

Public Document Pack



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NP15 1GA

County Hall
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Usk
NP15 1GA

Tuesday, 7 February 2017

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, 15 February 2017.

1. **APPROPRIATION OF LAND AT CRICK ROAD, PORTSKEWETT** 1 - 12

Division/Wards Affected: Portskewett

CABINET MEMBER: County Councillor P Murphy

AUTHOR: Gareth King MRICS - Management Surveyor

CONTACT DETAILS:

Tel: 01633 748 331

E-mail: garethking@monmouthshire.gov.uk

2. **SKILLS@WORK (ESF PROGRAMME)** 13 - 26

Division/Wards Affected:

CABINET MEMBER: County Councillor R J W Greenland

AUTHORS:

Cath Fallon – Head of Economy and Enterprise

Andy Smith – Strategic Investment & Funding Manager

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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.

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SUBJECT:	APPROPRIATION OF LAND AT CRICK ROAD, PORTSKEWETT
MEETING:	Individual Cabinet Member Decision - Cllr P Murphy
DATE:	15th February 2017
DIVISION/WARDS AFFECTED:	Portskewett

1. PURPOSE:

1.1 To appropriate the land at Crick Road, Portskewett from Industrial Development to Planning use.

2. RECOMMENDATIONS:

2.1 That it be resolved that the land at Crick Road, Portskewett (as shown edged red on the plan) be appropriated for Planning purposes pursuant to Section 122 of the Local Government Act 1972.

3. KEY ISSUES:

3.1 The land is currently appropriated for use as industrial development land having been transferred to Gwent County Council from land held for Highways use.

3.2 Section 122 (1) of the Local Government Act 1972 gives the Council the general power to appropriate land when it is in its ownership, and, is no longer required for the purpose it is held for immediately before the appropriation.

3.3 The land is now allocated in local development plan as a Strategic Mixed Use Site (SAH2), this allocation comprises a residential development plus a one hectare allocation for use as B1 Business (as defined by the Town and Country Planning (Use Classes) Order 1987.

3.4 The allocation in the LDP indicates that the land is no longer needed for Industrial Development and that there is a greater need for mixed use development on the site. This has brought about the need to appropriate the land as per the recommendation.

4. REASONS:

4.1 The land is no longer required for Industrial Development and has been allocated for a Mixed Use Development by the recently adopted LDP.

5. RESOURCE IMPLICATIONS:

5.1 The land will be appropriated for Planning use and continue to be managed by the Estates Department.

6. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING)

6. CONSULTEES:

Local Member - Cllr Peter Fox
Cabinet Member for Estates - Cllr P Murphy
Monitoring Officer - Robert Tranter
Legal Services - Joanne Chase
Estates Manager - Ben Winstanley
Head of Community Led Delivery - Debra Hill-Howells

Queries and comments were received from two consultees, a response was provided to both officers. One of the comments suggested some drafting amendments, which have been incorporated into this report.

7. BACKGROUND PAPERS:

7.1 Location Map

8. AUTHOR:

Gareth King MRICS - Management Surveyor

9. CONTACT DETAILS:

Tel: 01633 748 331

E-mail: garethking@monmouthshire.gov.uk



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation</p> <p>Gareth King MRICS</p> <p>Phone no: 01633 748 331 E-mail: garethking@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To appropriate the land at Crick Road from its current use to Planning.</p>
<p>Name of Service</p> <p>Estates</p>	<p>Date Future Generations Evaluation form completed</p> <p>26th January 2017</p>

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NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc





- 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</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?
ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	
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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances		

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
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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>	N/A	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	N/A	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	N/A	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	N/A	

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 data-bbox="338 213 510 475">Considering impact on all wellbeing goals together and on other bodies</p>	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. 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

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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		
Disability	N/A		
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy or maternity	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?
Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
Sexual Orientation	N/A		
Welsh Language	N/A		

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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	N/A	
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

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8. 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:

