








<p>Name of the Officer completing the evaluation Mike Logan, Disability Service Development Lead</p> <p>Phone no: 07825 099130 E-mail: mikelogan@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>This proposal recommends a restructure of the Direct Payments Team in Social Services, with a Team Leader post being made more part-time and a part-time Business Administration Support Officer post being created to add capacity to the team.</p>
<p>Name of Service</p> <p>Social Services – Direct Payments Team</p>	<p>Date Future Generations Evaluation form completed</p> <p>10 October 2017</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>	<p>The Direct Payments team will have more operational capacity. The restructure also makes more efficient use of staff resources.</p>	<p>No negative impacts are foreseen for this goal</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The DP team will have more resilience to deal with periods of staff leave, and this in turn will enable more DP recipients to stay in control of their care and support packages.</p>	<p>No negative impacts are foreseen for this goal</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?
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The proposal directly contributes to supporting the wellbeing needs and outcomes for over 180 individuals in Monmouthshire	No negative impacts are foreseen for this goal
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The proposal contributes to this goal by helping to make our communities more inclusive: helping people stay stronger for longer in their own homes.	No negative impacts are foreseen for this goal
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The proposal contributes to this goal by enabling more people to stay in control of their wellbeing outcomes.	No negative impacts are foreseen for this goal
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	Direct Payments allow recipients choice and control in how their care and support needs are met, for instance by employing a Welsh speaker or someone who shares an interest in Welsh culture and heritage.	No negative impacts are foreseen for this goal
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Direct Payments give recipients more voice and control, which plays a part in addressing the inequalities that exist in our society.	No negative impacts are foreseen for this goal

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?	Are there any additional actions to be taken to mitigate any negative impacts?
 <p>Long-term Balancing short term need with long term and planning for the future</p>	<p>The DP Team and senior managers have considered the pros and cons of the options in the proposal, and opted for the solution which provides the best balance of short term need with longer term planning.</p>	<p>No negative impacts are foreseen for this goal</p>
 <p>Collaboration Working together with other partners to deliver objectives</p>	<p>We need a range of options for people who need care and support. The DP team enables people to explore solutions for meeting their care and support needs, using a range of options and partners in people's local communities.</p>	<p>No negative impacts are foreseen for this goal</p>
 <p>Involvement Involving those with an interest and seeking their views</p>	<p>The DP team staff were involved in the options appraisal.</p>	<p>No negative impacts are foreseen for this goal</p>
 <p>Prevention Putting resources into preventing problems occurring or getting worse</p>	<p>Direct Payments are used creatively by staff to support individuals to stay stronger for longer in their own communities.</p>	<p>No negative impacts are foreseen for this goal</p>
 <p>Integration Positively impacting on people, economy and environment and trying to benefit all three</p>	<p>The proposal makes cost-effective use of a relatively small financial resource in MCC.</p>	<p>No negative impacts are foreseen for this goal</p>

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Several DP recipients who are in older age groups benefit from support from the DP team.	No negative impact	No significant impact
Disability	Several DP recipients who have disabilities/impairments benefit from support from the DP team	No negative impact	No significant impact
Gender reassignment	No significant impact	No significant impact	No significant impact
Marriage or civil partnership	No significant impact	No significant impact	No significant impact
Race	No significant impact	No significant impact	No significant impact
Religion or Belief	No significant impact	No significant impact	No significant impact
Sex	No significant impact	No significant impact	No significant impact
Sexual Orientation	No significant impact	No significant impact	No significant impact
Welsh Language	No significant impact	No significant impact	No significant impact

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	MCC has responsibilities for safeguarding vulnerable people (children and adults). This proposal does not have a significant impact on these responsibilities, but will create a business admin role which will focus on supporting safe recruiting for DP recipients who employ staff.	No negative impacts	Not relevant
Corporate Parenting	MCC has a corporate parenting responsibility for young people who are looked after. This proposal does not impact on this responsibility.	No negative impacts	Not relevant

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

Discussions with DP Team members and staff colleagues.

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?

Positive impacts: The DP Team will have a more resilient structure which will free up more capacity for dealing with current and future demand for DPs.
 Negative impacts: none identified, although the impacts will be kept under review.

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
Await the outcome of the DMT decision	Oct 2017	DMT	
If agreed, we will recruit to the 2 posts concerned	Oct 2017	DP Team lead	
Induction and ongoing training for the new postholders	October 2017 – Feb 2018	DP Team lead	

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 March 2018. Reports to Social Services senior managers.
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