

## Appendix 5: Individual FGE for each proposal

## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Dave Loder</p> <p><b>Phone no:</b> 4298 <b>E-mail:</b> daveloder@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; padding: 2px;">PENT001</td> <td style="padding: 2px;">OPS Street Lighting - Energy Increases</td> <td style="width: 10%; text-align: right; padding: 2px;">74</td> </tr> </table> <p>Increase of budget is required to offset energy price increases.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; padding: 2px;">PENT006</td> <td style="padding: 2px;">Fuel Pressure for Operations - 5% increase based on £800,000 net departmental spend.</td> <td style="width: 10%; text-align: right; padding: 2px;">40</td> </tr> </table> <p>(See Pressure Proposals PENT001 and PENT006 for further information)</p>	PENT001	OPS Street Lighting - Energy Increases	74	PENT006	Fuel Pressure for Operations - 5% increase based on £800,000 net departmental spend.	40
PENT001	OPS Street Lighting - Energy Increases	74					
PENT006	Fuel Pressure for Operations - 5% increase based on £800,000 net departmental spend.	40					
<p><b>Name of Service</b></p> <p>Operations</p>	<p><b>Date Future Generations Evaluation</b> 04/12/2018</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***



- 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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Protects front line service budgets and ensures a stable and efficient service going forward.	Ensure the team that supports the services are equipped for the future and the different technologies/ solutions/ vehicles we will use.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal does not contribute directly to this goal.	Identification of solutions within the service areas to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	This proposal does not contribute directly to this goal.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Approving pressures will ensure that essential front-line services are kept at a standard to meet this goal.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal does not contribute to this goal.	Identification of solutions to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and	This proposal does not contribute to this 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?
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	This proposal does not contribute to this goal.	

## 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	Recognises that funding fuel/energy price increases will allow the Operations department to continue to operate for the long term without seeing a major impact on service delivery.	Identification of solutions to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	N/A	N/A

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>N/A</p>	<p>N/A</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Street Lighting are continuing to invest in LED light technology to reduce our energy output.</p> <p>Transport are continually looking at ways to reduce fuel consumption through route rationalization, skype meetings, investing in electric/hydrogen vehicles etc....</p>	<p>The service does not anticipate any negative impacts as a result of the proposal..</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</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)

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	No Impact	N/A	N/A
Disability	As Above	N/A	N/A

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?
Gender reassignment	As Above	N/A	N/A
Marriage or civil partnership	As Above	N/A	N/A
Pregnancy or maternity	As Above	N/A	
Race	As Above	N/A	
Religion or Belief	As Above	N/A	
Sex	As Above	N/A	
Sexual Orientation	As Above	N/A	
Welsh Language	As Above	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 <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	N/A		
Corporate Parenting	N/A		

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

Energy price increase data from MCC energy manager.  
 Fuel forecast predictions.

**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?**

*This section should give the key issues arising from the evaluation which will be included in the Committee report template.*

**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:	June Enterprise DMT
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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



	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<b>Name of the Officer</b> completing the evaluation  Philip Thomas <b>Phone no: 01633 644809</b> <b>E-mail:</b> philipthomas@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  <b>Budget savings/ increased income proposals for 2019/20 budget onwards</b>  (See Pressure Proposals ENT001 and ENT002 for further information)
<b>Name of Service: Development Management</b>	<b>Date Future Generations Evaluation</b> form completed 23/11/18

***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?
<b>A prosperous Wales</b>	<b>Positive:</b> An efficient development	<b>Better contribute to positive impacts:</b>

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>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>management process is underpinned by the service having an engaging pre-application advice service that can provide support and guidance for customers to ensure the best development possible for the benefit of local communities and to protect character and appearance of Monmouthshire.</p> <p>Planning can provide economic investment and growth, and can protect acknowledged interests such as local amenity and townscape. Ensuring that customers are getting advice early in the process is critical in securing positive outcomes and appropriate forms of development.</p> <p>Providing discretionary services will assist developers in getting a quicker response to be able to react to changes in demand. The additional services will enable property purchasers to achieve a quicker sale, assisting the property market and more confidence in buying.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p>	<p>Monmouthshire's bespoke pre-application advice service provides a customer focused service that enables customers to engage fully within Planning Officers and gain the correct advice to progress their developments and ensure that we receive applications for developments that are of a high standard.</p> <p><b>Mitigate any negative impacts:</b> Care will be taken to improve the understanding of the positive implications of using the Council's pre-application advice services which can benefit its customers in speeding up the later application process. The department will continue to monitor the efficiency of the services and ensure that they meet the service standards set out.</p> <p>Fee increases for pre-application advice are proposed at 2.5%, which is considered tolerable. Customers are, by definition, undertaking significant investment in building work, whether a home extension or bigger project, or home purchase. The fee increases proposed are insignificant in that context.</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?
	<p>The use of press notices to advertise applications where the Regulations no longer require that is not an effective or efficient use of public finances.</p> <p>Negative: The higher charge for some services may be considered to be costly to the consumer. It is an entirely optional service for customers to choose.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p><b>Positive:</b> The services provide support and guidance for customers when submitting a planning application and provide the opportunity for officers to enhance schemes and provide acceptable forms of the services, such as shops and health facilities, or prevent inappropriate development from harming the amenity of an area, or indeed the health of local people.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can</p>	<p><b>Better contribute to positive impacts:</b> The approval and delivery of development proposals can have a positive impact on health and well-being and foster social and community pride in their communities.</p> <p><b>Mitigate any negative impacts:</b> None</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?
	<p>continue to resource these additional beneficial services.</p> <p>Negative: None identified.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> The area of work undertaken by the planning section directly and indirectly influences the appearance, viability, safety and connectivity of communities via planning policy, land use planning decisions. Providing guidance and support to customers at an early stage in the planning process enables the best forms of development possible which is critical in providing sustainable communities.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p> <p><b>Negative:</b> None identified.</p>	<p><b>Better contribute to positive impacts:</b> The timely approval and delivery of sustainable development proposals can have a positive impact on the character and appearance of an area, promote well-being and foster social and community pride.</p> <p><b>Mitigate any negative impacts:</b> None</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p><b>Positive:</b> The area of work undertaken by the planning section directly and indirectly influences local social, economic and environmental well-being via planning policy and land use planning decisions. However,</p>	<p><b>Better contribute to positive impacts:</b> None</p> <p><b>Mitigate any negative impacts:</b> None</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?
	<p>the global-scale effect is acknowledged as being limited, although decision can have a cumulative impact.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p> <p><b>Negative:</b> none.</p>	
<p><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</p>	<p><b>Positive:</b> Planning decisions promote the value and significance of the historic built environment by ensuring that it is a direct consideration in planning policy and land use planning decisions.</p> <p>Planning decisions generally facilitate the provision of playing fields and recreational schemes in general. The Welsh language is now a material planning consideration.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p> <p><b>Negative:</b> none.</p>	<p><b>Better contribute to positive impacts:</b> Timely planning decisions will ensure that proposals foster civic pride through well-designed development in historic areas or through the removal of development that has a negative impact on a heritage designation via enforcement action.</p> <p><b>Mitigate any negative impacts:</b> None</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?
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p><b>Positive:</b> Appropriate development management decisions should bring positive benefits to all members of Monmouthshire’s population through policies that seek to achieve the five main aims of the Welsh Spatial Plan, namely Building Sustainable Communities, Promoting a Sustainable Economy, Valuing our Environment, Achieving Sustainable Accessibility and Respecting Our Environment</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p> <p>The use of press notices to advertise some types of application when no longer required by regulations is not an effective or efficient use of public money. Site notices and neighbor letters are more effective and more accessible ways of ensuring affected parties are aware of proposed development, along with notification of Town and Community Councils and Ward Members.</p> <p><b>Negative:</b> Fee increases could mean the service is unaffordable for some customers.</p>	<p><b>Mitigate any negative impacts:</b> The pre-app advice fee increases are 2.5%. By definition, customers of this service are investing in expensive building projects or home purchase, and the fees in that context are insignificant.</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? 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services. Alternative budget proposals would involve cuts to services.</p>	
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Monmouthshire's bespoke services have been developed and enhanced around the needs of our customers. Members and officers of the Council have a specific interest in the subject to ensure that sustainable forms of development are developed in Monmouthshire.</p>	N/A
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>The services themselves have been created and shaped by customer feedback and engagement. The proposed fee increases will be part of the Council's wider budget consultation process.</p>	As above.



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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The discretionary services provide the basis for designated officers to make timely planning decisions at an appropriate level. The services we provide will enable customers to prevent sales where there may be planning enforcement issues or breaches of planning control.</p> <p>Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.</p>	<p>N/A</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The work undertaken by the development management service directly relates to promoting and ensuring sustainable development and its four areas: environment, economy, culture and society.</p>	<p>The pre-application advice service and other services would facilitate the implementation of the LDP which has been subject to a Sustainability Assessment that balances the impacts on Social, Economic and Environmental factors.</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)

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?
	Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.		
Age	None	None	See above
Disability	None	None	See above
Gender reassignment	None	None	See above

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?
	<p>Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.</p>		
Marriage or civil partnership	None	None	See above
Pregnancy or maternity	None	None	See above
Race	None	None	See above
Religion or Belief	None	None	See above

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?
	<p>Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.</p>		
Sex	None	None	See above
Sexual Orientation	None	None	See above

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?
	<p>Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.</p>		
Welsh Language	Welsh is treated on equal terms as English in the planning process	None	See above

- 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	None.	None	n/a
Corporate Parenting	None.	None.	n/a

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

Monmouthshire's bespoke services have been developed using evidence and data from customer surveys and will be subject to regular review to ensure that the services are efficient and customer focused. We aim to collect feedback from our customers on the services over time and carry out regular review of our performance. We will monitor income from these services, the number of applications made for the services, and the impact it had on the outcome of the subsequent planning application.

To date, 100% of pre-application advice, when followed, has led to a positive officer recommendation.

**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?**

*This section should give the key issues arising from the evaluation which will be included in the Committee report template.*

The work undertaken by the Council's Planning Service, and in particular the Development Management function, directly relates to promoting and ensuring sustainable development. The revised services would enable planning officers to engage with customers at all stages of the planning process to ensure the most appropriate forms of development are approved within Monmouthshire within the quickest period possible. The planning process promotes sustainable forms of development, helping to create jobs and investment, while protecting material interests such as amenity, public safety and biodiversity.

Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.

In terms of the protected characteristics of age, disability, gender reassignment, race, religion or beliefs, gender, sexual orientation, marriage or civil partnership, there are no direct implications as a result of this guidance.

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**7. ACTIONS:** As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

N/A

What are you going to do	When are you going to do it?	Who is responsible	Progress
N/A			

**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.

<b>The impacts of this proposal will be evaluated on:</b>	As part of the Planning Service's Annual Performance Report we will report our performance on statutory pre-application advice enquires, which will be submitted to the Welsh Government and be publicly available. With the Monmouthshire bespoke services we will regularly review the services that we provide and report our performance back to committee on an annual basis.
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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.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Budget Proposal	TBC	



## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Carl Touhig</p> <p><b>Phone no:</b> 01633 644135 <b>E-mail:</b> <a href="mailto:carltouhig@monmouthshire.gov.uk">carltouhig@monmouthshire.gov.uk</a></p>	<p><b>OPERATIONS DEPARTMENT – Savings proposal for improving the quality of recycle by changing the receptacles supplied to collect waste</b></p> <p>(Refer to Budget Proposal ENT003-ENT004 for further information)</p>
<p><b>Name of Service:</b> Enterprise</p>	<p><b>Date:</b> Future Generations Evaluation 3<sup>RD</sup> 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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposals allow for the more efficient use of resources that are collected as recycle in Monmouthshire. Higher quality recycle improves the value of material, increases opportunity for</p>	<p>The changes will allow the service to operate more efficiently now and in the future. Higher quality recycle will allow MCC to move into the circular economy.</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>
	higher paid jobs in manufacturing and upskilling existing workforce.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Efficient waste provision reduces the risk of flytipping and maintains healthy biodiverse habitats.	Higher quality recyclate reduces energy use in the reprocessing system
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	People feel better when they are contributing to positive programmes that improve the environment.	Higher quality recyclate reduces energy use in the reprocessing system
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Higher quality recycling will improve income and allow more resource to be put into improving the local environmental quality	Work with communities over the coming months to ensure there is no reduction in local environmental standards.
<b>A globally responsible Wales</b> Taking account of impact on global wellbeing when considering local social, economic and environmental wellbeing	Wales has an enviable record in sustainable waste management. Ensuring waste is dealt with in the right place is important to keep these services viable.	Reports submitted to Strong Communities Select to ensure members views can be fully explored and changes made where applicable.
<b>A Wales of vibrant culture and thriving Welsh language</b>	All promotional material will be bi-lingual.	Any materials produced during the consultation process will be compliant with the Welsh Language

<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>
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		(Wales) Measure 2011 as specified in the Standards applied to Monmouthshire
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This collection method is closer to the WG Collections Blueprint and helps support a more equal Wales	WG promotes standardized provision of waste services across Wales and in the longer term this proposal can help support these aspirations

<b>How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b> Balancing short term need with long term and planning for the future</p>	These proposals are all about structuring what resources we have available to meet the service needs now and looking forward.	Higher quality recycling will support long term environmental improvements

<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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We will work closely with Viridor during this process to ensure the service quality does not suffer.</p> <p>Reports submitted to Strong Communities Select to ensure members views can be fully explored and changes made where applicable.</p>	<p>As above</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We will work closely with members and residents to ensure their views are taken on board and best practice will be sourced and shared with others</p>	<p>Understanding how to engage with a wider audience is helpful to getting more balanced feedback and deciding what to do.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>These proposals will allow more scope within existing resources to manage waste more effectively</p>	<p>By managing the resource it will minimize the impacts in the future</p>

