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| <p>Name of the Officer completing the evaluation Owen Wilce</p> <p>Phone no: 01633 644420 E-mail: owenwilce@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>To develop a Colleague Volunteering programme which supports, enables and develops volunteering in Monmouthshire.</p> |
| <p>Name of Service</p> <p>A County That Serves – Volunteering in Monmouthshire</p> | <p>Date Future Generations Evaluation form completed</p> <p>20/08/2018</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 | 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? |
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| <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> | <p>The aim of the programme is to create the conditions in which volunteers can thrive. Enabling and mobilizing our colleagues by matching volunteer's interests with effective volunteer opportunities aligned with community priorities. The quality volunteering opportunities will give the volunteers the chance to share and gain skills and experiences. Opportunities that promote development through our Individual training pathway for all volunteers in Monmouthshire. Volunteering opportunities can be stepping stone for a new interest or potential career development.</p> | <p>Developing our digital volunteer management solutions to support both volunteers and staff supporting them to improve efficiency and impact measurement.</p> |
| <p>A resilient Wales</p> | <p>Our colleague Volunteers could potentially be active in a variety of different ecological</p> | <p>Supporting the collaboration between all parties involved with volunteers will contribute to future</p> |


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| Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | <p>projects across the county for example Path care and Bridge surveys, volunteers supported by our countryside department making a positive impact on our county. We could look to supporting voluntary groups that have taken ownership of areas in Monmouthshire and are actively reinstating wild flower gardens across the county.</p> | <p>proofing our offer. Sharing expertise, networks and resources will ensure quality is evident for our volunteers.</p> |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>We aim to increase the level of support for volunteers in Monmouthshire, directly improving the experience for the volunteer through leading Volunteers training and the Volunteer Toolkit. The clear guidance ensures that we are supporting volunteers at the same standard across the authority. Within the programme we will use a distance travelled tool to measure the impact of the opportunity on the Volunteer.</p> <p>In 2009 the University of Ulster carried out a study looking at the impact on volunteers' health the research showing that, under certain circumstances, volunteering has a positive effect on volunteers' health. Some of these health benefits found were: -</p> <ul style="list-style-type: none"> • Volunteering supports mental and physical health by providing stimulation, something to do, exercise, as well as routine and structure in life. • The social aspect of volunteering is highly valued. It provides the opportunity to be | <p>The way in which we support our volunteers through regular supervision sessions will allow us to shape the opportunity to the needs of the individual. Setting agreed goals and reinforcing recognition and achievements. Reduction of barriers to participation is a key aim to the programme, allowing more volunteers to be engaged and supported. The level of the support offered will be consistent.</p> |



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| | <p>socially connected thus buffering the effects of depression, loneliness and social isolation.</p> <ul style="list-style-type: none"> • Volunteering has a positive effect on attitudes, stress and coping style • Volunteering takes people out of their own environment, helps them to gain perspective and broaden their outlook • The additional benefits in terms of positive outcomes for volunteers are the feel good factor of making a contribution to the lives of others and being appreciated and feeling valued for what they do. | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Volunteers engaged on the programme will be linked via social networks through digital media, Volunteer Kinetic https://volunteer.monmouthshire.gov.uk/ and arranged meetings and training. The increased social networks will contribute the goal of cohesive communities.</p> | <p>The regular organisation of networking opportunities for Colleague Volunteers. This reduces the silo mentality often found, agreeing a common purpose and working cohesively.</p> |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>As part of the research for this project we have highlighted the Cities of Service impact volunteering model as global best practice. Now achieving coalition status with the Cities of Service programme we are supported globally and learning how being part of a global movement can benefit Monmouthshire. We also feed our learning and achievements into the Cities of Service programme therefore</p> | <p>The mentoring we have received through the Cities of Service programme has allowed us to foresee potential concerns experienced in other areas. Some mentors have received are four to five years into implementing their colleague volunteering models and happy to share their learning. We are also aware that whilst Cities of Service provides a platform we acknowledge that one size does not fit all. We will take the learning and create a bespoke adaptable model for Monmouthshire.</p> |



