prevented provision which focuses on evidence-based parenting programmes and language, play programmes (not evidence-based) and childcare which enables parents to attend the sessions. Acorn receives over 45% of the FF budget (incl. Wait, Watch and Wonder and Inclusive Acorn). Consequently, it will be necessary for the project to submit a new delivery plan for 2016-17 reflecting a reduced budget.

Quarter 3 2015-16 - Performance data:

329 individuals have accessed the project

Over 3,000 client sessions delivered

131 cases closed. 69% with positive outcomes

Main Referring Agencies:

Health Visitors (179), Self-Referral (29), Other Primary Care (22), Children's Social Services (15), Schools (15), Families First Projects (12).

Evaluation Data (SIP Quarter 2):

86% of parents report an improvement in parenting skills / confidence as parent

100% improvement in child's development

92% report that they are supported to access services

78% improvement in their health and well-being

Recommendation:

Reduce allocation by £64,368 to £239,786

- Priority should be given to the evidence-based parenting programmes
- Acorn should continue to be a pan-county provision during 2016-17
- The FF Programme Manager will work with the Acorn Project Manager to agree performance targets for 2016-17.
- It is likely that the reduction in budget will result in the loss of 1 FTE support workers and a reduction in the childcare element of the project costs. Employees at risk of redundancy will be eligible for consideration for the ring-fenced TAF Project Officer vacancies.
- The FF Programme Manager has held discussions with the Acorn Project Manager to identify alternative sources of funding. For example, there may be the opportunity to develop programmes in conjunction with the social housing sector and / or Supporting People.

Wait, Watch and Wonder (Aideen Naughton) Funding 2016-17: £21,500

Wait, Watch and Wonder is a much-valued project which provides Infant Mental Health support focussing on the quality of the relationship between parents and babies.

The project receives referrals from Health Visitors, GPS, Primary Mental Health Workers, Social Workers, Acorn Project and Flying Start staff. Presenting concerns can be loosely classified as parental or child-based. During 2014-15, 41 people were supported.

- Parental concerns: mood disorder, low self-esteem, post-natal depression, antenatal concerns relating to early adverse childhood experiences / previous post-natal depression, history of domestic, alcohol or substance abuse. Relationship difficulties and lack of support from family members are seen in approximately 30%.
- Child based concerns include themes around relationship with baby or toddler (failing to bond and attach / feeling persecuted by the baby / issues of routine and control / or a belief that there is a physical or neurological problem with the infant or toddler.

Evaluation Data (SIP Quarter 2):

6 Families supported
100% mothers showed significant improvement in their reflective function
100% showed trend towards improvement in parenting stress

Recommendation 2016-17: Reduce allocation by £4,500 to £17,000

- The £4,500 is the cost of the Health Visitor who co-delivers sessions – previously provided by ABHB.
- The Project has agreed with Flying Start that they will Health Visitor time to Wait, Watch and Wonder from April onwards so there will be no adverse effects on the project.

F2F Counselling

(Sarah Rogers)

Funding 2016-17: £88,601

Provides community based counselling for young people, school based counselling via therapeutic play for children and family system therapy for whole family groups. F2F Counselling is an integral part of early intervention provision in Monmouthshire.

Quarter 3 2015-16 - Performance data:

195 individuals accessing the project
102 one-to-one counselling
35 Family Group Counselling

Main Referring Agencies:

GPs (41), Other Primary Services (27), Schools (25), Families First Projects (14), Youth Service / YOS (7), Self-Referral (7), Children's Social Services (3)*

**Q2 and 3 data only*

Evaluation Data (SIP Quarter 2):

Family Well-being Questionnaire completed by families on completion of programme: Shows an average improvement from 25 to 15 - A significant improvement in well-being.

Young People CORE Outcome Measure: Average initial score of 24 compared to an average current score / score on leaving of 10. Indicating a significant improvement in well-being.