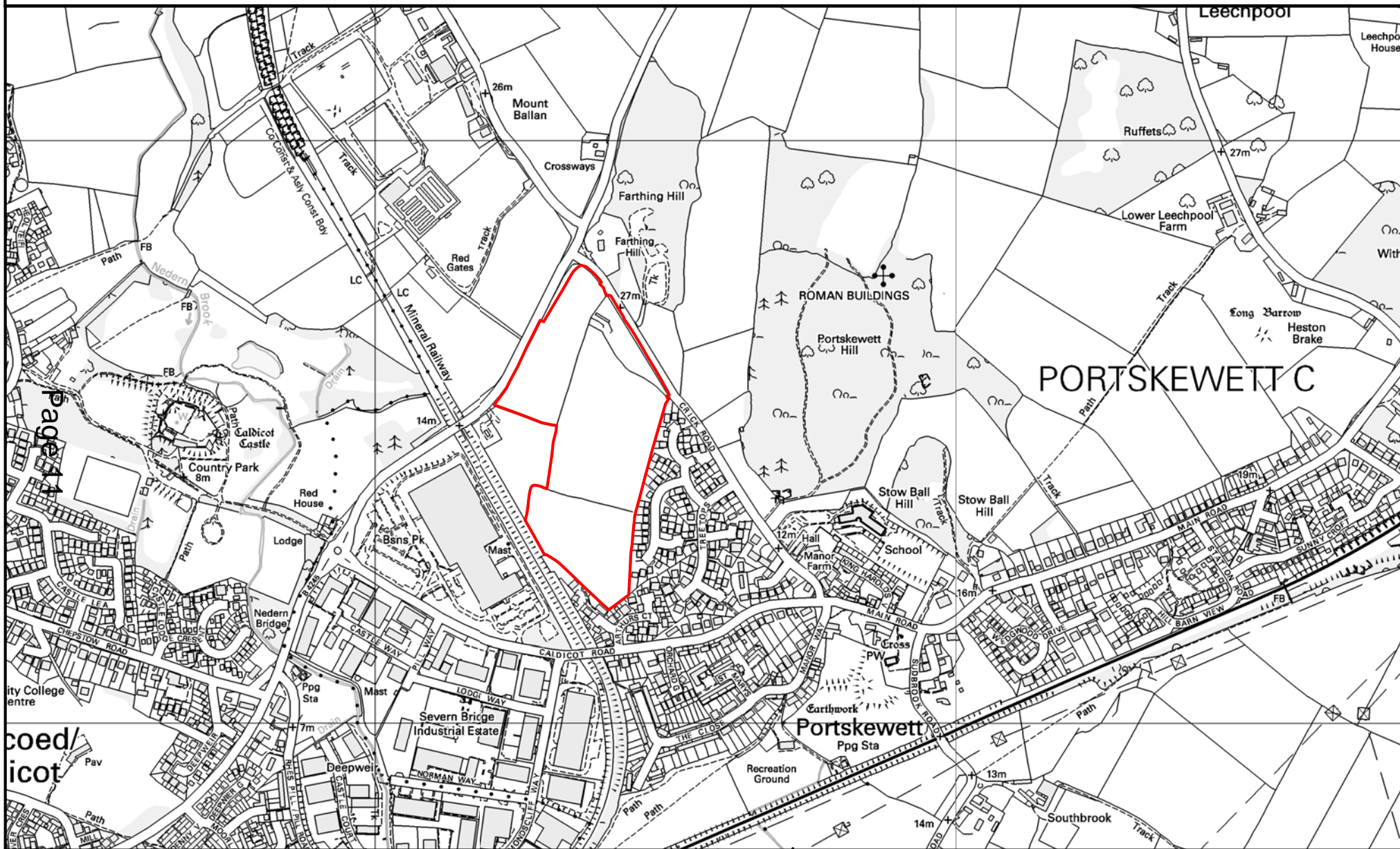
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate 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	Individual Cabinet Member Decision	15 th Feb 2017	

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Location Plan - Land at Crick Road, Portskewett



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SUBJECT:	Skills@Work (ESF PROGRAMME)
MEETING:	Individual Member Decision
DATE:	15th February 2017
DIVISION/WARDS AFFECTED:	Abergavenny

1. PURPOSE:

- 1.1 To provide a progress update on the European Social Fund (ESF) Skills@Work programme and to request approval for MCC to act as lead sponsor in the development, approval and delivery of this regional funding opportunity.

2. RECOMMENDATIONS:

- 2.1 To approve the request for MCC to act as lead sponsor in the ESF funded Skills@Work programme which will include the use of MCC Officer time as match funding for the initiative.
- 2.2 To approve the appointment of officers as required, 100% funded through ESF, to manage and deliver activity for the duration of the programme.