<p><b>How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle</b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>We have informed neighbouring authorities of the potential impacts at their sites of imposing restrictions in MCC. Many neighbouring authorities have implemented similar restrictions so impact is understood and can be managed</p>	<p>None</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](mailto: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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A

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?
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	N/A

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	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.	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	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.	As above	As above

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

Benchmarking data from LAs on similar restrictions Resident Survey WG Blueprint
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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?**

Changes to waste services need to be managed effectively to ensure residents are made fully aware of the changes and any impact
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**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 Council	January 2019	Carl Touhig	Awaiting recommendations from Strong Communities Select

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>Strong Communities Select</i>	<i>6<sup>th</sup> December 2018</i>	The proposals may be changed following staff consultation



<p><b>Name of the Officer</b> Carl Touhig</p> <p><b>Phone no:</b> 01633 644135 <b>E-mail:</b> <a href="mailto:carltouhig@monmouthshire.gov.uk">carltouhig@monmouthshire.gov.uk</a></p>	<p><b>OPERATIONS DEPARTMENT – Savings proposal for resident permits and reduced days of opening for household waste recycling centres to reduce waste tonnages and management fees at these sites. The resident permit means that access to MCC Household Waste recycling centres (HWRC’s) will be limited to Monmouthshire residents only thereby reducing visits from residents of neighbouring authorities. The proposal suggests that HWRC sites are closed for one or two days each week which reduces operating costs whilst sustaining the service albeit with some inconvenience, as they will be open for 5 or 6 days rather than 7 days as they are now.</b></p> <p><b>(Refer to Budget Proposal ENT005, ENT006 and ENT008 for further information)</b></p>
<p><b>Name of Service:</b> Enterprise</p>	<p><b>Date:</b> Future Generations Evaluation 12th 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?**


<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposals allow for the more efficient use of resources at the sites for residents of Monmouthshire. By making these savings it will</p>	<p>The changes will allow the service to operate, albeit reduced, more efficiently.</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>
	ensure the long term viability of waste provision in county. The new contract will focus on community benefit for jobs and upskilling.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Efficient waste and recycling provision reduces the risk of fly tipping and maintains healthy biodiverse habitats.	As above.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	n/a	n/a
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Maintaining waste services for residents ensures that our communities remain clean, green and safe	Work with communities over the coming months to ensure closures and options are fully understood.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Wales has an enviable record in sustainable waste management. Ensuring waste is dealt with in the right place is important to keep these services viable.	Reports submitted to Strong Communities Select to ensure member's views can be fully explored and changes made where applicable.
<b>A Wales of vibrant culture and thriving Welsh language</b>	All promotional material will be bi-lingual.	Any materials produced during the consultation process will be compliant with the Welsh Language

<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>
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		(Wales) Measure 2011 as specified in the Standards applied to Monmouthshire
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	At present there is huge disparity of service provision across Wales meaning MCC is being unduly affected by cross border waste tonnage. These proposals will help reduce this tonnage	WG promotes standardized provision of waste services across Wales and in the longer term this proposal can help support these aspirations

<b>How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	These proposals are all about structuring what resources we have available to meet the service needs now and looking forward.	Establishing an affordability envelope will allow us to spec a contract that meets our needs now and in the long term. Reducing cross border waste will increase our capacity to recycle more on site.

<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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We will work closely with Viridor during this process to ensure the service quality does not suffer.</p> <p>Reports submitted to Strong Communities Select to ensure member's views can be fully explored and changes made where applicable.</p>	<p>As above</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We will work closely with members and residents to ensure their views are taken on board and best practice will be sourced and shared with others</p>	<p>Understanding how to engage with a wider audience is helpful to getting more balanced feedback and deciding what to do.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>These proposals will allow more scope within existing resources to manage waste more effectively</p>	<p>By managing the resource it will minimize the impacts in the future as the service is retained and remains convenient to residents.</p>

<p><b>How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle</b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>We have informed neighbouring authorities of the potential impacts at their sites of imposing restrictions in MCC. Many neighbouring authorities have implemented similar restrictions so impact is understood and can be managed</p>	<p>None</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](mailto: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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A

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?
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	N/A

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	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.	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	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.	As above	As above

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

- Benchmarking data from LAs on similar restrictions
- Resident Survey
- Viridor management fee proposal

**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?**

Closures and restrictions at household waste recycling centres will always be perceived as negative. We will ensure we communicate in an open and transparent way and one that will allow us to genuinely develop a service provision that meets the needs of future generations

**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
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Report for Council	January 2019	Carl Touhig	Awaiting recommendations from Strong Communities Select
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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>Strong Communities Select</i>	<i>6<sup>th</sup> December 2018</i>	The proposals may be changed following staff consultation



## Future Generations Evaluation (includes Equalities and Sustainability Impact

**Name of the Officer** Roger Hoggins

**Phone no:** 01633 644133

**E-mail:** [rogerhoggins@monmouthshire.gov.uk](mailto:rogerhoggins@monmouthshire.gov.uk)

Compilation of the various car parking savings proposed as part of the 19/20 budget exercise and to consider in the wider context of investment into carpark/highway infrastructure/transport infrastructure' including:

ENT010	OPS - Car Parks - Increase in charges - 10% (short stay car parks to increase to £1.50 for up to 2 hours)	(90)
ENT011	OPS - Car Parks - Charging for Blue Badge Holders but with concession – first hour free	(45)
ENT012	OPS - Car Parks - Remove Xmas free parking (town councils to be offered opportunity to pick up subsidy).	(20)
ENT014	OPS - Car Parks - Identifying additional car parking sites. Severn Tunnel Junction (requires investment)	(15)
ENT017	OPS - Charging for HGVs overnight in Abergavenny Bus Station	(2.0)
ENT015	OPS - Car Parks - changing charging times 08.00-18:00	(3)
ENT016	OPS - Car Parks - Charging On a Sunday - single flat fee £1 all day	(40)

(Refer to Budget Proposal ENT010-ENT017 for further information)

**Name of Service:** Car Parking

**Date:** Future Generations Evaluation 5th December 2018



**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?**

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>There is an obvious negative impact where motorists will be expected to pay more for car parking. However the proposals must be seen in a wider context where car park income is reinvested into Council priorities such as public transport, traffic management, highway maintenance, car park management and maintenance etc.; services that might otherwise be under greater financial pressure from the budget setting overall.</p>	<p>Regular car park users have options to buy various permutations of season tickets at heavily discounted rates.</p> <p>The towns of Abergavenny, Monmouth and Chepstow continue to offer free parking in each town in certain car parks.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The council is investing into research into improving public transport and sustainable fuels. Although not significant the charge for parking may encourage some to use public transport rather than private car</p>	<p>Car park income will help to support research and contribute to any sustainable vehicles purchased into the fleet</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>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>WG is promoting Active Travel (walking/cycling) and income can be used to maintain footpaths, cycle routes etc. The benefits of a healthier lifestyle are known so MCC contribution coupled with active travel grant help to support this.</p>	<p>None</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Better management of car parking (short term, long term, discounted season tickets etc.) all contribute to creating parking for shoppers (to help retail) whilst offering more affordable long term parking options.</p>	<p>Discounted season tickets and long term v short term parking options</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No direct link</p>	<p>N/A</p>
<p><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</p>	<p>Signage is in Welsh and English and some may choose to walk or cycle rather than drive and pay for parking.</p>	<p>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</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>Car park funding contributes to the councils budget which in turn supports services like public transport</p>	<p>Car Park income is reinvested into Council services such as public transport, active travel, traffic and highway management, car park management and</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?
	which might otherwise be under greater financial pressure	maintenance and development (new car parks, modern equipment, car park infrastructure)

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>Car park income contributes to Council priorities. Moving towards a carbon neutral society (WG aim by 2040) will see less people driving private cars so it is appropriate that funding from car users is reinvested into longer term priorities of the authority(carbon reduction, public transport etc.)</p>	<p>A vehicle replacement programme based upon sustainable fuels has been commissioned which will help to inform future purchases. Reviews of public transport are underway and efforts made to sustain public transport which is otherwise under threat due to financial pressure.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>In some instances we are working with other bodies (WG, rail companies) to make the use of public transport more accessible (park and ride). We have also worked with local councils to create parking for public transport (Rogiet CC).</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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals will form part of the budget exercise so will go through a consultation process. Other consultation has already highlighted the need for better access to rail services (park and ride) and a previous car park review had worked extensively with businesses to support the retail/commercial sector.</p>	<p>Any changes to the car park order demands a consultation process so other interested parties will be able to comment.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Looks to support Council priorities and to better manage car parking arrangements</p>	<p>None</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Reduced carbon emissions, supporting public transport,</p>	<p>None</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](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	None	None	N/A
Disability		Within the range of car parking proposals introducing a charge for blue badge holders is proposed by officers again. This has previously been dismissed by members due to the impact upon the disabled within the community. However there is precedent for such a charge amongst other authorities and it is proposed again as part of a wider range of proposals to support council priorities. Mitigation is also proposed to reduce the impact upon blue badge holders.	In previous discussions with representatives of disable groups it was suggested that mitigation might be either the first hour free or buy one hour but get two hours, buy two hours get three hours etc.
Gender reassignment	None	None	N/A
Marriage or civil partnership	None	None	N/A
Pregnancy or maternity	None	None	N/A
Race	none	None	N/A
Religion or Belief	none	None	N/A
Sex	none	None	N/A
Sexual Orientation	none	None	N/A
Welsh Language	none	None	N/A

**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>

	<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	<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?**

Research into other LA’s car parking regimes  
 Feedback from public transport companies  
 WG priorities  
 Council corporate plan (22 for 22)

**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 proposal seeks to generate income to invest in council priorities, extra parking, and to better manage car parking within the authority. Any additional income is reinvested into Council services (transport, highways, active travel) which would otherwise be under greater financial pressure.**

**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
Introduce new charges by notice	May'19	Roger Hoggins	
Draft a new car park order, consult, advertise and implement	July '19	Civil enforcement team	

**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	Cabinet 19 <sup>th</sup> December		Subject to member scrutiny and decision



## Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p><b>Name of the Officer</b> Steve Lane</p> <p><b>Phone no:</b> 01633 644133 <b>E-mail:</b> <a href="mailto:stevlane@monmouthshire.gov.uk">stevlane@monmouthshire.gov.uk</a></p>	<p>Proposal to increase workload managed through Highways Operations thereby improving overhead recovery with a subsequent net benefit to the revenue account (£50k). Likely to require up to £500k extra work being channeled through highways ops mostly coming from capital budget and grant work.</p> <p>(For further information see Budget Proposal ENT019)</p>
<p><b>Name of Service:</b> County Highways Operations (mcc roadworkers and management team)</p>	<p><b>Date:</b> Future Generations Evaluation 5th 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?
<b>A prosperous Wales</b>	Highways ops has demonstrated its capacity to deliver on large projects (car parks, resurfacing projects). The eventual outcome of this approach is the employment	There is a risk accompanying this approach. Should there be no or unsuitable projects then the proposal fails with a resultant

<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>
Efficient use of resources, skilled, educated people, generates wealth, provides jobs	of more roadworkers with the necessary skills or cadets to be trained up in-house in order to provide the capacity required	budget pressure and loss of staff. To avoid this there will be a need for project planning at the start of each financial year to ensure sufficient suitable works are made available.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Not applicable. The work will be carried out either by MCC resources or external contractors.	The proposal is neutral in its impact upon this well being goal
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Local government is generally considered a 'good employer' and more jobs will eventually come through this route if the service area is successful in securing more work.	The status Quo will remain should the proposal not be successful
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	No direct link	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No direct link	N/A
<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	No direct link	N/A

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?
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	More jobs with training opportunities but there are risks should suitable work not be forthcoming. The team are looking to support and encourage routes to employment through the cadet scheme.	The status Quo will remain should the proposal not be successful

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?
 Balancing short term need with long term and planning for the future <b>Long Term</b>	Extra direct employment and seeking to protect the Highways service from cuts that make it at risk of being unable to fulfill its highway duties e.g. gritting, response to emergencies etc. going forward as budget cuts become more difficult to achieve without significant effect to front line services.	The status Quo will remain should the proposal not be successful
 Working together with other partners to deliver objectives <b>Collaboration</b>	If the Highways Ops staff resource grows sufficiently then we may be able to extend our offer to a wider customer base over and above local authorities / Public Bodies	The status Quo will remain should the proposal not be successful

<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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Informal discussions with other MCC Budget holders. Seek discussions with other interested budget holders outside of Highways and MCC</p>	<p>The status Quo will remain should the proposal not be successful</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Looks to sustain staffing levels to protect essential services as budget setting becomes increasingly difficult</p>	<p>Surpluses through these types of initiatives need to be successful. Undertaking statutory duties will become more difficult as further budget pressures prevail.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Neutral</p>	<p>N/A</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](mailto:alanburkitt@monmouthshire.gov.uk)
- 3.

<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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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 <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	<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

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

Discussions with other MCC budget holders  
Capacity of Highway Ops workforce  
Succession planning and minimum staffing levels

**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 proposals have not changed as a result of completing this form.

**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
Meet with Highways design managers to agree what projects Ops will do in next twelve months. Discuss with other MCC budget holders with similar construction needs	March '19	Highways ops	Submitted

Discuss with CC Clerks their construction needs	Summer 19	Highways Ops	
	Summer 19	Highways Ops	

- 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:	<b>Ongoing at an officer level</b> April 2019 – Department Management Team June 2019 – Enterprise DMT
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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	<i>Cabinet 19<sup>th</sup> December</i>		Subject to member scrutiny and decision

## Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p><b>Name of the Officer</b> Steve Lane</p> <p><b>Phone no:</b> 01633 644133</p> <p><b>E-mail:</b> <a href="mailto:stevelane@monmouthshire.gov.uk">stevelane@monmouthshire.gov.uk</a></p>	<p><b>Proposal to create a joint agreement with a private sector partner to improve the management and processing of highway waste arisings (Largely sweeping arisings plus other suitable materials) thereby improving of recycling performance whilst reducing our operating costs</b></p> <p><b>(For further information see budget proposal ENT020)</b></p>
<p><b>Name of Service:</b> County Highways Operations</p>	<p><b>Date:</b> Future Generations Evaluation 5th 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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Creates a private/public partnership to improve recycling figures and also to create an opportunity to generate revenue savings</p>	<p>Negotiations are underway with a potential partner</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)	Improved recycling and reduced carbon foot print	Consideration of the waste within the area that could be processed through this facility improving the benefits for a wider area.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	No direct link	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	This is a different way of processing waste. It allows waste to be processed into the, usual, end product more efficiently.	None
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recycling facility may be expanded to other customers with South Wales	None
<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	No direct link	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	No direct link	N/A

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?