During a recent half year review (October 2015) we looked at the key areas that the programme should develop:

- Review waiting lists to ensure prioritisation of those who meet the eligibility criteria.
- Consider barriers to accessing the service i.e. location, transport, awareness and confidence.
- Further develop links with TAF and FF projects to ensure appropriate referrals.
- Consider what youth service support could be provided to support young people to take up the offer of counselling once it has been identified as a need.
- Review data and investigate trends in relation to leaver outcomes
 - Reduce the number of clients who fail to engage or opt-out of counselling
 - Increase the number and proportion of cases closed with a successful outcome.

Recommendation 2016-17: Reduce allocation by £12,041 to 76,560

Young Carers are supported through targeted intervention (advocacy and support) to reduce gaps between themselves and universal cohorts of young people / and are supported to engage in education, employment or training.

Quarter 3 2015-16 - Performance data:

187 individuals accessing the project (**currently being verified*)

Main Referring Agencies:

Schools (19), Children's Social Services (12), Self-Referral (7), Health Visitors (2) ** most recent referrals*

Evaluation Data (SIP Quarter 2): Outcomes - Attitudes towards Education, Employment and Training

31 service reviews have been completed.

9 leavers, of these: 44% reported no change, 33% increase and 22% decrease.

22 remaining on project, of these: 14% increase, 45% no change and 35% decrease.

The majority of young carers on the programme currently remain on caseload for long periods. Consequently, referral and outcome data is not currently available in sufficient detail. The project is an integral part of the Families First Programme and during a recent half year review the project has been requested to undertake a review of its delivery model to ensure the provision of appropriate services which links with core services effectively.

Half Year Review Action: The project would benefit from reviewing its model to ensure:

- Appropriate diagnosis of need (a) the young carers and (b) the family where it is appropriate to refer to Carers Trust, Social Services / alternative sources of support.
- TAF is a central consideration in meeting the needs of young people and their families.
- Time-bound model(s) of delivery to meet the needs of the individual young carer.
- An appropriate balance where residential weekends play a role but not at the expense of assessment, advocacy, mentoring and support.
- A clear process for reviewing and reporting on the progress of individual young carers.
- Close links with other services to ensure young carers have equality of access to mainstream services and to avoid duplication.
- Clear measurement of the distance travelled by young carers which demonstrates the impact of the service. For example:
 - Distance travelled against the issues presented at initial assessment
 - Impact on attendance, qualifications and progression routes
 - Meeting Families First programme objectives
 - Access to mainstream services via referral to partner agencies

Recommendation 2016-17: Reduce allocation by £14,161 to £50,486

- This is likely to result in the reduction of staffing levels in the project. They currently have a vacancy for a Project Officer (26 hours).
- The proposed funding will protect the current Project Manager / School liaison posts and, coupled with the more targeted approach outlined below, will ensure the delivery of an effective Young Carers Programme.
- Young Carers also receive £15,000 from Bernard Boniface (Carers Funds) which currently funds leisure and respite activities.
- Young Carers have recently secured £43,000 funding for an Adult Young Carers Project.

Home Start

(Pam Lloyd)

Funding 2015-16: £40,000

Home Start works to alleviate the pressures faced by families with low incomes and children under five by placing highly motivated/skilled volunteers who are usually parents themselves in to support them.

Quarter 3 2015-16 - Performance data:

114 individuals accessing the project

25 new families accessing the project

Main Referring Agencies:

Health Visitors (9), Children's Social Services (5), Self-Referral (5), CAMHS (2), Other Primary Services (2), Adult Social Services (1).

Evaluation Outcomes Reported 2014-15:

- 33 indicated that they needed support with parenting skills
- 67 with their own well-being and isolation
- 19 with their children's well-being
- 45 with family management skills

Home Start provides good outcomes with the families it supports and as part of the Half Year Review we have discussed a number of areas for development relating to evaluation and impact measurement. As a small third sector organisation Families First funding is particularly important to Home Start. A reduction in budget above the recommended £9,000 might place the charity in difficulty. However, the organisation is aware that it needs to reduce its reliance on Families First funding.

