

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Edwin Gullick</p> <p><b>Phone no:</b> <b>E-mail:</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To recruit, train and retain a cohort of Cadets. The cadets will be trained by MCC staff to become highly skilled and rounded individuals to be absorbed into the operational workforce as members of the existing workforce leave or retire.</p>
<p><b>Name of Service</b></p> <p>Raglan Training Centre, People Services</p>	<p><b>Date Future Generations Evaluation</b> form completed</p> <p>25/10/2018</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal contributes by providing a robust succession planning scheme for operational staff, providing highly skilled, well paid individuals to be absorbed into the Authorities workforce or to be released into the local jobs market where they will boost the local economy.</p>	<p>Robust monitoring and evaluation over time, measuring achievement levels and financial benefits.</p>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	As part of their coursework Cadets will study industry, waste, waste disposal and its effects on climate control and ecosystems	Monitoring
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Cadets will be monitored and trained in wellbeing methodology, the benefits of healthy mind and body and will attend MCC corporate wellbeing events.	monitoring
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The scheme is designed to engender a feeling of belonging to community and to building the economies of local communities.	Wellbeing monitoring
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral (No positive or negative.)	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Applications are being actively encouraged from all areas of society.	

**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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Delivering this scheme will provide a sustainable and cost effective succession plan for operational staff, financial benefits will be measurable from year 3 of the scheme, but huge measurable benefits are going to be immediately apparent regarding recruitment and retention of highly skilled staff. This scheme will be ultimately self-sustaining and will have a life span in excess of 20+ years</p>	<p>None</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This scheme requires the collaboration of all MCC operational departments as well as external Awarding Bodies and training suppliers</p>	<p>None</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All stakeholders and potential stakeholders have been consulted. The stakeholders are the operational areas of MCC, the personnel involved all live in Monmouthshire and are able to fully reflect the views of themselves as stakeholders and as members of the community.</p>	<p>None</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Resources required are very few other than monitoring activities, which can be served by existing processes.</p>	<p>None</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This scheme is intended to foster better feelings of belonging both to community and to colleagues and the workplace, actively encouraging integration and cooperation in the workplace with best practice being shared throughout the organization. This will encourage wellbeing methods and methodologies to be accepted as the norm in everyday life. In turn this will provide a beacon for the authority to see, follow and copy as well as our partner organisations.</p>	<p>Publicity and collaboration with partners.</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](mailto:alanburkitt@monmouthshire.gov.uk)

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	No age limits on recruitment have been imposed, Cadet applications will be considered from all age groups of society		
Disability	MCC is a large multi skilled and multi-faceted organisation, well used to employing people with varied levels of disability, this will be the same with the cadetship scheme	Whilst some disabilities may preclude employment in some operational areas these will be dealt with following MCC's strict guidelines and each case will be considered on its merits should this arise.	
Gender reassignment	This scheme will pose no problem for Transgender people or groups		
Marriage or civil partnership	No Issues		
Pregnancy or maternity	No issues MCC's policies and procedures will be followed		
Race	Applications are accepted from all racial groups with no exceptions.		
Religion or Belief	No issues		

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Sex	This scheme actively encourages applications from both sexes with all being treated equally.		
Sexual Orientation	No issues		
Welsh Language	All documentation is Bi Lingual, with applicants able to be interviewed in both English and Welsh.		

- 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>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	All Cadets, whether pre or post 18 will have a full time mentor trained in safeguarding.		
Corporate Parenting	Looked After children, if employed as Cadets, will be mentored as above but also monitored by Children's Services in line with MCC policy and procedures for "Looked After" children		

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

As outlined in Appendix 1 of the report

**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 cadetship programme is a programme that is specific to Operations with the intention of creating a buffer of staff to provide opportunities to young people to undertake training to a high level in a very competitive work industry and additionally start to reduce the dependency on agency staff. Creating a succession platform for an aging workforce whilst offering additional staff to undertake extra work with the potential for income generation. With learners within a specified age group being able to undertake training and assessment for an occupational route covering highways maintenance, landscaping or grounds maintenance.

**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:	The proposal will be reviewed in December 2019 and reported to SLT.
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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
<b>1</b>	Cabinet	<b>06/11/2018</b>	