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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>This proposal offers short term financial benefits whilst recycling valuable products previously been considered waste (aggregate, organic material). However it has long term sustainable benefits improved by increased take up by other companies.</p>	<p>There is a risk of financial failure by any private sector partner. A robust contract will be required to protect the council's investment.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The partner organization will likely be a private sector company working on a joint agreement</p>	<p>Due diligence on the Partnering Company will mitigate negative impacts</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The operator will be selling the service to other organisations to the mutual benefit of MCC and the partner company</p>	<p>MCC will help with future customers and reaising profile</p>

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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	Improves recycling efficiency	Status Quo will exist should project not deliver
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	Better use of natural resources by recycling more effectively, and reducing products that would go to land fill	Status Quo will exist should project not deliver

**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](mailto: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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A

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?
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	N/A

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	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.	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	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.	As above	As above

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

Tonnages presently disposed of by MCC and financial modelling

**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 proposals have not changed as a result of completing this form.

**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
Start negotiations with potential partners	March '19 ongoing	Highways ops	Awaiting approval

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  June 2019 – Enterprise DMT
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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>Cabinet 19<sup>th</sup> December</i>		Subject to member scrutiny and decision

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Dave Loder</p> <p><b>Phone no:</b> 4298 <b>E-mail:</b> daveloder@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <table border="1" data-bbox="1070 534 2089 587"> <tr> <td data-bbox="1070 534 1189 587">ENT021</td> <td data-bbox="1189 534 1935 587">OPS - Streetlighting - rearranging of LED SALIX Loans</td> <td data-bbox="1935 534 2089 587">(38)</td> </tr> </table> <p>(For further information see budget proposal ENT021)</p>	ENT021	OPS - Streetlighting - rearranging of LED SALIX Loans	(38)
ENT021	OPS - Streetlighting - rearranging of LED SALIX Loans	(38)		
<p><b>Name of Service</b></p> <p>Operations</p>	<p><b>Date Future Generations Evaluation</b> 04/12/2018</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.



<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal recognises the potential for service efficiencies.	Monitor and manage service efficiencies via the business planning process and revenue budget monitoring process
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal assist with the authorities' ambition to reduce its energy consumption and carbon footprint.	Continued monitoring of the pay back period and return on investment
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	N/A	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	N/A	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal assist with the authorities' ambition to reduce its energy consumption and carbon footprint.	Continued monitoring of the pay back period and return on investment
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and	N/A	N/A




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?
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	N/A	N/A

## 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>	This proposal recognises the need for service efficiency whilst also ensuring that any budget reductions do not inhibit the department's future ability to deliver	The operations department does not anticipate any negative impacts as a result of the proposal and will endeavour to continue to improve their efficiency.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	N/A	N/A

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	N/A	N/A
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	This proposal recognises the need for service efficiency and delivery, this proposal therefore will not inhibit the department's future ability to deliver.	The service does not anticipate any negative impacts as a result of the proposal.

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal will not impact on other partners as it is an efficiency rather than a reduction in service delivery.</p>	<p>The service does not anticipate any negative impacts as a result of the proposal.</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)

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	Neutral -	Neutral	N/A

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?
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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 <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	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Budget data, recognition of spare budget that can be released back into MTFP as a saving.

**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?**

*This section should give the key issues arising from the evaluation which will be included in the Committee report template.*

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**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
Consult with members and public	January 2019	TBC	Pending

**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:	June 2019 – Enterprise DMT
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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>01</b>	<i>Budget Approval</i>	<i>Feb 2019</i>	The proposals may be changed following staff consultation



## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Richard Cope  <b>Phone no:</b> 01633644745  <b>E-mail:</b> richardcope@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Reviewing and transforming the costs of Home to School Transport - To realise the retendering savings on a full year spend from the DPS retendering carried out during 18/19. To follow on with this and have a rolling programme of route optimisation to ensure that best value is obtained from the tender.</p> <p>(Continuation of proposal put forward for 18/19)</p> <p>(Refer to budget proposal ENT022 for further information)</p>
<p><b>Name of Service:</b> Passenger Transport Unit</p>	<p><b>Date Future Generations Evaluation</b> 6<sup>th</sup> 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?** 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>Continuing to ensure a more efficient use of the resources available to sustain the service and to safeguard employment of existing and future employees.</p> <p>There is a potential impact on the local provider market as we seek value for money solutions to currently high cost problems.</p>	<p>Continued consultation with Bus and Taxi operators and parents will contribute to the positivity of the proposals.</p> <p>Meet the Operator Day provided an opportunity to offer increased support to local providers to enable them to sign up to the DPS Framework to tender for contracts.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The re tendering of contracts with route optimisation and introduction of personal transport budgets along with any in house provision may reduce the number of contracts and vehicles required as well as providing some greener fleet. This will reduce CO2 emissions.</p>	<p>Tracking devices are installed throughout the whole of the Council's fleet to optimize data on usage and plan for maximization.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Fewer vehicles on contract work will have a positive effect on the environment and reduce emissions which will contribute to the health and wellbeing of residents. Personal transport budgets will give parents greater choice in transport provision and may reduce the anxiety which will aid mental wellbeing</p>	<p>Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>New solutions for home to school transport will give communities the ability to contribute to the way in which they are connected and safe with the introduction of the choice in transporting children themselves.</p>	<p>Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.</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?
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Collaborative contract provision with cross border working and better choices for parents should lead to a reduction in vehicles and carbon emissions which will contribute to the global well being	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability. This review includes the consideration of Ultra Low Emmission Vehicles (ULEV) in order to further reduce our carbon footprint.
<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	Welsh language will be promoted with all application forms and signage on vehicles available bi lingually.	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Efficient use of resources will sustain the future of the service, therefore enabling pupils to access education, and fulfill their potential.	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.

## 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?

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>The sustainability of home to school transport for the future needs to be a mix of interventions and our continued review of transport will enable us to consider new ways of delivering transport which will make it more sustainable in the future</p>	<p>Consideration of future CYP plans to ensure increased awareness of future transport requirements.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The DPS has been developed with four councils , Monmouthshire Newport Torfaen and Blaenau Gwent which shows our ability in working together with partners. This will reduce administration and make the service more sustainable moving forward.</p>	<p>N/A</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Meet the Operator Day was held before the retender and assistance in showing operators how they could register onto the DPS framework.</p>	<p>Continued engagement with the providers, operators and parents to ensure pupils needs are met</p>

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><b>Prevention</b> Putting resources into preventing problems occurring or getting worse</p>	<p>Amid rising costs for transporting children and an increase in ALN provision, the interventions outlined in the proposal will contribute to the sustainability of home to school transport for the future.</p>	<p>Ongoing liaison with parents, schools and operators to ensure that the best solutions are agreed.</p>
 <p><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>In bringing together proposals this should lead to better integration of services and should improve transport solutions for parents schools and the authority.</p>	<p>Ongoing liaison with schools, operators and neighbouring authorities to ensure that opportunities for integration are considered.</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)

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	Positive impact to ensure young people have continued access to affordable home to school transport.	None	None
Disability	Better choice of transport solutions for ALN Pupils and parents	Changes in service delivery may have a negative impact on pupil wellbeing if not managed well	Continued enagement with parents to ensure changes in service are managed sensitively, with pupil needs considered
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A

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?
Welsh Language	Signage and forms available bi -lingually	None	None

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?
Safeguarding	The Personal transport budgets will have a positive impact on safeguarding children as they will have the option to be transported by parents in a safe environment. Safe recruitment of staff and level 1 safeguarding training for all drivers and escorts will have a positive effect on safeguarding	No Negative impact	Driver and Escort training to level 1 safeguarding and positive behaviour training where required
Corporate Parenting	Level 1 safeguarding training and positive behavior training for drivers and escorts will be a positive impact on safeguarding children and vulnerable adults	No Negative impact	As above

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

- Evidence of current spend on home to school transport
- DPS developed in collaboration with three other authorities and best practice from each collaborated and used to inform terms and conditions of tender
- Personal transport budgets have been introduced in another authority (RCT) and have proved successful as an alternative to contracted transport
- Consulted with operators over payment terms and researched factoring which a number use to improve cashflow which has developed our proposal.

**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 proposals have a positive impact as they are introducing better choice in the ways in which home to school transport is awarded and should reduce the increase in costs relating to the current provision due to increase in ALN provision and the capacity of operators on the current framework. An increase in operators or the option to offer personal transport budgets, better payment terms and conditions and/or in house provision gives the authority a better scope in deciding what is best value moving forward.

**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
TBC			

- 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:	
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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>01</b>	Budget Mandate, SLT Cabinet ,Scrutiny and Council	To be considered	



## Equality and Future Generations Evaluation

<p><b>Name of the Officer</b> Cath Fallon</p> <p><b>Phone no:</b> 07557 190969 <b>E-mail:</b> cathfallon@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>Community and Partnership Development – Budget Savings</b></p> <p>(Refer to budget proposal ENT023 for further information)</p>
<p><b>Name of Service area</b></p>	<p><b>Date</b> 20<sup>th</sup> November 2018</p>

1. **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	This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore not affect the delivery of the service for this characteristic.	n/a	n/a
Disability	See above	n/a	n/a


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?
Gender reassignment	See above	n/a	n/a
Marriage or civil partnership	See above	n/a	n/a
Pregnancy or maternity	See above	n/a	n/a
Race	See above	n/a	n/a
Religion or Belief	See above	n/a	n/a
Sex	See above	n/a	n/a
Sexual Orientation	See above	n/a	n/a
Welsh Language	See above	n/a	n/a
Poverty	See above.	n/a	n/a




**2. 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. There's no need to put something in every box if it is not relevant!


<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal recognises the potential for service efficiencies.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal does not contribute to this goal.	n/a
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	See above	n/a
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The service works with local communities to build resilience and self-sufficiency. This proposal will not impact on their ability to do this.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal does not contribute to this goal.	n/a

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?
<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	This proposal does not contribute to this goal.	n/a
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore not affect the delivery of the service for this characteristic.	n/a

### 3. 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> Balancing short term need with long term and planning for the future	This proposal recognises the need for service efficiency whilst also ensuring that any budget reductions do not inhibit the team's future ability to deliver.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>The service works with partners to build community resilience and self-sufficiency. This proposal will not impact on their ability to do this.</p>	<p>As above.</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>The service does not anticipate any impact on stakeholders as a result of these proposed budget efficiencies.</p>	<p>As above.</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal recognises the need for service efficiency and delivery, this proposal therefore will not inhibit the team's future ability to deliver.</p>	<p>The service does not anticipate any negative impacts as a result of the proposal..</p>

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><b>Integration</b>            Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal will not impact on other partners as it is an efficiency rather than a reductionist proposal.</p>	<p>The service does not anticipate any negative impacts as a result of the proposal.</p>

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	The purpose of this service is to address the social justice agenda, this proposal will not affect the team's ability to do this.	n/a	n/a
Safeguarding	This proposal will not affect the team's ability to address any safeguarding issues should they arise.	n/a	n/a

Corporate Parenting	This service assists in the delivery of the corporate parenting agenda, this proposal will not affect the team's ability to do this.	n/a	n/a
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**5. What evidence and data has informed the development of your proposal?**

This proposal has been formed as a result of a budget analysis exercise and therefore recognises the need for service efficiencies whilst ensuring that future service delivery is not impacted.

**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?**

This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore improve service efficiency whilst ensuring that future service delivery is not impacted.

**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
Implement budget efficiencies	Immediately	Sharran Lloyd

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>1</b>	Budget Mandate	<b>November 2018</b>	



## Equality and Future Generations Evaluation

<b>Name of the Officer</b> Ian Saunders / Richard Simpkins / Matthew Lewis/ Tracey Thomas / Marie Bartlett  <b>Phone no:</b> <b>E-mail:</b>	<b>Please give a brief description of the aims of the proposal</b>  Savings and Pressures Mandates (ENT024 and pressures PENT007, PENT009 – PENT023)
<b>Name of Service area</b> TLCY	<b>Date</b> 5 <sup>th</sup> December 2018

1. 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?
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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 Alternative Delivery Model will provide greater opportunities for all ages as it will look to invest, develop and build on existing facilities and programs. There will also be a joined up approach so that all service areas in scope provide a much wider offer. The new model will also provide employment opportunities in new areas of the business for existing staff within marketing, sales, catering etc. These positive impacts will apply to all protected characteristics listed below	None	Asking all of our customers and partners what matters to them will evidently improve our services. If we are in a position in the future to redesign and invest in facilities we will see an improved offer for all.
Disability	Any new re-design and development of services will conform with the Equalities Act.	None	Working with key partners we have ensured all new facilities and re-developments have/will be fit for purpose and suitable for all abilities
Gender reassignment	As in age row	None	As in age row
Marriage or civil partnership	As in age row	None	As in age row
Pregnancy or maternity	As in age row	None	As in age row
Race	As in age row	None	As in age row

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?
Religion or Belief	As in age row	None	As in age row
Sex	As in age row	None	As in age row
Sexual Orientation	As in age row	None	As in age row
Welsh Language	Consideration will be given to any new signage and plans for any redevelopments to comply with the Welsh Language act. All marketing materials and general information for customers will be provided bilingually including planned social media. There are current Welsh Language courses running for all front of house staff to meet and greet customers and these will be developed. All job adverts are now advertised as requesting Welsh speakers as part of the person specification.	None	Our staff are engaging in improving their ability to communicate through the medium of Welsh. There is support for this centrally via a scheduled training program to ensure our teams are in a good position to deliver the core aims within a set timeframe.
Poverty	As in age row	None	As in age row



**2. 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. There's no need to put something in every box if it is not relevant!