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| | globally we are making an impact on wellbeing through shared learning. | |
| <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>We aim to produce our literature and online presence bilingually to promote the Welsh language and conform to the Welsh Language legislation (Welsh Language) (Wales) Measure 2011.and accompanying welsh language standards. Volunteering opportunities within Tourism Leisure and culture are strong and well established from Tourism Ambassadors to Young Ambassadors in sport, museums, libraries etc. We aim to build on this platform to improve participation with volunteers supporting the delivery of welsh language and culture to the citizens in Monmouthshire.</p> | <p>Clear communication within communities is key to developing a vibrant culture, enabling our colleagues make impacts on the priorities within their community. .</p> |
| <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p> | <p>Volunteering offers a platform for people to gain new skills and experiences, this can often be a taster or a transitional route into a better place or even a new career. Within our programme we have equal opportunities guidance within the Volunteer toolkit and follow fair and equal recruitment procedures of our volunteers.</p> | <p>All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.</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? Describe how. | If not, what has been done to better meet this principle? |
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|  <p>Balancing short term need with long term and planning for the future</p> | <p>With the implementation of the programme and our volunteering strategy we no longer have a scattergun approach to volunteering in Monmouthshire. With strategic investment and working closely with volunteers and communities to enable our rich social capital. The programme will develop and equip our colleagues to effectively to contribute to community priorities. This in turn contributes to our organisational priorities of creating resilient sustainable communities and community animation. As the programme is linked to strategy it gives it a solid base and credibility and longevity.</p> <p>The sustainability of the programme is supported by the investment in our volunteers and the staff that support them. This investment is through training for both volunteers and staff also the infrastructure with is focused around the Volunteer Toolkit. This toolkit sets out guidance for both volunteers and staff and provides the framework to support both parties. Many current volunteering projects contribute to environmental priorities.</p> | <p>We have the opportunity to build a sustainable programme underpinned by a robust infrastructure of support for our colleague Volunteers and community groups. The use of the Volunteer toolkit coupled with a training programme will give both staff and volunteer's clear guidance and improved confidence in working together. The closer we can work with our communities the more strength and positive networks will improve the lives of Monmouthshire residents for the challenging future.</p> |

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. | If not, what has been done to better meet this principle? |
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|  <p data-bbox="331 416 510 639">Working together with other partners to deliver objectives</p> <p data-bbox="129 628 293 655">Collaboration</p> | <p data-bbox="544 209 1328 703">The programme will collaborate firstly with communities and volunteers themselves. Internally within the council by promoting joint working and the Volunteering Managers Network supports this ethos. Our strongest partner in co-delivery is Gwent Association of Voluntary Organisations, our work is aligned and we are planning to co deliver training for volunteers in Monmouthshire. Currently a joint initiative with Bridges Community Centre Volunteering for Wellbeing offers the opportunity for supported opportunities. We are working with other local authorities and public bodies both locally and nationally for example Aneurin Beavan Health Board. We are currently supporting WCVA with taking Volunteering forward in the public sector.</p> <p data-bbox="544 740 1294 847">The Cities of Service coalition is global and our mentoring comes from the United States so our collaboration is also global.</p> | |
|  <p data-bbox="349 887 517 1070">Involving those with an interest and seeking their views</p> <p data-bbox="141 1110 297 1137">Involvement</p> | <p data-bbox="544 887 1328 1070">The programme involves a variety of groups from Volunteer focus groups for development and feedback. We are linked with community networks to best understand priorities. Internally we will collate a list of suitable of volunteering activities. Also linking in with national bodies like WCVA.</p> | |