Recommendation 2016-17: Reduce allocation by £9,000 to £31,000

Families First Disability / Additional Needs Focus

This includes a minimum of £50,937 ring-fenced for the support of families with disabled children and young people.

Inclusive Pre-school (Sue Hall) Funding 2015-16: £5,057

Inclusive Pre-school project provides support to children to enable them to access Monmouthshire County Council provision. Families First funding is a small contribution to its budget and we have been advised by Welsh Government's Families First Account Manager that they do not favour small-scale projects.

Evaluation Data (SIP Quarter 2):

7 children supported to attend childcare
322 hours of support provided
100% of parents who completed an evaluation reported that their child had made progress

Recommendation 2016-17: De-commission project.

Inclusive Play and Leisure Richard Simpkins Funding 2015-16: £20,037

During 2015-16, the funding is used in quarter 2 to provide access to local authority play provisions in the summer holidays to children with support needs. 62 children with support needs attended the play schemes which amounted to 2117 client sessions.

The children attending the play schemes benefitted from a supportive environment, a varied programme and the opportunity to integrate with other children.

Monmouthshire County Council is currently reviewing its play and leisure provision. Providing access to the new provision for children with additional needs will be a key consideration of the new model. We propose we ring-fence the Inclusive Play and Leisure allocation pending proposals for disability play and leisure for 2016-17.

Recommendation 2016-17: Maintain allocation of £20,037

Inclusive Acorn (Clair Evans) Funding 2015-16: £25,843

Supports children with disabilities to access the Acorn Project including working with portage workers, paediatricians, parenting programmes, visits and childcare. Provides a Child Development Crèche. All Referrals are from Health Visitors.

Quarter 3 2015-16 - Performance data:

22 children accessing the project (8 with ALN / Disability; 14 with Developmental Delay).

Evaluation Data (SIP Quarter 2): Of the 9 children who left the project:

100% of parents report an improvement in parenting skills / confidence as parent
100% improvement in child's development
100% report that they are supported to access services

Recommendation 2016-17: Increase allocation by £5,157 to £30,900.

Summary of Recommendations: 2016-17

Project 14-15	Recommendation	Variance	Budget 16-17
FF Management and TAF 142,935	Families First Programme Manager TAF Co-ordinator 3 x TAF Project Officers (incl. 2 x vacancy)	(+ 50,761)	185,410
Acorn 304,154	Reduce by 21%	(- 64,368)	239,786
Wait, Watch and Wonder 21,500	Reduce by 21%	(-4,500)	17,000
Face 2 Face Counselling 88,601	Reduce by 13.5%	(-12,041)	76,560
Young Carers 64,647	Reduce by 22%	(-14,161)	50,486
School Family Support 32,650	De-commission Project	(-32,650)	Nil
Home Start 40,000	Reduce by 22.5%	(-9,000)	31,000
Disability Element			50,937
Inclusive Acorn Project	Increase	(+5,057)	30,900
Inclusive Play and Leisure	Pending Play Review Proposals		20,037
Inclusive Pre-School Play Project	De-commission project	(-5,057)	Nil
Total			651,179

REPORT

SUBJECT:	Usk Play Project – Lottery Bid
MEETING:	Individual Cabinet Member’s decision
DATE TO BE CONSIDERED:	24th February 2016
DIVISION/WARDS AFFECTED:	Usk

1. PURPOSE

- 1.1 To inform members about a proposed Big Lottery application for capital funding for the replacement of play equipment in the Council owned children’s play area on the Old Cattle Market Field, Usk.

2. RECOMMENDATION

- 2.1 That the Council agrees to make application to Big Lottery for funding for upgraded play equipment and agree to collaborate with Usk Play Project voluntary group on the redevelopment of the play area.
- 2.2 That a capital budget is set up subject to receipt of the external funding.

