



<p>Name of the Officer: Jacalyn Richards</p> <p>Phone no: 01495 768330 E-mail: jacalynrichards@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To harmonize contractual arrangements across the service</p>
<p>Name of Service: Youth Offending Service</p>	<p>Date Future Generations Evaluation: September 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


1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The revised contractual arrangements will provide greater certainty to those currently occupying temporary contracts without any financial impact on the service.</p> <p>The revised contractual arrangements will provide those occupying casual contracts with the opportunity to transfer to a fixed term</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?
	contract and enjoy the 'employment rights' associated with this.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral.	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	As 1 above. Workers far more contented knowing that they are permanently employed rather than on fixed term contracts with no financial impact on the service.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The Youth Offending Service is a statutory partnership established by the Crime and Disorder Act 1998 with the principle aim of preventing offending and re-offending thus ensuring that communities are safe.	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

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 more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>We will ensure that our protection of employment policies are delivered to ensure that equal opportunities are implemented.</p>	<p>We will work with our Unions in order to receive feedback to ensure that we continue to work within our policies in relation to equal opportunities.</p>

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>Balancing short term need with long term and planning for the future</p>	<p>Under the current contractual arrangements, there is a risk that employees occupying temporary contracts will leave the service in search of greater financial security. This will result in a significant loss of skill and experience.</p> <p>The offer of a six month fixed term contract to those currently occupying casual contracts is in line with Public Services Commission guidance and will provide the service with the opportunity to review capacity and demand.</p>	<p>N/A</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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Youth Offending Service is multi-disciplinary service made up of staff from:</p> <p>Social Services, Health. Police, Probation, Education.</p> <p>The YOS is hosted by Monmouthshire County Council. Our statutory partners are:</p> <p>Torfaen County Borough Council</p> <p>National Probation Service</p> <p>Aneurin Bevan University Health Board</p> <p>Gwent Police.</p> <p>The YOS is governed by a Local Management Board made up of representatives from our statutory partners and others. The LMB oversee the implementation of the Youth Justice Plan Cymru.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The current proposals have been agreed by the Local Management Board. All YOS staff have been consulted. The recommendations will not affect upon the service provided to the public.</p>	<p>N/A</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>A number of the posts affected are supported by grant-funded projects aimed to prevent offending and re-offending by children and young people.</p>	<p>N/A</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The overall impact is neutral.</p>	<p>N/A</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	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?
Disability	Neutral		
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	Positive. Those currently on casual contracts do not have maternity/paternity rights.		
Race	Neutral		
Religion or Belief	Neutral		
Sex	Neutral		
Sexual Orientation	Neutral		
Welsh Language	Neutral		

- 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	Neutral.		
Corporate Parenting	Neutral		

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

- Review of existing contractual arrangements
- Review of hours worked by those on casual contracts
- Public Services Commission guidance

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?

No significant negative impacts have been identified having completed the Future Generations Evaluation.

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:	Six months – the results will be reported to the YOS LMB.
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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>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>