<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>To ensure much valued local services are maintained and by their nature provide employment, growth and an increasingly skilled workforce.</p>	<p>Keeping services open and local but with more community focus and coordination – helping knit communities together.</p> <p>Positive engagement and coordination with community focused services.</p> <p>Income generation and investment in key aspects of the business will ensure the culture and business thrives and there is sustained growth moving forwards.</p> <p>Continue to invest and grow our very successful volunteering scheme.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Continue our close working partnership with countryside and planning and ensuring our green spaces and cultural heritage is supported.</p> <p>Alternative Delivery Model managing all of its greenspaces and property to maintain and enhance biodiversity and promote resilience (in the context of it being a new entity).</p>	<p>The Alternative Delivery Model will seek to develop partnerships and support landscape scale action, provide expert advice and seek to access new forms of funding to secure partnership action.</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?
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive impact by ensuring quality services are provided by offering events and opportunities to encourage a fit and healthy lifestyle through leisure, sport, outdoor education, countryside and cultural access.</p> <p>The new offer will ensure that events and activities are also well signposted and the benefits of such activities demonstrated.</p>	<p>Working with key partners through the Public Service Board will ensure that physical and mental health through activity is widely available and that the Alternative Delivery Model is central to this by working directly with its communities. The work inside Creating An Active and Healthy Monmouthshire Group connects to key acts such as Social Services Wales (Act) the Wellbeing Future Generations, Environment Act and also key strategies and drivers such as obesity including the Gwent Child Obesity Strategy, Get Wales Moving (replacing Climbing Higher), etc. Schools Sports Surveys will be undertaken biannually along with work across Active Gwent Sport Development/Youth Teams, cultural services, cycling and walking product, and exercise referral should all contribute to a positive impact. The Alternative Delivery Model will have the ability to package the offer and market across our communities.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The approval for the formation of an Alternative Delivery Model will ensure the sustainability and growth in these service areas. A known benefit of an Alternative Delivery Model is improved community engagement and connection with local</p>	<p>To ensure the Alternative Delivery Model has a structure which focuses on encouraging community cohesion as one of its social drivers.</p> <p>An extensive customer survey on, 'what matters', has been undertaken across all our</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?
	<p>priorities - this can lead to service improvements and continuing to understand what matters to our customers and partners.</p>	<p>services where, 1,200 returns were obtained and further engagement activities have taken place since then with customers, staff and user groups.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The Alternative Delivery Model will have delegated responsibility to ensure high standards are met and maintained that do not conflict with the global drivers</p>	<p>Any decisions taken by the Alternative Delivery Model will take into account global and well-being issues as part of its day to day processes.</p>
<p><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</p>	<p>The Alternative Delivery Model will incorporate services which contribute greatly to the local culture, heritage and art, this will include the promotion and protection of the Welsh language, which will form part of the core value and aim of the new organisation.</p>	<p>One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, culture and art and its structure and key developments will reflect that.</p> <p>The ability to react to the current markets and trends will enable the new organisation to position itself to meet the outcomes.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The Alternative Delivery Model will incorporate services which contribute greatly to the local culture, heritage and art, this will include the promotion and protection of the Welsh language, which will form part of the core value and aim of the new organisation.</p>	<p>One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, culture and art and its structure and key developments will reflect that.</p> <p>The ability to react to the current markets and trends will enable the new organisation to position itself to meet the outcomes.</p>

**3. 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Business plans, investment opportunities, community, staff and member engagement are part of the next phase of developing the Alternative Delivery Model for the future. During this period there is still a need to ensure the services continue to function and develop.</p>	<p>Reducing budgets and savings have led to some service areas altering core hours of operation. There has been a concerted effort to assist by mobilising volunteers, making efficiencies and generating additional income to ensure negative impact of reducing budgets is mitigated. Where possible we have been using existing staff where we have had vacancies.</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>The services have some key partners from funding, grants and delivery of service. Some key partners include other LA's, Public Health Wales, NRW, Sport &amp; Art Wales, Visit Wales, Town &amp; Community Council, Youth Offer partnership, Creating Active &amp; Healthy Monmouthshire, Schools, Unions. During the Alternative Delivery Model engagement process all major stakeholders and partners will be involved.</p>	<p>The next phase of the ADM will include a full engagement program, scoping of commercial opportunities for which resources and an interim structure will be put in place to move things forwards.</p>

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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>There is an ongoing engagement program in place to ensure all the relevant people are consulted with. This includes all staff across Tourism, Leisure, Culture and Youth Service, Town and Community Councils, the Senior Leadership Team and all Council members within Monmouthshire.</p>	<p>The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.</p> <p>Engagement is an ongoing continual process. A number of 'staff champions' have stepped forward to help with the process to communicate and support teams on the ground. An electronic newsletter is sent to all staff periodically when there is any further information or progress to share. There is also a central location on the Hub for staff to view relevant documentation and post views and opinions on the process. This ensures all staff are receiving a consistent message and the champions have something to share with teams and collect any feedback in necessary.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The business plans for each service are being developed with the site teams and managers. In the plans there are opportunities for growth and investment.</p> <p>If this is not done the services will be managing decline and income targets will not be maintained causing a downward spiral.</p>	<p>The ADM along with the Shadow Board will develop a new staffing structure and investigate how best to mobilise it's incredible talented teams across the various business opportunities and services. We are currently identifying key income pipelines for each area and how these can be developed and joined up within the new model moving forwards.</p>



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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The opportunity to develop a new way of delivering services and sustaining their long term future should give the opportunity to better connect wellbeing outcomes to other partners and bodies. All the services being considered contribute to the wellbeing goals although some are more clearly defined than others. It is important that the services are able to clearly demonstrate and understand their input into the wellbeing goals – it is also important to consider the impact.</p>	<p>One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, equality, culture and art and its structure and key developments will reflect that. All of this will be linked back to ensuring the key priorities of the Future Generations Act are met. A Performance Evaluation Framework will be developed to help the ADM measure its impact on all of the wellbeing goals</p>

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	The ADM will give opportunities to all, giving people the best start in life and support them throughout their lives to lead a healthy and active lifestyle. It will look to close the gap and improve access to services across Monmouthshire.	n/a	We will continue to work closely with our partners to ensure we better understand the needs and engage closely with our users / non-users.

Safeguarding	We will ensure safeguarding is at the forefront of all plans with the relevant documentation, systems and procedures and levels of training in place for all staff relevant to the role consistently across the board.	n/a	We will continue to prioritise our safeguarding measures, reflect on current practice and continue to train staff to the appropriate levels. All service areas have updated SAFE procedures in place in line with MCC procedures and a training database is maintained by all managers to reflect upskilling of staff within this area. We also link with our sports clubs to ensure they have nominated individuals to safeguard their users.
Corporate Parenting	We will continue to work with our partners to assist in any way we can and add value to the current provisions.	n/a	We will continue to have representation for this area at all team meetings and continuously monitor and review all systems and procedures mentioned above to ensure we are providing as safe an environment for all of our customers as possible. We actively encourage all staff to be vigilant and report any instances they feel appropriate and have procedures in place for this.

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

Throughout this process the following documents have underpinned the agreed move to an ADM:

- Final Business Case
- Amion report regarding the Future Options for MCC's Cultural Services;
- The Medium Term Financial Plan;
- Full Engagement Plan;

- Welsh Government Guide to Alternative Delivery Models;
- Anthony Collins Strategic Outline Case;
- MCC Strategic Outline Case;
- Outline Business Case produced by Kevin Ford working as an associate with Anthony Collins
- VAT Report by Mazars
- Advice and Support from other Leisure Trusts/Charitable Organisations
- Draft Heads of Terms for Teckal and Charity
- Draft Articles of Association for Teckal and Charity
- Shadow Board Paper
- Governance note for Teckal and Charity from Anthony Collins
- Draft Business Plan

**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 purpose of the proposed Alternative Delivery Model is to ensure much valued local services are maintained and by their nature continue to provide employment, growth and an increasingly skilled workforce. The proposals will enable services to be kept open but with more community focus and coordination, helping knit communities together. Activities in establishing the Alternative Delivery Model will require positive engagement and coordination with community focused services as well as income generation and investment in key aspects of the business to ensure the culture and business thrives. Incorporated services will contribute greatly to our local culture, environment, heritage and art with the promotion of activity, health and wellbeing forming part of its key drivers.

**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
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Produce and present Strategic Outline Case to Joint Select (SOC)	5 <sup>th</sup> October 2016	Ian Saunders & Working Group
Subject to approval Draft Outline Business Case will be developed	October – February 2017	Ian Saunders & Working Group
Presentation for Senior Leadership Team around the Draft Outline Business Case	26 <sup>th</sup> January 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Senior Leadership Team	February 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Joint Select	27 <sup>th</sup> February 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Full Council for approval to progress to full Business Case	20 <sup>th</sup> March 2017	Ian Saunders & Working Group
Complete full business case and first draft of Business Plan to present to Cabinet	March – December 2017	Ian Saunders & Working Group
Subject to approval the ADM group structure will be established	June – August 2018	Ian Saunders & Working Group
Subject to approval the ADM will go live (Scrutiny/Cabinet/Council)	Dates to be confirmed	Ian Saunders & Working Group

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
<b>1</b>	Principle of the Alternative Delivery Model to be approved	September 2016	

<b>2</b>	Outline Business Case Draft	March 2017	
<b>3</b>	Completion of Final Business Case and first draft of Business Plan	November 2017	
<b>4</b>	Completion of update report and associated draft legal and governing documents	June 2018	
<b>5</b>	Formalising final stage of political decision making process	December 2018	

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Frances Williams</p> <p><b>Phone no:</b> 01633 644686 <b>E-mail:</b> franceswilliams@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees &amp; charges and if there is any scope to increase this for 2019/20.</p> <p>Full details of all proposals can be found under Efficiency Saving Proposal ENT025 – Enterprise Fees and Charges (inc associated spreadsheet)</p>
<p><b>Name of Service</b> Enterprise</p>	<p><b>Date Future Generations Evaluation form completed</b> 5<sup>th</sup> 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?** 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>Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works</p>	<p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 19/20 budget.</p>
<p><b>A resilient Wales</b> 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>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Uplift in fees and charges allows resources to be allocated to priority areas across the authority such as social care and education</p>	<p>N/A</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>N/A</p>	<p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 19/20 budget.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales</p>	<p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the</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?
		authority prior to being considered for inclusion in the 19/20 budget.
<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	N/A	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	N/A	N/A

## 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>Fee increases have been considered in the context of whole life cost analysis over the long term in order to ensure sustainable and cost effective service delivery now and in the future.</p>	<p>Continuous whole life cost analysis informed via regular measurement of impact and return on investment</p>



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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Fee increases are considered in conjunction with opportunities to deliver services more efficiently in collaboration with existing and new partners</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Proposals are informed by market testing and customer engagement and consultation</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal will generate additional revenue and ultimately support the economy of Monmouthshire</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process</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)

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	Neutral	Neutral	N/A

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?
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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 <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	Neutral	Neutral	N/A
Corporate Parenting	Neutral	Neutral	N/A

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

- Review of competitors charges
- Review of practices within other public sector organisations
- Current spend and income data
- Feedback Select Committees, SLT and Cabinet
- Professional advice from investment and legal advisors

**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?**

- Benefits**
- Create an additional revenue source for the Council without affecting services or being an additional cost to tax payers.
  - Ensuring services are delivered in line with inflation

### Negative Impacts

- Increasing costs for customers – Mitigated by a freeze or minimal increase of services provided where the aggregated impact may have greater impact, e.g. School meals and Breakfast Club

**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
Public consultation	January 2019	Chief Officer for Enterprise	On target
Inform service users affected	Following consultation and agreement through the budget setting process	Enterprise Finance Manager	On target

**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: 1 <sup>st</sup> June 2019	Environment DMT
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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	Enterprise DMT	21 <sup>st</sup> Nov 2018	



<p><b>Name of the Officer</b> completing the evaluation Matt Phillips</p> <p><b>Phone no:</b> <b>E-mail:</b> <a href="mailto:matthewphillips@monmouthshire.gov.uk">matthewphillips@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Budget pressure to allow the implementation of the Future Legal Department Business Case</p> <p>(Refer to budget proposal PCEO003 for further information)</p>
<p><b>Name of Service</b></p> <p>Legal</p>	<p><b>Date Future Generations Evaluation</b> form completed</p> <p>28 Nov 18</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.

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>I need to employ skilled and educated lawyers in Monmouthshire from a variety of non-traditional LA backgrounds. This is a job creating proposal.</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?
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The work of the legal department is about protecting and enabling the work done across MCC so everything it does should be in support of the corporate and public services plans through the work of other departments.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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>	The recruitment of new lawyers will only be constrained by the need for suitable qualification	


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?
People can fulfil their potential no matter what their background or circumstances		

## 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>This is the foundation step required for an ever evolving piece when it comes to hoe legal service is provided in MCC</p>	
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Collaboration has been a part of the procurement process undertaken thus via for new electronic ways of working both with SRS partners but also by becoming the first LA in a number of years to get involved in the legal portal developed and used by 8 other South Wales LAs.</p>	



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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Internally I have engaged with all SLT and Heads of Service, as well as political group leaders to understand what they require of the legal department. Externally, I have worked with neighbouring LAs and the network of law firms across Wales to contribute to my thinking, and will continue to do so.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Demand in child protection cases is up 75% this year and the cost of putting just 2 cases to a private law firm was in excess of £16,000. We must continue to retain our people and grow in order to prevent future cost implications. We are in a stronger position than most LAs and must work hard to stay there and then improve.</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>This should be a first step to developing a legal team capable on taking on work from external bodies – BBNP, MHA and Melin in the first palce maybe, but possible work from other LAs in the future.</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)

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?