3. KEY ISSUES

- 3.1 The play area at the Old Cattle Market Field has been in situ for over thirty years and whilst the equipment is maintained to the relevant standards by the County Council, it is dated, has limited play value and is not fully inclusive/accessible. The area on which it is sited is central in Town and well used as it is adjacent to the Scout Hall and Memorial Hall and Maryport Street (South) car park and is part of the larger recreational area, most of which is protected by Fields in Trust and has Owain Glyndwr status, which prevents sale of development without Fields in Trust permission.
- 3.2 The Council was approached by some interested parents about upgrading the play area as there they felt that there is limited static play provision in Usk and the existing provision does little to stimulate children’s imagination and development and the lack of inclusive equipment for children with disabilities or additional learning needs means parents have to travel to more appropriate play areas in the County. Following a number of exploratory site meetings with parents and officers, the parents formed a charity group titled “Usk Play Project” to fund raise for an upgraded and modern play area on the existing site. The Group is fully constituted and registered with the Charities Commission and was keen to submit a funding bid to Big

Lottery “People and Places Fund” with the support of the Council. The importance of children’s play is well documented and the proposed upgrading work forms part of Monmouthshire’s Play Sufficiency Action Plan and is a high priority as far as fixed play provision is concerned as the Plan aims to have a fully accessible play area in each of the five towns of Monmouthshire and this is the ideal site for that type of provision.

3.3 A discussion with the Big Lottery has indicated that the Council has to be the main applicant as it is the land owner but can be supported by the Usk Play Project. The Play Project has undertaken a wide ranging consultation exercise with the community, including an online survey and members of the Group have undertaken a great deal of research into the usage of the existing play area and those in other authorities and the availability of inclusive play equipment and consulted with the Monmouthshire All Ability Group for Inclusive Communities (MAGIC). The Council has drafted a design for the play area based on the results of the consultation exercise and this will be displayed by the Group for the public to view and comment upon and generate interest in fund raising.

3.4 The cost of the scheme will be circa £100,000 and the Play Project is continuing to fundraise and aiming to raise in the region of £15,000 towards the overall cost and the Council will look to fund the difference of £85,000 from Big Lottery. If the application is successful then the Council would bid to undertake the improvement works and would continue to insure, inspect and maintain the play area. Attached as **Appendix A** is a Memorandum of Understanding, which is the agreement, formalising the collaborative approach between the Council and the Usk Play Project Group on this project going forward.

4. **REASONS**

To provide a modern, accessible and inclusive equipped play area for the children of Usk and neighbouring villages and provide for the development needs of the users.

5. **RESOURCE IMPLICATIONS**

There are no resource implications arising from this report except the cost to insure, inspect and maintain the play area, for which there is an existing revenue provision.

6. **FUTURE GENERATIONS AND EQUALITIES ASSESSMENT**

Attached as **Appendix B**

7. CONSULTEES

Cabinet Members
Local Member
Countryside Manager
Leadership Team
Head of Legal Services

RESULTS OF CONSULTATIONS:

Comments from the Head of Finance have been incorporated into the recommendations.

8. BACKGROUND PAPERS:

Nil

Author: Mr Tim Bradfield, Commercial and Green Spaces Manager
Contact Tel: 01633 644541: timbradfield@monmouthshire.gov.uk

MEMORANDUM OF UNDERSTANDING

This agreement is made

Between: Monmouthshire County Council (MCC)

And: Usk Park Project

Hereafter collectively “the Partners”

1. **Definitions**

- 1.1. **Equipment** means such play equipment to be placed on the Park as agreed upon by the Partners
- 1.2. **Collaboration** means Collaboration between the Partners to redevelop the Park in accordance with this Memorandum of Understanding
- 1.3. **Park** means the children’s play park adjacent to the Memorial Hall Usk
- 1.4. **Steering Group** means the representatives of the Partners nominated to oversee the Collaboration

2. **Purpose and status of this document**

- 2.1. The Purpose of the this Memorandum of Understanding is to establish how the Collaboration will proceed and the responsibilities and commitments of each of the Partners
- 2.2. This Understanding does not intend to create a legally binding relationship between the two organisations

3. **Aims of the Collaboration**

- 3.1. MCC and Usk Park Project have agreed to collaborate on the redevelopment of the Park
- 3.2. The Collaboration aims to provide an inclusive play area for children up to age 12 years. The Park design will be sustainable and inclusive.
- 3.3. The Partners recognise the benefits that the Collaboration could bring to the families of Usk and are committed to proceeding in an equal and open manner
- 3.4. The Park is part of a much larger recreational area most of which is protected by Fields in Trust Cymru and has Owain Glyndwr Status.

