



monmouthshire
sir fynwy

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Nikki Wellington</p> <p>Phone no: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CONSULTATION ON THE PROPOSED CHANGES TO MOUNTON HOUSE SPECIAL SCHOOL FUNDING FORMULA.</p>
<p>Name of Service CYP Finance</p>	<p>Date Future Generations Evaluation 13th February 2019</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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will reduce funding by £275,000, while the Governing Body are responsible for finding the savings the amount required to be found will have an impact on staffing in the school.</p>	<p>All adult: pupil ratios will be maintained, the school has seen a large reduction in pupil numbers and therefore staffing will need to be reduced to reflect this. Any staffing changes will be make in</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?
		accordance with our protection of employment policy.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There may be a negative impact on staff where posts are made redundant. This may impact on the wellbeing of those staff. The loss of staff may also impact on pupils who have built up relationships with those staff.	All policies will be followed to protect employment. If compulsory redundancies are required then staff will be supported appropriately. All pupils will be supported appropriately by staff in the school and the wider education directorate.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		
A more equal Wales 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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Pupil numbers have reduced over a number of years and the trend has been that these continue to reduce. The longer term need is to balance the wider finances for Monmouthshire County Council to maintain funding to continue services in the future. A large part of the funding for schools is based on pupil numbers and therefore this needs to distribute fairly across all schools.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>		
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The consultation document has gone to a large number of consultees, including the Headteacher and Chair of Governors all these views will be considered when making the proposal to Cabinet.</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 data-bbox="152 496 291 523">Prevention</p> <p data-bbox="342 256 504 555">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 256 1317 360">The saving being made will support the wider Monmouthshire County Council budget position, this will allow services to continue and make best use of resources.</p>	
 <p data-bbox="152 839 291 866">Integration</p> <p data-bbox="342 600 517 858">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 600 1294 703">The impact on well-being of staff and pupils has been detailed above, all policies will be followed and pupils and staff will be supported appropriately.</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

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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Age		Where compulsory redundancies are being considered there could be a greater impact on the employment opportunities of some staff.	All protection of employment policies will be followed to ensure the greatest opportunities for all.
Disability		Pupils attending the school will have a statement of additional needs, the pupils may be impacted with the loss of staff that they are familiar with.	Adult: pupil ratios will be maintained and all pupils will be supported though the transition.
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
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			
Corporate Parenting			

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

Pupil numbers at the school, budget information for both wider Monmouthshire and education. Funding and budget projections for Moun-ton House Special school. Staffing numbers at the school.

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 will be the possible loss of posts at the school. All policies will be followed to offer the staff the maximum opportunities going 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
Cabinet – paper recommending changes	6 th March 2019	Nikki Wellington	

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:	September 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	Cabinet	6 th March 2019	