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. | If not, what has been done to better meet this principle? |
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|  <p data-bbox="152 448 291 475">Prevention</p> <p data-bbox="342 209 504 507">Putting resources into preventing problems occurring or getting worse</p> | <p data-bbox="546 209 1301 392">Preventative measure can be implemented and supported by the programme after identification of priorities with the community. For example social isolation in Abergavenny has been highlighted and a community car/transport scheme that is currently being developed.</p> | |
|  <p data-bbox="152 1027 291 1054">Integration</p> <p data-bbox="342 791 517 1050">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="546 547 1323 770">With the use of descriptive well researched volunteer role profiles and positive publicity we feel that we can ensure we have the right volunteer in the right role. Also with the help of the RESULT Coaching model we are able pair trained coaches with groups of volunteers to ensure effective support and supervision.</p> <p data-bbox="546 818 1323 1050">With the development of MCC's Coaching Model. We have ensured that more manager, supervisors and volunteers than ever have undertaken learning and development which is underpinned by our equal opportunities policy, supports the ethos of the Future Generations Act, by ensuring that all business and personal decisions are undertaken within the wider context and recognise the impact on people.</p> <p data-bbox="546 1098 1312 1319">Volunteering has clear social, economic and environmental benefits, we are making sure our volunteering programme contributes to all of these areas. Working with our partners in the third sector such as Wales Council for Voluntary Action and Gwent association of Voluntary Organisations we ensure our approach to volunteer development is integrated with other agencies.</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? |
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| Age | We aim to engage with all members of the community using a variety of channels without discrimination. | | |
| Disability | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Gender reassignment | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Marriage or civil partnership | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Pregnancy or maternity | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |

| 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? |
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| Race | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Religion or Belief | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Sex | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Sexual Orientation | We aim to tailor the needs of the volunteering opportunity without discrimination to the needs of the individual providing the relevant support where required. | | |
| Welsh Language | We aim to set up Welsh speaking volunteering opportunities within the county to add value and better meet the needs of the Welsh speaking residents of Monmouthshire. | | |

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? |
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| Safeguarding | Safeguarding has been a priority for the programme we have implemented safe recruitment process and guidance for Volunteers across Monmouthshire also Safeguarding Level 1 for Volunteers in regulated activity. For young people volunteering under 16 we have implemented both safeguarding protocol and bespoke training. | There is a risk that Safeguarding protocol could be seen as a barrier to Volunteering, however when working with children, young people and vulnerable adults there is little room for negotiation. | |
| Corporate Parenting | | This has not currently implemented but has been highlighted as a potential area for future development. | |

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

With the population of Monmouthshire being 91,300 (2011 Census) much has been written about our rich social capital it was important for us to understand what has gone before in terms of our colleagues already volunteering and also understand the future needs of our colleague volunteers. We will aim to have a baseline as well as detailed information on volunteer activity and specifics around the levels of support different departments offer their colleagues to volunteer. We have over a thousand volunteers from the community supporting us at MCC, from Tourism Ambassadors to Community Bus drivers, Sports Ambassadors and Countryside volunteers volunteer input is high. The priorities for the development of our colleague volunteering infrastructure were determined by research and an initial consultation. Publicity of opportunities, training for volunteers and capturing outcomes are also priorities. The overwhelming drive was that everyone values the support of their volunteers and strive to improve the experience.

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?

Monmouthshire's colleague volunteering programme has a positive impact on all of the wellbeing goals, and has been developed collaboratively with the involvement of volunteers themselves to help enhance the experiences of our volunteers and to maximise their contribution to improving social, economic,

environmental and cultural wellbeing in Monmouthshire. There are no negative impacts. We are confident that we are delivering a model that is in response to what is required by our organisation, our coordinators and our volunteers.

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 |
|--|------------------------------|--------------------|----------|
| Continue Colleague Volunteer Programme Development | By October 2018 | Owen Wilce | |
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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: | 1 st December 2018 |
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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 | Single member decision | September 2018 | |
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