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| <p>Name of the Officer completing the evaluation Peter Davies</p> <p>Phone no: (01443) 228478 E-mail: peterdavies@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>Mandate B16 - proposal</p> <p>To generate awareness with staff who are interesting in accessing the Authority's flexible benefits and employment packages, notably in the form of negotiating reduced hours, taking unpaid leave or purchasing additional annual leave. Take-up would in turn lead to savings for the Authority whilst supporting staff to be able to have flexible working arrangements.</p> |
| <p>Name of Service</p> <p>People Services, Enterprise Directorate</p> | <p>Date Future Generations Evaluation form completed</p> <p>14th September 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>N/A</p> | <p>N/A</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>N/A</p> | <p>N/A</p> |

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|---|--|--|
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | The proposal concerns flexible working and employment practices that are on offer to staff. There is an expected positive impact on wellbeing for any staff making use of these policies. | These proposals will be actively marketed across staff and staff groups to ensure there is maximum awareness. |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | N/A | N/A |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | N/A | 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 | N/A |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | N/A – no impact envisaged | N/A |

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? |
|---|--|---|
|  <p>Long-term</p> <p>Balancing short term need with long term and planning for the future</p> | N/A | N/A |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | N/A | N/A |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | Senior Leadership Team, Members, Cabinet, Select Committees, People Services teams | Consultation will be undertaken as part of the ongoing engagement on developing budget proposals. People Services teams will be engaged at all stages of the development of the proposal and business case. Continuous feedback will be sought. |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | N/A | N/A |
|  <p>Integration</p> <p>Positively impacting on people, economy and environment and trying to benefit all three</p> | N/A | 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.

| 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 | N/A | - |
| Disability | N/A | N/A | - |
| Gender reassignment | N/A | N/A | - |
| Marriage or civil partnership | N/A | N/A | - |
| Race | N/A | N/A | - |
| Religion or Belief | N/A | N/A | - |
| Sex | N/A | N/A | - |
| Sexual Orientation | N/A | N/A | - |
| Welsh Language | 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 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 | N/A | Consideration will need to be given to the storage of sensitive data. | The Authority will ensure that the required levels of security, confidentiality, integrity and availability are considered with all its stored data to ensure that and risks are suitably managed. |
| Corporate Parenting | N/A | N/A | - |

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

[Flexible working application procedure](#)
[Hours and leave policy](#)

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 core benefit from this proposal is the positive impact that staff being able to access flexible working arrangements will have on staff wellbeing.

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 |
|---|------------------------------|--------------------|----------|
| No further actions beyond those listed in the evaluation form above | | | |
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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.

The impacts of this proposal will be evaluated on:

The budget mandate is currently at outline stage. The evaluation form will continually be reviewed as part of the business case development.

The impact of the proposal will be evaluated post-implementation and on a regular basis as part of ongoing policy review.