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	By creating the capacity and skills these proposals are seeking to achieve the aim is to provide scope in the future to take on a trainee lawyer – something that has disappeared from a lot of LA practice but would be hugely beneficial to those starting their careers as it is these training contracts or pupillage places that is the greatest barrier to qualifying as a lawyer currently.		
Disability	These matters are all irrelevant to the recruitment process where a recognised qualification is the only hard bar to success.		
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			

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?
Sex			
Sexual Orientation			
Welsh Language			

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?
Safeguarding	The lawyer sits at the heart of all child protection work around the Court system and so it is imperative we have the right structure and content when it comes to these roles.		
Corporate Parenting			

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

This proposal has been formulated after 3 solid months of understanding conducted through interviews with the current department, SLT, heads of service, other key service users, Councillors, national forums, other LAs, a Judge, law firms and more beyond. It has also included a detailed examination of the finances regarding legal spend across all MCC departments going back to 2012, and the impact of the current situation being at over-capacity (individuals applying for other jobs, mistakes in Court leading to wasted costs orders, work having to be sent externally etc).

**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?**

It's all positive.

**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: continually

**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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer completing the evaluation</b> Tudor Baldwin</p> <p><b>Phone no:</b> 01633 644075 <b>E-mail:</b> <a href="mailto:tudorbaldwin@monmouthshire.gov.uk">tudorbaldwin@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b> Address the Land Charges income pressure. (Refer to budget proposal PCEO004 for further information)</p>
<p><b>Name of Service</b> Land Charges</p>	<p><b>Date Future Generations Evaluation form completed</b> 30 November 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?
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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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	A stable Land Charges service facilities residential and commercial land and property sales in Monmouthshire.	None
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	None	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	None	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None	N/A
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and	None	N/A




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?
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	None	N/A

## 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>	Recognises that yearly income pressures, when addressed, will allow the Land Charges and Common Land services to continue to modernise for the long term.	None
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Will allow the modernisation of the Land Charges and Common Land services, including automation, to continue, which will benefit conveyancers, residents and internal services that use the M3 Land Charges system and access the statutory registers.	None

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Internally I have engaged with the Head of Law, Finance Manager, and the service's accountant.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Will allow the Land Charges service to continue to process property searches within 5 working days.</p>	<p>None</p>

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><b>Integration</b>            Considering impact on all wellbeing goals together and on other bodies</p>	None	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. 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)

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			
Disability	<i>Neutral</i>	Neutral	N/A

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?
Gender reassignment		Neutral	N/A
Marriage or civil partnership		Neutral	N/A
Pregnancy or maternity		Neutral	N/A
Race		Neutral	N/A
Religion or Belief		Neutral	N/A
Sex		Neutral	N/A
Sexual Orientation		Neutral	N/A
Welsh Language		Neutral	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 <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			
Corporate Parenting			

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

Analysis of Land Charges income for the period 2010 to 2017, and monthly income trends for the current financial year.

Monthly statistics for searches completed by the Land Charges service.

The effect of Brexit on the property market has been widely reported.

**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?**

Stability and will allow the Land Charges and Common Land services to continue to modernise for the long term.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>	<b>Progress</b>
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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:	Continual
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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

## Equality and Future Generations Evaluation

<p><b>Name of the Officer</b> Matthew Gatehouse</p> <p><b>Phone no:</b> 01633 644397 / 0778 555 6727 <b>E-mail:</b> matthewgatehouse@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal:</b></p> <p>The proposal will improve the efficiency of our customer contact arrangements. This includes using demand data to optimise staffing rotas in the contact centre; aggregating responses to multiple customer channels including telephony, social media and chatbot in one service; reviewing software and associated license costs and removing under-used licenses and devices; procuring a new telephony/integrated communications software in the second half of 2019/20.</p> <p>(See Budget Proposal CEO006 for further information)</p>
<p><b>Name of Service area:</b> Policy Governance and Customer Service</p>	<p><b>Date:</b> 20 November 2018</p>

1. **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?
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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 should benefit people of all ages. Younger people are more likely to use channels such as the chatbot and social media. By shifting some demand to these channels it will reduce the pressure on conventional access points such as telephony which are the preferred method of contact for a higher proportion of older people.	None identified at this safe	No additional actions identified at this stage
Disability	Increasing the amount of information that is available over the chatbot will provide an additional choice for people who have a hearing impairment. Ensuring the continued availability and viability of a broad range of contact channels including telephony will also ensure the council remains accessible to people who have mobility issues and cannot travel to community hubs.		Explore the effectiveness of chatbots for people with visual impairments who may be using them over a screen-reader.  Further improve the accessibility of the council's website using guidance developed by the Government Digital Service
Gender reassignment	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage
Marriage or civil partnership	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage
Pregnancy or maternity	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage



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?
Race	None identified	Research has shown that Artificial Intelligence has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do.	Work closely with developers to understand any applications where this could potentially occur within the council's chatbot and immediate any remedy immediately.
Religion or Belief	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	
Sex	None identified	Any changes to staffing arrangement in the council's contact centre or hubs will impact disproportionately on females who are more likely to be employed in these job roles	Seek to mitigate any negative impacts by engaging with individuals and, if necessary, exploring re-deployment opportunities through the council's protection of employment policy.
Sexual Orientation	None	Research has shown that Artificial Intelligence has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do.	Work closely with developers to understand any applications where this could potentially occur within the council's chatbot and immediate any remedy immediately.

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?
Welsh Language	.Arrangements include the development of what we believe to be the first bilingual chatbot for council services in Wales.	Low turnover in the council's contact centre limits the ability to recruit Welsh speakers into this front-facing service	Continue to translate all responses into Welsh and ensure the chatbot operates equally effectively in both languages. Ensure the effective promotion of any vacancies to increase applications from Welsh speakers
Poverty	None identified	None identified	None identified



**2. 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. There's no need to put something in every box if it is not relevant!



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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	We have contracted with a firm in the Cardiff City Capital Region to develop the chatbot which contributes to well-paid, highly skilled work in an industry of the future.	Ensure that staff working in the council's contact centre are trained in using the new chatbot and continue to engage with them to maintain skill levels.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Availability of multiple contact channels that enable people to access services from their homes reduces the need to travel and the associated impact of air pollution and congestion.	The ability to operate the contact centre remotely reduces the need to travel and increases resilience that could result from adverse weather conditions by enabling telephony services to operate from any location with wi-fi.


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 healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>There is a risk that increasing use of technology could limit peoples social interactions in the physical environment which could have potential</p>	<p>This is a global rather than a local issue. The Council's Corporate Plan and the PSBs Well-being Strategy contain activities aimed at improving well-being. We will continue to run community hubs that offer a physical contact point for council queries to be answered. The chatbot will also be monitored by staff at the contact centre who can intervene in conversations where they identify a complex issue that cannot be resolved by the bot</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>By investing in a broad range of customer channels we are enabling people in all communities to engage and connect with the council to meet their needs</p>	<p>This could eventually be connected with any outcomes from the GovTech projects which seek to reduce oneliness and increase connections between people in our communities to enhance wwell-being</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No impacts have been identified at this stage</p>	<p>No potential actions identified at this stage</p>
<p><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</p>	<p>Arrangements include the development of what we believe to be the first bilingual chatbot for council services in Wales</p>	<p>As the chatbot is developed it will be able to signpost people to leisure and cultural opportunities</p>
<p><b>A more equal Wales</b></p>	<p>The key issues have been identified in the above section.</p>	<p>By investing in the technology of the future and working with a local technology firm we are supporting an industry that can contribute to increased GVA raising prosperity in the Cardiff</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?
People can fulfil their potential no matter what their background or circumstances		Capital Region and contributing to a reduction in income differentials between this area and other parts of the UK

### 3. 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>We are embracing new technology to increase the ways in which people can engage with the council. The need to understand and maximize the potential of Artificial Intelligence and automation is one of the issues identified in future trends reports commissioned as a result of the PSBs well-being assessment.</p>	<p>None identified at this stage</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>We have collaborated with a local firm to commission the development of this chatbot which has the potential to be adopted by other local authorities throughout Wales and the UK.</p>	<p>None identified at this stage</p>

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Staff from the council's contact centre were amongst a group of staff who developed proposals to improve customer experience as part of the Evolve Cohort in October 2017. They have been involved in this development throughout. It was informed by an analysis that sought customer views and was tested at the Usk show and with a user group of residents</p>	<p>Continue to seek user feedback to enhance the offer.</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>People have increasing expectations of being able to contact services 24/7. By creating an approach that enables simple queries to be answered outside normal office hours we expect to lessen demand on the contact centre between 9am and 11am which will prevent calls going unanswered.</p> <p>By providing effective communications channel people should be able to get queries and secure access to services preventing escalation.</p>	<p>None identified at this stage</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>At this stage there are no competing impacts that need to be re-considered. The proposal is seeking to fully integrate different communication channels into a single place to enhance customer experience and improve the quality of response</p>	

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	<p>By investing in the technology of the future and working with a local technology firm we are supporting an industry that can contribute to increased GVA raising prosperity in the Cardiff Capital Region and contributing to a reduction in income differentials between this area and other parts of the UK</p>	<p>There is a risk that some people who are digitally excluded will not be able to benefit from the council's chatbot.</p>	<p>The proposal ensures a broad range of communication channels that should meet the needs of all sections of our communities ensuring equality of access. We provide digital skills courses through community education services within the council's community hubs</p>

Safeguarding	No safeguarding implications have been identified at this time.		
Corporate Parenting	No corporate Parenting implications have been identified at this time.		

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

- The contact centre handles around 53,000 incoming calls each year, of which around 17% are not answered.
- Analysis of staffing rotas shows they do not match with the demand patterns for incoming calls, there are particular pinch points between 9am and 11am with excess capacity towards the end of the afternoon. Demand is also higher at the beginning of the week than the end.
- Call volumes have dropped since the introduction of MyCouncil Services which presently accounts for about 3.5% of 'visits' across hubs, telephony and digital channels. (This figure is known to be an imperfect measure but can be tracked consistently over time)
- Analysis suggest that over time people will become more and more comfortable, and indeed expecting, of digital channels as a way for council services to be delivered
- A 'leads-to' analysis was completed as part of the Evolve Cohort which led to the identification of the need to develop new digital solutions to meet customers needs.

### 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?

*.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The proposal will optimise staffing to be more closely aligned with demand while also ensuring the adoption of new customer channels that will make services accessible outside of office hours. This is generally positive, however it will be important to understand the impact on some groups with protected characteristics to ensure that they are not disadvantaged and still have access to all existing channels.

### 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
Ensure the testing of the chatbot for people with visual disabilities	December 2018	Digital Marketing Officer

8. **VERSION CONTROL:** The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Budget Consultation	Not yet considered by councillors	





## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer: Nikki Wellington</b></p> <p><b>Phone no: 07766 504389</b>  <b>E-mail: NicolaWellington@monmouthshire.gov.uk</b></p>	<p><b>Federation of a small number of schools in a local area.</b>  <b>(See Budget Proposal CYP001 for further information)</b></p>
<p><b>Name of Service: CYP support Services</b></p>	<p><b>Date Future Generations Evaluation: 28-11-18</b></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?
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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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	<p>The proposal will allow best practice to be shared across the federated schools. This will provide additional opportunities for staff and governors to work across a number of schools.</p> <p>The negative is that there may be less opportunities for Headteachers as there will be fewer posts.</p>	<p>Opportunities for Headteachers to cover a larger number of schools will allow them to develop their skills and share their experience.</p> <p>Any opportunities for Headteacher vacancies will be advertised nationally allowing maximum cover for the vacancy.</p>
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	<p>There will be no impact.</p>	<p>N/A</p>
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	<p>Schools will be able to share best practice this may help schools to plan workload together. It will give greater opportunities for both teaching and non-teaching staff in schools.</p>	<p>None</p>
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	<p>This may bring two communities closer together as the schools will be in the local area. This should allow the communities to be better connected. In some cases our smaller schools do not have the resources to provide all the opportunities that pupils in larger schools have. This will help that situation.</p>	<p>None</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?
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Potentially there may be less travel for staff. The wider community will be able to work together for the good of the greater community.	None
<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	Schools can share the best practice around the culture, heritage and Welsh language. They will be able to share resources which will reduce costs going forward.	None
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Pupils will have more opportunities to work with neighboring schools, allowing a greater sharing of knowledge and understanding. Staff will be able to work closing to develop skills and progress career opportunities.	None

**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?

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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal will allow MCC to more sustainable in the long term. It addresses short term pressures in expertise but also allows future plans to consider consolidation.</p>	<p>Continuous analysis and monitoring of long term benefits against short costs to ensure value for money is being delivered</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>This will allow, staff, governors and parents of both schools to work closer together and deliver the shared objectives.</p>	<p>Joint events to be held to maintain a spirit of collaboration and partnership</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Staff, governing bodies and parents – they will be involved and consulted as part of the process.</p>	<p>Ensure good lines of communication are established to ensure all opinions are taken on board</p>

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><b>Prevention</b> Putting resources into preventing problems occurring or getting worse</p>	<p>Both schools will be able to share resources, this may increase the resources available in each school, and will potentially allow for a saving.</p>	<p>Ensure that the effectiveness of shares resources is constantly reviewed to ensure quality is maintained</p>
 <p><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of staff should be improved as best practice is shared. It will impact on the workload of the Headteacher.</p>	<p>The recruitment process will identify the best person to lead this with the necessary skills and experience. There will also be a head of school / deputy in each school and therefore should help to share the workload.</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 impact pupils will still be educated in their chosen school.	None	N/A
Disability	No impact pupils will still be provided with the necessary resources to support them.	None	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A

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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Greater opportunities to share best practice with the Welsh language and culture. There will be greater opportunities for staff to learn the Welsh language.	None	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 <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	There will be no change to the good practice regarding safeguarding in our schools.	No impact	N/A
Corporate Parenting	No impact.	No impact	N/A

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

This model has been implemented successfully in the past where a Headteacher is absent. MCC are currently undertaking a consultation to federate two schools. All this evidence around standards / resources will be used to shape any model going forward.

