






<p>Name of the Officer Andrew Kirby</p> <p>Phone no: 07580262166 E-mail: andrewkirby@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>The proposal is for the establishment of two posts; TAF Project Officers– to ensure the delivery and development of the JAFF process in Monmouthshire.</p>
<p>Name of Service</p> <p>Strategic Partnership Team – Families First</p>	<p>Date Future Generations Evaluation form completed</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: The new roles will make the Families First, Team around the Family more effective in supporting families. It will result in a 50% increase in families benefitting from Families First provision which includes education and training aspects.</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</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>The proposal has a neutral impact biodiversity or ecosystems.</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</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?
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The proposal enhances Families First's ability to achieve its objectives. One of which is to support families, children and young people to be healthy and enjoy wellbeing.</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: The proposal enhances Families First's ability to support more families to become more confident, nurturing, resilient and safe.</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Neutral Impact</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</p>
<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>Positive: The proposal enhances Families First's ability to support more families. It encourages children, young people and families to engage with sport, recreation and art, as a means of promoting health and wellbeing. Families First is a Welsh Government- funded programme which complies with WG and MCC's Welsh language policies.</p>	<p>There are no negative impacts of this proposal - No action has been needed / taken.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: Families First provision is available for all families and all activities are monitored. Families First aims to reduce inequity and enable access to services to support families with additional support needs</p>	<p>We will develop our management information to improve our recording of service take-up by clients with protected characteristics.</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 meet this principle?
 <p>Balancing short term need with long term and planning for the future</p>	<p>Families First is a Welsh Government-funded programme which runs to 31st March 2017. This proposal will enhance the support provided to children, young people and families; many of whom will benefit in the long term though improved health, wellbeing and resilience. The programme aims to support families to gain, and progress within employment and support families in poverty to achieve their potential while providing them with the skills and support to do so.</p>	<p>The Families First programme aims to provide short-term support to families in order to equip them with the skills necessary to improve their health, wellbeing and resilience in the longer term.</p>
 <p>Working together with other partners to deliver objectives</p>	<p>Families First works collaboratively with schools, social services, education welfare and a range of projects third sector projects to meet the needs of families in Monmouthshire. This proposal seeks to provide enhanced support to partners.</p>	<p>Our approach is to ensure we work collaboratively within our partnership framework to ensure families receive appropriate support. This approach ensures that FF provision is positioned to provide early intervention as part of a coherent continuum of support.</p>
 <p>Involving those with an interest and seeking their views</p>	<p>As above. Having undertaken a review of Families First provision, we have taken into account feedback received from each of the commissioned projects and Social Services (FF management meetings and discussions with Social Services). In particular, the proposal seeks to address the issue of insufficient lead worker resource.</p>	<p>We hold regular meetings with Families First commissioned projects and Social Services. We also attend regular JAFF (Joint Assessment Families Framework) meetings at each of Monmouthshire's secondary schools.</p>

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better meet this principle?
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal, will strengthen our support provided to families, will increase the level of early intervention (Tier 2 & 3 level) by providing support to 50% more families and therefore, preventing escalation of problems into crisis (Tier 4) and therefore needing support from statutory Social Services provision..</p>	<p>We have reviewed Families First TAF provision and have targeted a number of key developments:</p> <ul style="list-style-type: none"> • Increase lead worker capacity • Improve step-up and step-down procedures with social services • Improve support and training to volunteer lead workers
 <p>Positively impacting on people, economy and environment and trying to benefit all three</p>	<p>Integration of the Families First programme is a prime consideration in ensuring our provision is closely aligned to the range of services which aim to support people and tackle the underlying causes of worklessness. We have linked our services to existing social services provision, as well as the provision of Flying Start, Supporting People and Education.</p> <p>Consequently, Families First is integral to Monmouthshire's approach to tackling poverty.</p>	<p>We have developed a strong partnership approach which enables us to contribute to the principle of positively impacting on people, the economy and the environment.</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	The proposal will allow Families First to support 50% more families regardless of characteristics and does not discriminate against any sector of the population.	None	N.A.
Disability		None	N.A.
Gender reassignment		None	N.A.
Marriage or civil partnership		None	N.A.
Race		None	N.A.
Religion or Belief		None	N.A.
Sex		None	N.A.
Sexual Orientation		None	N.A.
Welsh Language	In line with the development of our communications strategy we are developing bilingual promotional material. We will also give consideration to the recruitment of a Welsh speaking applicants.	None	N.A.

The proposal has equity of opportunity for families of all characteristics.

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	This proposal will a positive impact in supporting services around Safeguarding. By increasing our capacity to work with 50% more families, we will be able to provide more early intervention support. All Families First practitioners are fully trained in line with MCC Safeguarding protocols.	None	N.A.
Corporate Parenting	Neutral Impact	None	N.A>

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

This proposal is a result of a review of Families First provision which has taken place during August and September 2015. We have reviewed performance data, the level of take-up of the lead worker role by partner agencies, and the outcomes achieved under the current model of delivery. We have also undertaken comparisons with other local authorities in relation the proportion of Families First funding allocated to TAF.

During this process we have been able to identify a number of key areas for development, which this proposal aims to target. The new structure will:

- Increase the number of families supported by Families First Team around the Family by 50%.
- Allow the Co-ordinator to focus on developing strategic partnerships, promote the service, develop stronger links with social services, update operational guidelines; and support the training and development of volunteer lead workers.
- Enable us to provide more support to volunteer lead workers.

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?

There are no negative impacts of this proposal. The main positive impacts are highlighted below:

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- Increase the number of families supported by Families First Team around the Family by 50%.
- Allow the Co-ordinator to focus on developing strategic partnerships, promote the service, develop stronger links with social services, update operational guidelines; and support the training and development of volunteer lead workers.
- Enable us to provide more support to volunteer lead workers.

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
We will undertake a review our management information systems to improve our recording of service take-up by clients with protected characteristics.	March 31 st 2016	Kirstin Major / Andrew Kirby	
We will undertake a review of Families First communications and marketing with the aim of making it bilingual and differentiated for clients with specific needs.	March 31 st 2016	Kirstin Major / Andrew Kirby	

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:	March 2016
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