This provides assurance that the area with the Owain Glyndwr Status will remain a community asset and cannot be sold or redeveloped without the consent of Fields in Trust

4. Timescale

- 4.1. This Understanding will remain in place from the start of the Collaboration and for the life of the Equipment (anticipated 20 year) unless agreed otherwise in accordance with clauses 11 below

5. Communication

- 5.1. Both organisations will agree upon the use of the same consistent message in any communication about the proposed Collaboration

6. Roles and responsibilities

- 6.1. The Partners' roles and responsibilities will evolve as the Collaboration matures. At the commencement of this Understanding the Partners agree that:
- 6.1.1. Monmouthshire County Council will:
- 6.1.1.1. Act as the lead organisation
- 6.1.1.2. Assist Usk Project with specialist advice on Park planning
- 6.1.1.3. Be solely responsible for maintenance and operation of the Park and the Equipment from the date it is installed in the Park until each individual item of equipment is declared no longer safe to use or repairable (anticipated life time 20 years).
- 6.1.2. The Usk Park Project will
- 6.1.2.1. Fundraise to assist with the cost of procuring and installing the new Equipment
- 6.1.2.2. For the life of the Collaboration act as a monitor to ensure that the Equipment is maintained and that use of the Park remains coherent with the spirit of this Understanding.
- 6.1.2.3. Report back to the Steering Group as required.
- 6.1.3. The Partners will perform and fulfil on time the tasks assigned to them as agreed by the Steering Group

7. Meetings

- 7.1. The Steering Group will meet as required but no less frequently than 4 times a year
- 7.2. Meetings will be recorded by Usk Park Project in the form of decisions and actions
- 7.3. The Park Project trustees will hold monthly open meetings and an AGM as required by the group's constitutions

8. Decision Making

- 8.1. Decisions will be made by nominated representatives at Steering Group meetings
- 8.2. It is understood and agreed that MCC shall have the right to override any decisions made by the Steering Group which in their opinion will adversely affect
 - 8.2.1. its ownership of the Park or its adjoining property
 - 8.2.2. any policy decisions made by it in respect of its leisure facilities
 - 8.2.3. its budgetary considerations

9. Resources

- 9.1. The Partners agree that:-
 - 9.1.1. Usk Park Project will raise funds to assist with the initial capital expenditure of the Equipment
 - 9.1.2. MCC will support the ongoing revenue costs of maintaining the Park and Equipment subject to paragraph 6.1.1.3 above

10. Confidentiality

- 10.1. The Partners will make every effort to ensure confidentiality is maintained
- 10.2. The Partners agree not to disclose any confidential or commercially sensitive information to any other party and not to use such information to the detriment of the Collaboration

11. Termination of the Collaboration

- 11.1. This Understanding may be terminated by either partner giving to the other at least 2 month's written notice of their intention to dissolve the Collaboration

12. Disputes

12.1. In the event of any dispute or disagreement arising between the Partners such dispute shall in the first instance be dealt with via the Steering Group

12.2. In the event a dispute cannot be resolved by the Steering Group MCC as owner of the Park will make the final decision in accordance with paragraph 8.2 above

13. Amendments to this Understanding

13.1. The terms of this agreement can be altered by agreement of the Steering Group and in writing between persons duly authorised by each of the Partners