**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 positive impacts are:

- Sharing of best practice and resources.
- More opportunities for staff and pupils.

The negative impacts are:

- This will impact on the number of Headteacher vacancies there are across the LA.

**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
Identify schools	Jan – March 19	Will McLean	
Consult on federations	April – August 19	Cath Saunders	



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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:	August 2020
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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	Initial proposal	28-11-18	

## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer:</b> Nikki Wellington</p> <p><b>Phone no:</b> 07766 504389</p> <p><b>E-mail:</b></p>	<p><b>Reduction in the contribution to Gwent Music. The proposal is that the charges for the music centres will increase to offset the savings.</b></p> <p>(For additional information see Budget Proposal CYP003)</p>
<p><b>Name of Service:</b> CYP support Services</p>	<p><b>Date Future Generations Evaluation</b> 28-11-18</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>The proposal will result in an increase in charges to parents, which may impact on the opportunities for our pupils.</p>	<p>It is hoped that the impact will be minimized by increasing the fees for the music centres, therefore the cost of music lessons will not be affected.</p> <p>Pupils who are entitled to free school meals will be able to apply for funding from out access fund. This will provide a subsidy for the provision.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>No impact.</p>	<p>N/A</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>It is well known that music has a positive impact on some people. Helping with mental health and wellbeing.</p>	<p>Any increase in charges may affect some people, however this will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>There may be less opportunities for young people to access music provision across Monmouthshire,</p>	<p>Will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No impact</p>	<p>N/A</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?
<p><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</p>	<p>Music is an important part of the Welsh heritage, any impact may have a negative effect</p>	<p>This will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The music lessons in schools will not be impacted by this proposal but this may impact on the ability for some pupils to fulfil their potential</p>	<p>To minimise this impact, pupils that are entitled to free school meals will be able to apply for funding for the access fund to support their costs.</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? 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>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>All proposals will be considered to minimize the impact on the short term, to allow the service to develop and still support our pupils in the future. The proposal going forward should create equity across all music centres for charges etc. and not affect the provision of music lessons in schools.</p>	<p>Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.</p>

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Both Gwent music and Monmouthshire county council are committed to support music provision, therefore the savings proposed have been developed by the two partners.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>The two partners have developed both Gwent music and Monmouthshire county council are committed to support music provision, therefore the savings proposed.</p>	<p>Schools and parents will have an opportunity through the budget process to provide views on this proposal</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>By making the savings now, the service will be more viable and sustainable for a wide number of pupils in the future.</p>	<p>Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal has been developed between the two parties. Wellbeing impact will be minimised by not impacting the music lessons in schools and provision of a fund to support those entitled to free school meals.</p>	<p>Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.</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)

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?

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	No impact		
Disability		This could impact on those families that are supporting a child with a disability. While it is not always the case, these families may have limited earning capacity and limited income.	Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to FSM.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A

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?
Welsh Language	Neutral	Neutral	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 <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	All safeguarding arrangements will remain unchanged	<i>None</i>	N/A
Corporate Parenting	All corporate parenting arrangements will remain unchanged	None	N/A

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

Data from Gwent Music. Evidence received from reductions made in the past for the Gwent Music. Data from other LA's as to how they have made savings.
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**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?**

Potential increase in costs for pupils. This will be minimized by considering increasing charges for other activities and the use of an access fund for pupils entitled to FSM.

**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
Finalise proposals with Gwent Music	January	Nikki Wellington	
Communication with parents	February - March	Gwent Music	

**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 2020
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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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Initial proposal	28-11-18	

## Future Generations Evaluation

**(Includes Equalities and Sustainability Impact Assessments)**

<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p>Proposal was submitted for 18/19 to charge £1 per pupil to attend the before schools clubs held in our schools. These clubs usually run for 1 hour, the first 30 minutes are childcare and the remaining 30 minutes are for breakfast. The proposal is that if a child attends for the full hour, they will pay £1 for the childcare element. If they attend only for the second 30 minutes, there will be no charge. As a consequence of this decision in the budget for 2018-19 this mandate reflects the 4-month (April to July 2019) £1 charge to all non-Free School Meal pupils.</p> <p>All children who are entitled to free school meals can attend the whole session with no charge.</p> <p>(Please see Budget Proposal CYP004 for further information)</p>
<p><b>Name of Service</b> CYP Finance</p>	<p><b>Date Future Generations Evaluation</b> 29<sup>th</sup> November 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.


<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	By increasing the charge for these clubs, it ensures their sustainability. This will provide part time jobs in our local schools.	All pupils who are entitled to free school meals will not be charged and all pupils will be entitled to a free breakfast.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	All pupils will have access to a free healthy breakfast. Charges will be for the childcare element for pupils that are not entitled to free school meals	The breakfast provision remains free and pupils entitled to free school meals do not need to pay for the childcare element.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	No impact	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	N/A

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?
<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	Some clubs do run activities during this time to promote sport etc. All pupils will be entitled to a healthy free breakfast.	None
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	No impact	N/A

## 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>	The charges will enable the clubs to be sustainable for the longer term.	While the proposal is to charge for the childcare element, pupils entitled to free school meals will not need to pay and all pupils can attend free for the breakfast part of the club.

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Schools have worked with the local authority to implement this provision and collect the charges where applicable.</p>	<p>None</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Consultation with parents and partners took place last year via the budget proposals.</p>	<p>Continued consultation with parents</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Pupils will access a healthy breakfast prior to school. This will help them concentrate in school and could lead to an increase in achievements for that pupil.</p>	<p>None</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	Pupils will access a healthy breakfast prior to school.	None

**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)

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?

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	Pupils of school age will have access to a healthy breakfast. This will be free to pupils on FSM.	There will be a charge to those pupils that are not entitled to FSM.	All pupils that are entitled to FSM can attend the whole club for the hour. Those that are not will still have access to the free breakfast, but will need to pay for the childcare element. They can chose not to attend the initial half hour, and therefore the club will be free.
Disability	All pupils regardless of their disability will have access to the club and will be supported appropriately. le one to one support if required.	This could impact on those families that are supporting a child with a disability. While it is not always the case, these families may have limited earning capacity and limited income.	All pupils that are entitled to FSM can attend the whole club for the hour. Those that are not will still have access to the free breakfast, but will need to pay for the childcare element. They can chose not to attend the initial half hour, and therefore the club will be free.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A



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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	The breakfast clubs also carry out additional activities for pupils; this will include activities focusing around Welsh Language and Welsh Culture.	None	None

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?
Safeguarding	All safeguarding policies will be followed by schools. Pupils will be in school for a longer period of time and this could be a benefit to some pupils.	None	None

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

- Current provision both for costs and sustainability.
- Data from other Local Authorities
- External childcare provider costs
- Data from the first term of introducing a £1 charge.

**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 main negative impact is the costs to families for this. There will be an impact on families, and it could make it unaffordable for some. The mitigation is that all pupils entitled to free school meals, will be able to access the whole duration at no cost, and those that are not entitled will be able to access the breakfast duration for free, with a charge for the childcare element. The proposed charges are less than would be paid via an external childcare provider.

**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
Assess the impact of these proposals, both in terms of income received and any actual fall in attendance	August 2020	Nikki Wellington and Sue Hall	

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:	August 2020
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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
1.0	Initial draft	29 <sup>th</sup> November 2018.	

## Future Generations Evaluation

**(includes Equalities and Sustainability Impact Assessments)**

<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p>The budget proposal is to reduce the funding via the funding formula for Mounon House. This is based on a reduction in pupil numbers attending the provision. This has also led to a reduction in recoupment income for pupils attending the school.</p> <p>The current numbers on roll are 19 pupils.</p> <p>The funding formula delegation for Mounon House Special School has not been reviewed since 2010 and at which stage the formula funded based on full residential capacity, being 42 placements. However in 2016-17 the budget was reduced by £250,000 as reflection of the reduction in pupil numbers at that time. At that time there were 10 residential pupils, there is currently 1.</p> <p>(Please see Budget Proposal CYP006 for further information)</p>
<p><b>Name of Service</b> CYP Finance</p>	<p><b>Date Future Generations Evaluation</b> 30<sup>th</sup> November 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.


<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There may be an impact on staffing, given the funding reduction it will be necessary to make staffing reductions to balance the budget.	All employment protection policies will be followed.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	There could be an impact on staff wellbeing while the process for staffing reductions is carried out. There may also be an impact on the pupils with staffing changes.	All employment protection policies will be followed.  The impact on pupils will be managed through the staff at the school.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		The impact on the school community and pupil community may see a negative impact. All staffing reductions will follow the protection of employment policy and all pupils' views will be considered in determining the final impact.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local	No impact	

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?
social, economic and environmental wellbeing		
<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		The reduction in staff may see an impact on the provision of opportunities for pupils. This is be minimised by achieving the saving in the way that least impacts the school,
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	No pupils who are currently accessing the school will see any change in provision. All pupils will continue to be supported to achieve their potential.	

## 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>	With the reduction in pupil numbers there is a need to reduce funding to the school to ensure best use of resources across the LA.	Full consultation will take place with regard to the changes. Any changes will be reviewed to minimize the impact to staff.

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Partners such as Social Services and Health are key partners in securing success and they will be consulted at all stages and their views will be discussed and considered when determining the most appropriate provision to meet the needs of the pupil.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>All partners and key stakeholders will be consulted. The views of children and young people will be listened to and will form a central part of the decision making process.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>There is a need to reduce the funding as the pupil numbers are falling, therefore the use of the financial resource needs to be considered for the wider LA.</p> <p>If this is not considered other services will be impacted, with the school seeing a growing surplus which is not being put to best use.</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>All partners will work together and therefore the partners will have a clear understanding of the needs of that pupil so that they can collectively act in the best interests of the child or young person in determining the most suitable provision. This will allow them to better meet the child or young person's educational needs as well as their wider social, emotional and community needs.</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)

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		<i>Depending on the age profile of staff and their length of service, there could be an impact on younger members of staff.</i>	<i>Protection of employment policy will be followed.</i>



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?
Disability		<i>Pupils supported by the school have a range of needs. Any reduction in staffing could impact on the provision.</i>	<i>Careful consideration around the needs of the child and the wider provision before any decisions are made to make savings.</i>
Gender reassignment	<i>No impact</i>		
Marriage or civil partnership	<i>No impact</i>		
Pregnancy or maternity	<i>No impact</i>		
Race	<i>No impact</i>		
Religion or Belief	<i>No impact</i>		
Sex	<i>No impact</i>		
Sexual Orientation	<i>No impact</i>		
Welsh Language	<i>No impact</i>		

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 safeguarding arrangements will remain unchanged.		
Corporate Parenting			

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

Pupil data.  
 Review of current and future needs.  
 Current provision within our schools.  
 Current and future budgets.

**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 positive impact is the proposal to identify needs at an earlier age and to educate pupils in their own communities, where possible. This will have a positive impact on the wellbeing of the pupils and their families. The main negative impact is the potential redundancies for staff where they cannot be redeployed.

**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
Consultation with school and wider partners	January 2019	Finance and people services	

**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:	December 2019
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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
1.0	Initial draft.	30-11-18	

## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p>The proposal is to make staffing budget savings for early years. One post is grant funded and funded in the base budget, therefore this saving can be made.</p> <p>(For further information see Budget Proposal CYP007)</p>
<p><b>Name of Service</b> CYP Finance</p>	<p><b>Date Future Generations Evaluation</b> 29<sup>th</sup> November 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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The post enhances the service provided by the Early Years section. This will continue as the terms of the grant can support these two posts.	The grant funding has been in place for a number of years and has been agreed for 2019-20.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The posts support wellbeing in our young people and therefore this support can continue.	Monitor impact via service business plans and performance appraisals
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	No impact	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	N/A
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and	No impact	N/A


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?
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	No impact	N/A

## 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	In the short term these posts can be funded via a grant.	<p>If the grants are withdrawn the posts may need to be withdrawn, or core budget found to support these.</p> <p>Both these grants have been longstanding grants and support core areas of work.</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	N/A	N/A

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	N/A	N/A
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	This proposal will stop the double funding of two posts.	None



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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The grants support the well-being agenda for early years.</p>	<p>None</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)

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?

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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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 <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 safeguarding arrangements will remain unchanged.	<i>None</i>	
Corporate Parenting	N/A	N/A	N/A

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

The grant terms and conditions will be used to assess the impact of the grant. The evidence for the proposal is the posts are currently funded via a grant and also there is a base budget within the directorate the fund these posts, hence these are double funded. There will be no impact on the service or the roles as the grant has already been provided for the 2019-20 financial year.

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?
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
<b>Review of grant impact</b>	<b>31<sup>st</sup> March 2020</b>	<b>Early years manager</b>	

**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 2020.
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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
1.0	Budget Papers	29 <sup>th</sup> November 2018.	