3. KEY ISSUES:

- 3.1 As recognised in the operational programme of the ESF for the 2014 – 2020 programme period, investing in skills is a key driver in the development of a modern knowledge-based economy in responding and adapting to economic changes. There is a strong correlation between qualification and skills, employment and earnings. For those in part-time work who are more likely to have low skills, the role of skills development in addressing in-work poverty is emphasised, particularly in up-skilling those with no or basic skills, to support them to progress within the labour market.
- 3.2 The initial proposal for this initiative was led by Newport CC in 2014 however due to complications with FE institutions and the withdrawal of NCC as lead sponsor, the initiative did not progress. As a result, officers from MCC and Monmouthshire Housing Association met with WEFO in December 2016 in an attempt to resurrect the initiative. Further to this a meeting of all prospective partners took place on Monday 30th January 2017 at which it was agreed by all partners that MCC assume the lead sponsor role in order for the initiative to progress.
- 3.3 The purpose of the three year initiative is to increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential. This is a particular issue in Monmouthshire given that the 2016 median gross pay for women working full-time was £399.90 below the welsh average of £448.50 and the county is currently ranked 21st out of 22 local authorities in this measure.
- 3.4 Community based provision will focus on supporting reluctant learners to engage with flexible learning opportunities outside of the workplace and will offer a range of provision including literacy, numeracy, ICT and other generic transferable skills resulting in an eligible qualification from basic to level 2. Basic literacy and numeracy skills acquisition will also form a key area to improve the mobility of the workforce and sustainable employment.
- 3.5 The partners involved are Monmouthshire CC, Vale of Glamorgan CC, Cardiff CC, Newport CC and Monmouthshire Housing Association, The total value of the

initiative is likely to be in excess of £3 million. More precise forecasting of the project value will become available during the business planning phase, and regular update reports including staffing and financial arrangements will be presented to the Economy and Development Select Committee as the initiative progresses.

4. REASONS:

- 4.1 As recognised in the ESF operational programme 2014 – 2020, investing in skills is a key driver in the development of a modern knowledge-based economy and in responding and adapting to economic changes. There is a strong correlation between qualification and skills, employment and earnings, with those in part-time work more likely to have low skills, emphasising the role of skills development in addressing in-work poverty and up-skilling those with no or basic skills to support them to progress within the labour market.

5. RESOURCE IMPLICATIONS:

- 5.1 Although there are no cash implications for the Authority for this initiative when the offer of grant is accepted, MCC will assume full legal and financial responsibility for the entire operation. Therefore in order to mitigate any external risk an all partner service level agreement will be put in place
- 5.2 The use of MCC Officer time as match funding for the initiative.

6. CONSULTEES:

Senior Leadership Team
Cabinet

7. BACKGROUND PAPERS:

- a) Project overview – Appendix 1

8. FUTURE GENERATIONS IMPLICATIONS:

The significant equality impacts identified in the assessment (Appendix 2) are summarised below for members' consideration:

- 8.1 The Skills@Work programme will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential.
- 8.2 This regional programme will take a strategic approach to ensure a clear focus and alignment to regional priorities such as the LSkiP employment and skills plan and the Cardiff Capital Region.

9. AUTHORS:

Cath Fallon – Head of Economy and Enterprise
Andy Smith – Strategic Investment & Funding Manager

10. CONTACT DETAILS:

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Email: cathfallon@monmouthshire.gov.uk

Tel: 01633 748318 / 07773 478633
Email: andy smith@monmouthshire.gov.uk

Appendix One – Project Overview

The Skills@Work project aims to increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential.

Community based provision will focus on supporting reluctant learners to engage with flexible learning opportunities outside of the workplace and will offer a range of provision including literacy, numeracy, ICT and other generic transferable skills resulting in an eligible qualification from basic to level 2. Basic literacy and numeracy skills acquisition will form a key area to improve the mobility of the workforce and sustainable employment.

Lead Sponsor Monmouthshire CC

Joint Sponsors Cardiff CC

 Monmouthshire CC

 Vale of Glamorgan CC

 Newport CC

 Monmouthshire Housing Association

The project is applying for ESF funds through Priority 2 - Skills for Growth under specific objective 1; To increase the skills levels, including work relevant skills, of those in the workforce with no or low skills.