14. Contact details

14.1. Monmouthshire County Council
County Hall The Rhadyr Usk NP15 1GA

14.2. Usk Park Project
Dan-y-Castell Castle Parade NP15 1AA
01291 672068
naomi_cadbury@yahoo.com

Agreed on behalf of Monmouthshire County Council

Signature: _____

Name: _____

Job title: _____

Date: _____

Agreed on behalf of Usk Park Project

Signature: _____

Name: N Horsley

Job title: Usk Park Project Trustee/Chair

Date: _____

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Name of the Officer: Tim Bradfield Phone no: 01633 644541 E-mail: timbradfield@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Usk Play Project – Proposed Lottery Bid
Name of Service: Operations	Date completed: 1 st February 2016

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




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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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Lottery funding will release funding from the private sector make more efficient use of resources.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	

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	An improved play area will improve the physical and mental health and well being of children and young people.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The project has created more community cohesion with the involvement of sectors of the community to create a safe and attractive play area and will make it a centre for community engagement.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	
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	There is no specific proposals in the report for the promotion of the Welsh language but the recreational area will improve and increase usage by children and parents/carers.	If the Lottery bid is successful the all publicity and on site signage will use the Welsh language as one of the conditions of the grant.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The project will provide inclusive access for children all any ability and gender and improve participation for children with disabilities.	

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?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The project has looked at the long term sustainability and this is reflected in the design and future maintenance with the equipment being guaranteed for a minimum of 10 years.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The project is a partnership approach between the Council and the Usk Play Project voluntary group. The group has also engaged the support of other voluntary groups and small businesses in the area.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The stakeholders are the children, parents and carers of the town and neighbouring villages. They have been canvassed on the requirement for a new play area and the siting and type of equipment. Examples of this include open days, fetes, on site events, market research in local schools and an online survey. The local youth club and inclusive youth group have been involved with the design and Monmouthshire All Ability Group for Inclusive Communities has been consulted.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Creating an improved play environment will encourage more usage and more members of the community will use the area and parents/carers will socialize while children play thus reducing social isolation and encouraging cross generational interaction. Improvement of the existing facilities will help to prevent problems.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>An improved play area will improve the mental and physical health and well being of the users and will be inclusive and fully accessible to all. It will encourage development in a wide range of physical and social skills.</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	<p>The equipment is designed primarily for children of 2 – 12 years but will be challenging enough for children and young people over that age range. Parents and carers will also be encouraged to stay in the area and socialize with improvements being undertaken to the recreational area adjacent to the play area.</p> <p>There are no employment or training issues arising from this project.</p>		
Disability	<p>The needs of children with disabilities has been integral to the design and the play area is inclusive with accessible equipment.</p>		
Gender Reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	Neutral		
Race	Neutral		
Religion or Belief	Neutral		

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	Neutral		
Sexual Orientation	Neutral		
Welsh Language	Neutral		The Welsh language will be used on all publicity and onsite advertising.

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	The design and siting of the play area ensures it is well sighted by houses and near other well used facilities like halls and a car park. A perimeter fence will ensure no dogs can access the area and children are separated from the nearby car park.		
Corporate Parenting	Neutral		

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

- Quantitative and qualitative data provided by the voluntary Usk Play Project and feedback from the local community.
- Local population data taken from 2011 Census.
- Welsh Government Play Policy
- MCC Play Sufficiency Action Plan
- Ref: Children's Environmental Learning: Karen Malone, Paul Tranter 2003

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?

Positives

- The project will improve the health and well being of users of the play area and improve cross generational interaction.
- The play area will be inclusive and accessible for all.
- Improvement of play and recreational facilities for people with disabilities.

Negatives

- The project does not demonstrate additional usage of the Welsh language but this will be addressed in the signage and publicity.

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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

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:	The impact will be reviewed if the Lottery bid is successful and the play area constructed - October 2016.
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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	Meeting with Usk Play Project on developing design for Lottery bid	6 th October 2015	Changes to draft design following public feedback
2	Assessment of stage 1 Lottery bid	22 nd November 2016	Minor changes prior to application being submitted
3	Consultation with Usk Play Project	7 th January 2016	Changes to design following further public consultation via online survey
4	Consideration of report by Cabinet Member	24 th February 2016	Final decision
5	Assessment of Stage 2 Lottery bid	June 2016	Final design accepted