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| <p>Name of the Officer completing the evaluation Mark Hand</p> <p>Phone no: 01633 644803 E-mail: markhand@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>Permanent change to staff structure in Planning Policy: increase by 0.5FTE</p> |
| <p>Name of Service</p> <p>Planning</p> | <p>Date Future Generations Evaluation form completed</p> <p>27/08/2015</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> | <p>Positive: provides jobs, maintains the employment of a skilled and educated officer, and makes most efficient use of MCC resources by maximising the amount of work that can be undertaken in-house.</p> <p>Negative: none</p> | <p>No negative impacts identified. The post is occupied on a temporary basis so that officer's employment would be continued.</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>Positive: The area of work undertaken by the post directly and indirectly influences these matters via planning policy and land use planning decisions.</p> | <p>None.</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? |
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| | Negative: none. | |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | Positive: the existing post-holder will have job security. Negative: none. | None |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Positive: The area of work undertaken by the post directly and indirectly influences these matters via planning policy and land use planning decisions. Negative: none. | None. |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Positive: The area of work undertaken by the post directly and indirectly influences these matters via planning policy and land use planning decisions. Negative: none. | None. |
| 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 | Positive: The area of work undertaken by the post indirectly influences these matters via planning policy and land use planning decisions. The Welsh language is now a material planning consideration. Negative: none. | None. |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | Positive: The area of work undertaken by the post indirectly influences these matters via planning policy and land use planning decisions. The Welsh language is now a material planning consideration. | None. |

| 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>In terms of the protected characteristics of age, disability, gender reassignment, race, religion or beliefs, gender, sexual orientation, marriage or civil partnership, the post in question is already occupied. MCC is an equal opportunities employer. Recruitment was undertaken in accordance with HR requirements which ensure no discrimination on the basis of protected characteristics. Any necessary future recruitment would be subject to the same requirements</p> <p>Negative: none.</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? |
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|  <p>Balancing short term need with long term and planning for the future</p> | <p><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (i.e. 20+ years)</i></p> <p>The work undertaken by Planning Policy directly relates to promoting and ensuring sustainable development. It is important to ensure this team is adequately resourced, which this proposal seeks to achieve. Full consideration has been given to the financial implications, which are sustainable in the foreseeable future in the context of the challenging financial climate facing Local Authorities.</p> | <p>The proposal takes into account future financial planning and known future workloads. The proposal is the best long term solution based on the information currently known.</p> |

| Sustainable Development Principle | How does your proposal demonstrate you have met this principle? | What has been done to better to meet this principle? |
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|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>Ensuring the Planning Policy team is properly resourced will enable effective community engagement to be maximised.</p> | <p>This specific HR-based request will maintain/raise morale in the team by ensuring the team is adequately resourced and by showing that good officers are valued.</p> |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved?</i></p> <p>The proposal has been discussed with the relevant team members and is fully supported.</p> | <p>n/a</p> |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>The proposal seeks to avoid an issue with staff uncertainty and recruitment.</p> | <p>The proposal avoids future recruitment and staff training costs.</p> |
|  <p>Integration</p> <p>Positively impacting on people, economy and environment and trying to benefit all three</p> | <p><i>There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts</i></p> <p>The work undertaken by Planning Policy directly relates to promoting and ensuring sustainable development and its three areas: environment, economy and society. It is important to ensure this team is adequately resourced, which this proposal seeks to achieve.</p> | <p>The request is a proactive measure to retain skilled, experienced staff and avoid unnecessary expense, as well as maintaining team morale.</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 | None | None | This proposal seeks a permanent contract for an existing member of staff. MCC is an equal opportunities employer. Recruitment was undertaken in full accordance with HR policies, ensuring that there was no discrimination or disadvantage as a result of protected characteristics. The same would apply to any future recruitment that might become necessary. |
| Disability | None | None | See above |
| Gender reassignment | None | None | See above |
| Marriage or civil partnership | None | None | See above |
| Race | None | None | See above |
| Religion or Belief | None | None | See above |
| Sex | None | None | See above |
| Sexual Orientation | None | None | See above |
| Welsh Language | <i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc.</i> None. | None | See above |

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 | <i>Safeguarding in this context applies to both children (not yet reached 18th birthday) and vulnerable adults (over 18 who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of himself or herself, or unable to protect himself or herself against significant harm or serious exploitation.)</i> None. | <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> None. | This proposal seeks a permanent contract for an existing member of staff. MCC is an equal opportunities employer. Recruitment was undertaken in full accordance with HR policies, ensuring that there was no discrimination or disadvantage as a result of protected characteristics. The same would apply to any future recruitment, should the need arise. Employment would not be offered to under 16s. |
| 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> None. | None. | As above. |

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data including the census figures*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors.*

This proposal seeks a permanent contract for an existing member of staff. MCC is an equal opportunities employer. Recruitment was undertaken in full accordance with HR policies, ensuring that there was no discrimination or disadvantage as a result of protected characteristics. The same would apply to any future recruitment, should the need arise.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This section should give the key issues arising from the evaluation which will be included in the Committee report template.

The proposal maintains the employment of a skilled and educated officer, and makes most efficient use of MCC resources by maximising the amount of work that can be undertaken in-house.

The work undertaken by Planning Policy directly relates to promoting and ensuring sustainable development. It is important to ensure this team is adequately resourced, which this proposal seeks to achieve. Full consideration has been given to the financial implications, which are sustainable in the foreseeable future in the context of the challenging financial climate facing Local Authorities.

In terms of the protected characteristics of age, disability, gender reassignment, race, religion or beliefs, gender, sexual orientation, marriage or civil partnership, the post in question is already occupied. MCC is an equal opportunities employer. Recruitment was undertaken in accordance with HR requirements which ensure no discrimination on the basis of protected characteristics. Any necessary future recruitment would be subject to the same requirements.

There are no implications, positive or negative, for corporate parenting or safeguarding.

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 | | | |
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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.

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| The impacts of this proposal will be evaluated on: | n/a The proposal relates to a permanent change to the staff structure of the Planning Policy team. Future recruitment, if needed, would be undertaken in accordance with HR policies in place at that time, which themselves will have been evaluated in terms of equalities impact and sustainability. The staff structure will be reviewed as workloads change or as finances dictate, and any future changes would be subject to their own EqIA and sustainability impact assessment. |
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