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Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p>Name of the Officer Cath Fallon</p> <p>Phone no: 07557 190969 E-mail: cathfallon@monmouthshire.gov.uk</p>	<p>Skills@Work (ESF Programme)</p>
<p>Name of Service: Enterprise and Innovation</p>	<p>Date: Future Generations Evaluation 15th February 2017</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?



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential.</p>	<p>The programme will be regionally proofed by the Learning, Skills and Innovation Partnership to ensure the provision is aligned to the employment & skills plan and as such relevant for the emerging Cardiff Capital Region requirements.</p>
<p>A resilient Wales</p>	<p>N/A</p>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The provision will be community based and will have the flexibility to respond to local need.	To ensure the programme focuses on encouraging community cohesion as one of its social drivers.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The programme will work to ensure high standards are met and maintained that do not conflict with the global drivers.	Any decisions taken will take into account global and well-being issues as part of its day to day processes.
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	Equality and diversity is a cross cutting theme of the ESF programme and as such will be integral to all aspects of the programme.	.All marketing and promotional materials will be produced bilingually.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Equality and diversity is a cross cutting theme of the ESF programme and as such will be integral to all aspects of the programme	With the ability to better market and understand data there will be opportunities to target areas of the

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?
		community that may not currently be aware of the offer.

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 programme will be regionally proofed by the Learning, Skills and Innovation Partnership to ensure that provision is aligned to the employment & skills plan and also relevant for the emerging Cardiff Capital Region requirements.</p>	<p>.The employment and skills plan including the sectoral analysis will be a key document in the development of the business plan.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This is a regional proposal with partners from all four SE Wales Regional Competitiveness Authorities.</p>	<p>MCC officers will be part of the pan Wales ESF Priority 2 network consisting of regional leads of all ESF projects operating in Wales.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The provision will be community based and as such will be able to engage with communities at a local level and respond to localised need.</p>	<p>The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.</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>Investing in skills is a key driver in the development of a modern knowledge-based economy and in responding and adapting to economic changes.</p>	<p>A regional strategic approach will ensure a clear focus and alignment to regional priorities and will also reduce administrative costs enabling more of the funding to be used on delivery.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The opportunity to develop a new way of delivering the offer and sustaining its long term future should give the opportunity to better connect wellbeing outcomes to other partners and bodies. The service contributes to the wellbeing goals and staff are to demonstrate and understand their input into the wellbeing goals whilst also considering the impact.</p>	<p>One of the key drivers of the offer is the promotion of culture and art and its revised staffing structure and key developments will reflect that.</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	Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.	n/a	n/a
Disability	What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.	n/a	n/a
Gender reassignment	Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training.	n/a	n/a
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance	n/a	n/a
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, good and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i>	n/a	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?
Race	<i>Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc.</i>	n/a	n/a
Religion or Belief	<i>What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i>	n/a	n/a
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>	n/a	n/a
Sexual Orientation	<i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	n/a	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?
Welsh Language	<i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc. and also the requirement to promote the language.</i>	n/a	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	<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>	n/a	n/a
Corporate Parenting	<i>This relates to those children who are 'looked after' by the local authority either through a voluntary arrangement with their parents or through a court order. The council has a corporate duty to consider looked after children especially and promote their welfare (in a way, as though those children were their own).</i>	n/a	n/a

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

This report is founded upon the following:

- ESF Operation Programme for East Wales for the 2014 – 2020 Programming period
- The Learning Skills and Innovation Partnership employment and skills plan 2016
- The Economic Prioritisation Framework

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 Skills@Work programme will increase the ownership of generic, transferable skills at all levels from basic to level 2 across the workforce of the region through community provision, thereby improving the opportunities for currently low skilled workers to sustain employment and increase earnings potential. This regional programme will take a strategic approach to ensure a clear focus and alignment to regional priorities such as the LSiP employment and skills plan and the Cardiff Capital Region.

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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
Regional proofing by LSiP	April 2017	Cath Fallon	
Approval of the Skills@Work programme	June 2017	Cath Fallon	
Regional project delivery to commence	September 2017	Cath Fallon	

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:	On going
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	<i>IMD</i>	<i>15th February 2017</i>	<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

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