

Appendix A



Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p>Name of the Officer Roger Hoggins</p> <p>Phone no: 01633 644133 E-mail: rogerhoggins@monmouthshire.gov.uk</p>	<p>OPEARTIONS DEPARTMENT – ADJUSTMENTS TO STAFFING ESTABLISHMENT</p>
<p>Name of Service: Enterprise</p>	<p>Date: Future Generations Evaluation 3RD December 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?

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 proposed structure seeks to redistribute staff resources to best meet the service needs. It also includes some career grade posts to allow entrants the opportunity to progress as they become qualified/experienced</p>	<p>Service demands change particularly as central government regulations and guidelines place increasing demand upon staff during a time when funding is reducing. This makes better use of resource available</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?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The structure strengthens our response to SUDs and our legislative duties.	As above.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The existing structure places significant pressure upon certain groups of staff and the resultant stress that occurs as they seek to cover the duties. It is recognized that any change causes transitory staff anxiety but eventually the structure will help to balance staff resources to workload demand.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Not a direct outcome but the new engineering structure does allow extra staffing to contribute to infrastructure/highway development and to implement regeneration schemes.	As above
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	.No direct link	As above.
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	No direct link	Any materials produced during the consultation process will be compliant with the Welsh Language (Wales) Measure 2011 as specified in the Standards applied to Monmouthshire

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?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The new structure offers training opportunities to career grade staff and for other staff to seek promotion in some instances.	As above

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>These proposals are all about structuring what resources we have available to meet the service needs now and looking forward.</p>	<p>The review of staff establishments is an inevitable demand as services change possibly by legislation and priorities change – maybe as WG shift the priorities (active travel is an example). As such changes in roles are inevitable but should not be too frequent as they create uncertainty and anxiety for those affected.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Some of these changes are to reflect regulations (e.g. SAB and Healthy eating) but also to respond to changing WG priorities. This allows MCC to work better with WG and others to optimize our communities' benefits.</p>	

<p>How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle</p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Whilst some roles are regulatory they may still require public/stakeholder consultation. Other aspects may not be regulatory (e.g. town centre development and master plans). These in particular benefit from wider stakeholder consultation (Team Abergavenny is an example)</p>	<p>Understanding how to engage with a wider audience is helpful to getting more balanced feedback and deciding what to do.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>These proposals seek to put resources where they can best support the council's role, demands and statutory responsibilities.</p>	<p>The managing of eth transition process will be in accordance with HR policies but has to be managed sensitively to reduce as far as possible the anguish caused to staff affected.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>This report proposes changes to staffing in areas such as school meals, public realm, sustainable drainage. In some instances these impact directly upon the public where in others it is through working with other bodies – e.g. welsh government.</p>	

2. 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	None		
Disability	None		
Gender reassignment	None		
Marriage or civil partnership	None		
Pregnancy or maternity	None		
Race	none		
Religion or Belief	none		
Sex	none		
Sexual Orientation	none		
Welsh Language	none		

3. **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	<i>During the delivery of the programme of activities associated with the production of the Master Plan safeguarding will be at the forefront to ensure that any future service delivery promotes 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>	No negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	<i>During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.</i>	As above	As above

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

<ul style="list-style-type: none"> Welsh Government healthy eating agenda Food hygiene regulations SAB legislation Planning performance offers Active travel and local transport fund TRI funding PTU financial performance and changing service demands (increased ALN travelling demands) Civil parking enforcement Better control of parking, littering, behaviour orders etc.
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5. **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 report seeks to place staff resources where they can have best impact. It is quite likely that this will continue to be short of the public demand in some areas but it puts the services in a better place to meet present and future demands. This will inevitably change in the future requiring more changes.

6. 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
Report for Individual Cabinet Member Decision	12 th December 2018	Roger Hoggins	Submitted

7. 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:	Ongoing at an officer level
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8. 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	<i>Individual Cabinet Member</i>	<i>12th December 2018</i>	The structures may be changed following staff consultation