## Future Generations Evaluation

**(includes Equalities and Sustainability Impact Assessments)**

<p><b>Name of the Officer:</b> Sharon Randall-Smith</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> SharonRandall-Smith@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Our proposal is to remodel the SpLD Service to deliver more effective support for pupils with literacy difficulties in primary schools. This means that we would target our support towards literacy difficulties, rather than on the global definition of SpLD. As a result, we propose to reduce the SpLD team from the current 3.8 fte to 1.6 fte. Schools would still be able to access advice, support, guidance and training from the SpLD team.</p> <p>At present primary schools currently contribute to cost of the SpLD service through an SLA. Under this proposal, primary schools would no longer be required to buy into an SLA to access this support. Secondary schools could still commission bespoke advice and support as required and as they do under the existing arrangements.</p> <p>(Refer to Budget Proposal CYP009 for further information)</p>
<p><b>Name of Service</b> CYP SpLD</p>	<p><b>Date Future Generations Evaluation</b> 4<sup>th</sup> 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?** 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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There will be an impact on staffing, given the narrower focus for the service and a reduction in funding. It will be necessary to make staffing reductions to balance the budget.	All employment protection policies will be followed.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	There could be an impact on staff wellbeing while the process for staffing reductions is carried out. There may also be an impact on the pupils if staffing is reduced without sufficient notice.	All employment protection policies will be followed.  The impact on pupils will be managed through by the SpLD Team Leader and staff at the school.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	No impact	No impact
<b>A globally responsible Wales</b>	No impact	No impact



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?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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	No impact	No impact
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Pupils may not make the expected progress if schools do not have the skills to effectively implement the SpLD Framework to meet the needs of this group of pupils	The SpLD team has delivered 'Identifying SpLD Dyslexia and Supporting Strategies within the Classroom' training to all thirty primary schools, one secondary school and our special school. The SpLD team will offer this training to the remaining schools and continue to provide on-going advice, guidance and support to ensure schools maintain a high level of skill to support these pupils to fulfil their potential.

## 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?

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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Following the publication of the Specific Learning Difficulties Framework Welsh Government Guidance in 2015, schools have developed the skills and capacity to support pupils with SpLD within their wider approach to providing support for pupils with ALN.</p> <p>This enables the SpLD team to focus on supporting literacy difficulties. As a consequence, this means that there is a need to reduce the size of the SpLD team to ensure the best use of resources across the LA.</p>	<p>Full consultation will take place with regard to the changes. Any changes will be reviewed to minimize the impact to staff or pupils.</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>All partners and key stakeholders will be consulted. The views of children and young people will be listened to and will form a central part of the decision making process.</p>	<p>Full consultation will take place and any changes will be considered in the light of feedback from key stakeholders.</p>



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><b>Prevention</b> Putting resources into preventing problems occurring or getting worse</p>	<p>There is a need to continue to support schools by providing SpLD advice, guidance and training so that they have the skills and capacity to meet the needs of these learners within their wider arrangements for ALN. Therefore we will retain a proportion of the team to facilitate this support.</p> <p>If we don't continue to provide some support, there potentially could be an increased demand on other services including EPS and ALN.</p>	<p>Retaining 1.6 fte SpLD team will ensure that schools receive access to on-going advice, support and training as well as specialist assessments and some direct teaching.</p>
 <p><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>Schools and the SpLD will work together to ensure that practitioners receive appropriate training, support and advice to identify, understand and meet the needs of these learner and in doing so, ensure they achieve their potential academically, socially and emotionally.</p>	<p>The SpLD team will ensure that schools continue to receive suitable access to on-going advice, support and training as well as specialist assessments and some direct teaching.</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	Neutral	The age profile and experience of staff and their length of service, there could be an impact on younger members of staff	Protection of employment policy will be followed.
Disability	Neutral	Pupils and schools supported by the SpLD service have become accustomed to a wider range of support and this may have a negative impact for some pupils where there is less expertise in schools.	The SpLD Service has delivered 'Identifying SpLD Dyslexia and Supporting Strategies within the Classroom' training to all thirty primary schools. The service will ensure that any schools requiring additional training will be supported.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A

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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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 <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	Neutral	Neutral	NA
Corporate Parenting	Neutral	Neutral	NA

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

Pupil progress data  
Pupil standardised data  
Specific Learning Difficulties Framework Guidance 175/2015

**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 positive impact is the proposal will enable the SpLD service to focus on supporting pupils with literacy difficulties and continue to provide advice, support training and guidance to schools and that schools will be able to access this service without a cost. The main negative impact is the potential redundancies for staff where they cannot be redeployed,

**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:

July 2019

- 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
1.0	Initial draft.	<b>04-12-18</b>	

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Eve parkinson</p> <p><b>Phone no: 07970433277</b> <b>E-mail:</b> <b>eveparkinson@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Continue to review and implement practice change across social care and health.</p> <p>Over recent years introduction of new ways of working have realised savings in adult services, this is an on-going journey and further savings are expected to be realised.</p> <p>These will be achieved by;</p> <ul style="list-style-type: none"> <li>• Place based working in collaboration with third / independent sector</li> <li>• Preventative innovations</li> <li>• Ensuring all assessments and interventions are person centred with a focus on well-being therefore reducing dependency and empowering individuals / families / communities to realise and achieve their own outcomes.</li> </ul> <p>(See Budget Proposal SCH001 for further information)</p>
<p><b>Name of Service</b></p> <p>Adult Services</p>	<p><b>Date Future Generations Evaluation form completed</b></p> <p>29<sup>th</sup> November 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**

**10. 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.




<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Utilisation of skilled workforce Community and individual assets	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Focus is on health and well – being of individuals / families / communities	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Development of place based services to contribute to healthy inclusive communities	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local	N/A	


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?
social, economic and environmental wellbeing		
<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	N/A	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Focus on supporting people to achieve what matters to them	

### 11. 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>	Effective practice change will ensure the long term sustainability of the service	



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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Working with health / third sector / independent sector / other areas in MCC / other partners e.g. education / police etc</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Will have a direct positive impact on those in receipt of services</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Focus on health and well-being supporting people to be as independent as possible, included and with a sense of purpose</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	As outlined	

**12. 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)

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?

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	Efficient and resilient service delivery will enable us to continue to meet the needs of older people through a 'what matters' approach.	N/A	
Disability	Efficient and resilient service delivery will enable us to continue to meet the needs of those with additional needs through a 'what matters' approach.	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	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	

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?
Welsh Language	N/A	N/A	

**13. 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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	N/A	
Corporate Parenting	N/A		

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

- Practice change over previous years
- Local and national initiative – FGWBA, Parliamentary review

**15. 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?

Promoting healthy, , inclusive communities with sustainable futures

**16. 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
<b>On-going</b>			

**17. 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:

1<sup>st</sup> September 2019 – SCH DMT

**18. 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.	Budget mandate for SLT		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

**Name of the Officer**

Tyrone Stokes

**Phone no: 01633 644589**

**E-mail: tyronestokes@monmouthshire.gov.uk**

**Please give a brief description of the aims of the proposal**

The additional income from non-residential charging for the below: -

1. Anticipating Welsh Government increasing the current weekly maximum charge from £80 to £90 in 2019/20 and then £100 in 2020/21

Currently when assessing clients through the means tested criteria set out in the SSWB Act 2014, the maximum weekly charge we can enforce for non-residential services is £80. The Government pledge was to increase the maximum charge to £100 per week by 2020. This proposal is to model if the Government rose next year the maximum to £90 per week, and then the following year to £100 per week, what additional income that would generate, based on our current client base and their ability to pay the increased charge.

2. Introducing a flat rate charge for respite care

At present we charge for respite care based on a person's means tested ability to pay and the unit is per night's stay of £11.95, our current hourly rate charge for non-residential care. There is an inequity with this charge as a night stay can be up to 12 hours, but the current charge is based on an hour's non-residential charge. This proposal is to introduce a flat charge equivalent to the maximum non-residential weekly charge, or their means tested assessed charge, whichever is the lower.

	(See Budget Proposal SCH002 – SCH003 for further information)
<b>Name of Service</b>  <b>Finance</b>	<b>Date Future Generations Evaluation</b> form completed  27 <sup>th</sup> November 2018

***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.



<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the maximisation of income generation from means tested services to meet budget and provide additional funds for future stability.	Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support	N/A	






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?
resilience and can adapt to change (e.g. climate change)		
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Ensures the financial viability of future non residential services, allowing clients to remain within their own homes and their Community, promoting greater independence and wellbeing	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	People can remain within their Community, friends and neighbours for as long as possible.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	
<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	N/A	
<b>A more equal Wales</b>	Ensuring the future sustainability of the service through increased income generation will enable our service to continue to support the	Ensure the SSWB Act charging legislation is adhered too to ensure that those with reduced

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?
People can fulfil their potential no matter what their background or circumstances	development of opportunities for people to reach their potential and live a good life.	affordability are still able to access the services they need.

## 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	Will sustain non-residential, community based services while remaining within financial resource	As non-residential services are means tested, clients will only pay what they can afford. If clients find themselves in financial hardship their charge will be reviewed on request.
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	As this is a Welsh Government policy, we will work with Welsh Government to report back any difficulties while administering any changes on our citizens.	

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>All service users are being reassessed to determine who will be affected and by how much.</p>	<p>Those who cannot afford the increased charge can ask for a review.</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Will balance financial resources to ensure non-residential, community services are maintained and invested in that promotes well-being and allowing people to remain within their Community for as long as possible.</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>In line with Welsh Government policy for non-residential services.</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)

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?

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	Older people, predominantly 65+ are still able to access the services they need through sustainable service delivery	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Disability	Ensuring a sustainable and resilient service to continue to deliver to those with additional needs	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	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	

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?
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 <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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Corporate Parenting	N/A		

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

From the introduction of the SSWB Act 2014, and the replacement of its charging regulations which came into force from 1st April 2016, the Government announced the maximum weekly charge for non-residential services would rise to £100 by 2020. Each year Welsh Government have increased the maximum weekly non-residential charge by £10 per week. Initial discussions with Welsh Government have indicated, but we are awaiting official announcement, that the maximum weekly charge will increase again by £10 per week in 2019/20 to £90 and then 2020/21 to £100.

**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?**

- **Positive impact on adhering to the charging legislation contained in the SSWB Act**
- **Negative impact will be some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.**

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>	<b>Progress</b>
<b>Inform service users affected</b>	<b>Once Welsh Government announce new maximum weekly charge</b>	<b>SCH Finance Manager</b>	<b>On target</b>

**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: 1 <sup>st</sup> June 2019	SCH DMT
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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	<i>DMT</i>	21 <sup>st</sup> Nov 2018	



## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Ceri York</p> <p><b>Phone no: 01633 644933</b> <b>E-mail:</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Following a review of operational practice a range of efficiency activity has been identified across the budget areas which will deliver a range of modest budget savings. These will be achieved by:</p> <ul style="list-style-type: none"> <li>• Increased income generation</li> <li>• Reduction in staffing costs following end of current two year detriment</li> <li>• Increased effectiveness of rotas and staff deployment</li> </ul> <p>(See Budget Proposal SCH006 – SCH008 for further information)</p>
<p><b>Name of Service</b> Commissioning</p>	<p><b>Date Future Generations Evaluation form completed</b></p> <p>27<sup>th</sup> November 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.


<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	More effective use of staffing resources to ensure the future sustainability of the service for current and future generations	N/A
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Efficient use of resources will enable us to continue to support people through a 'what matters' approach, enabling the positive identification of all areas of wellbeing physical and mental health.	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Our 'what matters' approach concentrates on strengthening community connections and works to develop a range of opportunities for people to remain resilient. Effective use of resources will enable us to continue to achieve this positive impact	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	

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?
<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	N/A	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	An effective and efficient service will continue to support the development of opportunities for people to reach their potential and live a good life.	N/A

## 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>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	Whilst these proposals will be achieved in the short term, without an expectation of a long term adverse impact, the efficient use of resources will enable us to strengthen the long term sustainability of the service.	Co- producing approaches with 3rd Sector , citizens and providers is key to ensuring we have a sustainable future for care provision.

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Our service delivery relies on collaborative approaches to ensure that care is co-designed around a place based approach and is delivered in partnership with contributing services.</p>	<p>Keeping positive relationships is key across all partners and stakeholders.</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals will have no direct or indirect impact upon the people who receive services or the staff teams. Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Increased efficiency of rotas and staff deployment will enable us to focus our finite resources where it is most needed, focusing on enablement and prevention.</p>	<p>Monitoring progress to ensure the right resource is available to deliver will be a priority.</p>

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The range of operational efficiencies will deliver budget savings via more robust service management and increase in income generation. The service will continue to operate as usual delivering support to people to maintain and achieve their well being goals.</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)

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?

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	Efficient and resilient service delivery will enable us to continue to meet the needs of older people through a 'what matters' approach.	N/A	
Disability	Efficient and resilient service delivery will enable us to continue to meet the needs of those with additional needs through a 'what matters' approach.	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	N/A	N/A	
Religion or Belief	N/A	N/A	
Sex	The end of the detriment period will result on all team members receiving equal remuneration. The majority of the workforce is female.	N/A	
Sexual Orientation	N/A	N/A	

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?
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 <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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	N/A	
Corporate Parenting	N/A		

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

- Budget outturn and projection data
- Staffing establishments data
- Staff absence data
- Service activity data
- Staffing rotas

**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?

- Positive impact upon harmonisation of pay grades

**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:	1 <sup>st</sup> Septemeber 2019 – SCH DMT
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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.	Budget mandate for SLT		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

## Future Generations Evaluation

**(includes Equalities and Sustainability Impact Assessments)**

<p><b>Name of the Officer</b> Tyrone Stokes</p> <p><b>Phone no: 01633 644589</b> <b>E-mail: tyronestokes@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To maximize the cost recovery from cases that have identified eligible Continuing Health Care need.</p> <p><b>(See Budget Proposal SCH009 for further information)</b></p>
<p><b>Name of Service</b></p> <p>Finance</p>	<p><b>Date Future Generations Evaluation form completed</b></p> <p>29<sup>th</sup> November 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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Ensure Social Care budgets are efficiently used for their intended purpose	Continuing Health Care (CHC) practitioner will co-ordinate and/or complete the necessary assessments for CHC application, and exercise knowledge and skills to resolve any potential disputes
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Identify Continuing Health Care needs from the outset of a person's assessment of need	In house skills to carry out this function to best effect.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	N/A	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Adhere to the Continuing Health Care guidance.	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and	N/A	

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?
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	Our integrated approach to delivering care supports development opportunities for people to reach their potential and live a good life.	

## 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><b>Long Term</b></p> Balancing short term need with long term and planning for the future	Maximising cost recovery will strengthen the long term sustainability of the service.	Co- producing approaches with 3rd Sector , citizens and providers is key to ensuring we have a sustainable future for care provision.
 <p><b>Collaboration</b></p> Working together with other partners to deliver objectives	Shared responsibility and collaborative delivery of care to ensure that we work together to meet the needs of service users	

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><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Maximising cost recovery will ensure that our Social Care budgets are efficiently used for their intended purpose and focused on prevention and enablement</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>These are considered alongside other bodies in any developments and delivery.</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)

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	Identifies the need to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible

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?
Disability	Identifies the need to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	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 <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	The needs of vulnerable adults will be identified to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible
Corporate Parenting	N/A		

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

Past and current caseloads and outcomes achieved in cost recovery

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?

- Positive impacts – 1) that the social care budget only supports those people with social care need, 2) service users have the correctly identified care provision
- Negative impact could be a delay in funding body agreement



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
Maintain the current CHC caseload tracker to inform workload and priorities	Already in existence	CHC practitioner	On target

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: 1 <sup>st</sup> June 2019	SCH DMT
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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	DMT	21 <sup>st</sup> Nov 2018	

## Future Generations Evaluation

(includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Tyrone Stokes</p> <p><b>Phone no:</b> 01633 644589 <b>E-mail:</b> tyronestokes@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees &amp; charges and if there is any scope to increase this for 2019/20.</p>
<p><b>Name of Service</b></p> <p>Finance</p>	<p><b>Date Future Generations Evaluation form completed</b></p> <p>29<sup>th</sup> November 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?
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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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the fees and charges we levy to be uplifted to reflect current prices, or for means tested services, to only pay for what they can afford, in line with benefits and pensions predicted uplift	Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Ensure the financial viability of future adult care services, allowing us to continue to support people through a 'what matters' approach, enabling the positive identification of all areas of wellbeing physical and mental health.	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	N/A	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.

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?
<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	N/A	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Adherence to the charging legislation of the Act will ensure that there people from all backgrounds and circumstances are able to access care and support	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.

## 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>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	When reviewing what fees & charges to uplift we have considered the long term sustainability to decide which ones to increase or not	

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Our service delivery relies on collaborative approaches to ensure that care is co-designed around a place based approach and is delivered in partnership with contributing services.</p>	<p>Maintainin positive relationships with all partners and stakeholders to ensure we continue to deliver a collaborative service.</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.</p>	<p>Continue to deliver services through a 'what matters' approach</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Securing the financial stability and sustainability of services will enable us to focus resources where they are most needed to deliver preventative care.</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>These are considered alongside other bodies in any developments and delivery.</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)

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	Older people, predominantly 65+ are still able to access the services they need through sustainable service delivery	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.

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?
Disability	Ensuring a sustainable and resilient service to continue to deliver to those with additional needs	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	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 <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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Corporate Parenting	N/A		

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

Proposed increases by Department of Works and Pensions on benefits and State Retirement Pension uplifts and Consumer Prices Index as at October 2018.

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?



- Positive impact will be ensuring we at least keep in line with inflation
- Negative impact will be some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.

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
Inform service users affected	Following consultation and agreement through the budget setting process	SCH Finance Manager	On target

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: 1 <sup>st</sup> June 2019	SCH DMT
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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	DMT	21 <sup>st</sup> Nov 2018	

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## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Debra Hill-Howells  <b>Phone no:</b> 01633 644281  <b>E-mail:</b> debrahill-howells@monmouthshire.go.uk</p>	<p><b>Proposal Name:</b></p> <p>Acquisition of Investment Properties          (See Budget Proposal RES003 RES004 for further information)</p>
	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To acquire commercial assets to generate a net revenue stream for the Council</p>
<p><b>Name of Service</b></p> <p>Landlord Services</p>	<p><b>Date Future Generations Evaluation</b> form completed</p> <p>29.11.18</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***




**19. 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.


<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 prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Assets will be acquired that support revenue and capital generation and where possible support the creation or retention of employment.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Where assets are acquired we will review existing infrastructure to identify opportunities to reduce running costs through improved M&E installations, reduce the carbon footprint and where possible implement renewal technologies	If re-development of assets is necessary we work with the LPA to mitigate any impacts of the proposals on the local environment and wildlife.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Not identified at this time as it will be dependent on each individual asset. At Castlegate we are intending to install showers to encourage active travel	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	We will where opportunities present and the proposal are viable seek to acquire assets within Monmouth shire and CCCR boundaries	Some communities may be opposed to commercial development or regeneration schemes. Whilst we will be seeking to acquire existing assets we may need to consider other ways of enhancing the value through intensification, change of use or re-development. If these options were exercised they would be subject to planning and local consultation.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local	Where possible we will consider ways to develop local supply chains, utilizing local materials and reduce our carbon emissions	

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?
social, economic and environmental wellbeing	through the implementation of energy efficient and renewable technologies.	
<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	Welsh language reception facilities and signage within operational buildings.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances		

**20. 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>	The strategy supports the development of whole life costing principles, implementation of renewable technologies and low zero carbon technologies to reduce energy consumption. Rationalisation of the operational portfolio will continue and emerging policies support a commercial approach utilizing assets for income generation that can also support economic and regenerative activities	

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Opportunities will be identified as asset investment properties are identified.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Opportunities will be identified as asset investment properties are identified.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>We are intending to acquire assets to generate a net income which will be used to subsidise front line service provision and the consequences of the austerity programme.</p>	

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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal of investing in commercial assets is intended to generate revenue streams and capital appreciation and where possible support the economy of Monmouthshire and the CCCR by providing commercial space. We will also consider investments /loans that meet our criteria and improve infrastructure for local communities e.g. broadband and retain local businesses within our county.</p>	

**21. 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)

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	Neutral	Neutral	

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?
Disability	Assets that are acquired if not meeting accessibility requirements will be upgraded to ensure that they do.	Neutral	
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	
Sexual Orientation	Neutral	Neutral	
Welsh Language	Ensure that signage is compliant with the Welsh Language measure 2011	Neutral	



**22. 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	Neutral	<i>Neutral</i>	
Corporate Parenting	Neutral	Neutral	

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

- Review of practice within other Authorities
- Feedback from Economy & Development Select Committee
- Professional advice from investment and legal advisors
- Learning from the acquisition of Castelgate

**24. 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?

**Benefits**

- Create an additional revenue source for the Council without impacting on services or being an additional cost to tax payers.
- Potential to support the local economy and jobs by acquiring assets within Monmouthshire and the Capital City region

**Negative Impacts**

- Competing with the private sector
- Risks associated with property market

**25. 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

**26. 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:	
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**27. 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
	County Council	10th May	

## Equality and Future Generations Evaluation

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Rob O'Dwyer</p> <p><b>Phone no:</b> 07786114512 <b>E-mail:</b> robertodwyer@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Reducing the mileage and travel costs of our organisation by utilising existing technologies that provide effective alternatives to travelling and taking a planned approach to reducing and monitoring travel.</p> <p>(Refer to budget proposal RES005 for further information)</p>
<p><b>Name of Service area</b></p> <p>Resources/Business Transformation</p>	<p><b>Date</b></p> <p>30/10/18</p>

1. **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	None	None	NA
Disability	Greater use of technology such as Skype to reduce requirement for travelling to meetings and to deliver services across the county		

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?
Gender reassignment	None	None	NA
Marriage or civil partnership	None	None	NA
Pregnancy or maternity	Greater use of technology such as Skype to reduce requirement for travelling to meetings and to deliver services across the county	Neutral	NA
Race	Neutral	Neutral	NA
Religion or Belief	Neutral	Neutral	NA
Sex	Neutral	Neutral	NA
Sexual Orientation	Neutral	Neutral	NA
Welsh Language	Neutral	Neutral	NA

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?
Poverty	Neutral	Neutral	NA




**2. 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. There's no need to put something in every box if it is not relevant!

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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive impact in that it will ensure a greater level of efficiency in our use of resources and enable us to be more productive and efficient.	Engagement with staff to understand service requirements and to ensure there is sufficient flexibility where required in higher risk areas.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Reduce our impact on the environment through a lower carbon footprint as an organisation	Monitoring of mileage to ensure travel is reduced and that the wider benefits are recognized and applauded to give positive feedback to staff.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Potential to encourage/enable alternative methods of travelling where appropriate.	Positive links must be developed to staff benefits (cycling scheme) and active travel policy



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?
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Better use of Council resources contributes to our ability to focus on supporting cohesive communities	Effective monitoring of spend to reduce additional costs
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal aims to reduce our impact on the environment. A reduction in travel will reduce our carbon footprint.	Seek to measure the carbon footprint reduction and share messages with staff to increase value and drive and build momentum.
<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	N/A	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Reducing our spend in service areas enables us to remain sustainable and able to continue to deliver services to all those who need them.	Continue to provide services for those who require them

### 3. 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?

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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Our proposal aligns with the Future Monmouthshire principle that focuses on keeping our services going now, through more effective use of resources, to enable us to grow service models that are fit for the future.</p>	<p>Monitor and evaluate and understand potential for wider engagement with such a scheme. Continue to understand how we further leverage the benefits.</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Working with neighboring authorities to share best practices.</p>	<p>No</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Continued engagement with all stakeholders identified to ensure that any solutions identified are workable and sustainable based on varied stakeholder perspectives.</p>	<p>No</p>



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><b>Prevention</b> Putting resources into preventing problems occurring or getting worse</p>	Focus this proposal is to maximize the use of resources to ensure we are a fair and more equitable organisation	No
 <p><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	We will explore all opportunities that may arise to share models and services with neighboring authorities, with the potential to share transport opportunities.	No

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: **Social Justice, Corporate Parenting and Safeguarding.** Are your proposals going to affect any of these responsibilities?

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
	There are no impacts on either social justice, safeguarding or corporate parenting through this proposal however, we recognise that some services have a closer proximity to safeguarding issues and so will operate with higher levels of risks and thus, emergency travel will feature in these areas. .		
Social Justice	No social justice implications have been identified at this time.		
Safeguarding	No safeguarding implications have been identified at this time.		
Corporate Parenting	No corporate Parenting implications have been identified at this time		

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

<p>Review of current and previous year's mileage and fares for travel spend.</p> <p>Looking at good practice in other organisations e.g. Lloyds Bank</p>
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**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 main positive impact of this proposal will be more effective use of resources that will enable our services to be sustainable for the future. At this stage no negative impacts have been identified. We recognize the need for early engagement and involvement with staff to ensure the reduction in spend can be achieved through solutions that are workable for the service.

**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
If proposal is accepted we will commence the actions outlined in the proposal and engage with colleagues	19/20	Rob O'Dwyer

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Budget Consultation	Not yet considered by councilors	

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## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Peter Davies</p> <p><b>Phone no:</b> 01633 644294 <b>E-mail:</b> peterdavies@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees &amp; charges to explore scope to increase this for 2019/20.</p> <p>Full details of all proposals can be found under Efficiency Saving Proposal RES006 – Resources Fees and Charges (inc associated spreadsheet)</p>
<p><b>Name of Service</b> Resources</p>	<p><b>Date Future Generations Evaluation form completed</b> 5<sup>th</sup> 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?** 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>Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works</p>	<p>The 10% increase in fees for burial costs and associated hardship can be offset against access to a means tested gov.uk support</p> <p><a href="https://www.gov.uk/funeral-payments">https://www.gov.uk/funeral-payments</a></p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>N/A</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>N/A</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p>	<p>N/A</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?
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	N/A	

## 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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Fee increases have been considered in the context of whole life cost analysis over the long term in order to ensure sustainable and cost effective service delivery now and in the future.</p>	<p>Continuous whole life cost analysis informed via regular measurement of impact and return on investment</p>

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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Fee increases are considered in conjunction with opportunities to deliver services more efficiently in collaboration with existing and new partners</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Proposals are informed by market testing and customer engagement and consultation</p>	<p>Specific consultation of proposed increases as part of MCC 19/20 budget setting process</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future</p>	



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><b>Integration</b> Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal will generate additional revenue and ultimately support the economy of Monmouthshire</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)

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	Neutral	Neutral	

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?
Disability	Neutral	Neutral	
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	
Sexual Orientation	Neutral	Neutral	
Welsh Language	Neutral	Neutral	

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	Neutral	Neutral	
Corporate Parenting	Neutral	Neutral	

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

- Review of competitors charges
- Review of practices within other public sector organisations
- Current spend and income data
- Feedback Select Committees, SLT and Cabinet
- Professional advice from investment and legal advisors

**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?**

**Benefits**

- Create an additional revenue source for the Council without impacting on services or being an additional cost to tax payers.
- Ensuring services are delivered in line with inflation

**Negative Impacts**

- Increased costs for customers

**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
Public consultation	January 2019	Chief Officer for Resources	On target
Inform service users affected	Following consultation and agreement through the budget setting process	Resources Finance Manager	On target

**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: 1 <sup>st</sup> June 2019	Resources DMT
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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	Resources DMT	21 <sup>st</sup> Nov 2018	