



<p>Name of the Officer: Joe Skidmore Phone no: 01633 644344 E-mail: JoeSkidmore@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal To introduce a Guaranteed Interview Scheme (GIS) for service leavers, spouses, reservists and veterans, as long as they meet the essential criteria of the person specification/job description.</p>
<p>Name of Service area: Community & Partnership Development Team</p>	<p>Date 3rd July 2019</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	<p>This proposal will have a positive impact across all the protected characteristics. The purpose of this proposal is to provide an equal opportunity to those who have dedicated their lives in the service of our Realm. There are no identified inequality implications either intended or unintended as a result of this proposal.</p>	<p>There are no identified inequality implications either intended or unintended as a result of this strategy</p>	<p>Monitoring will be undertaken on applicants for roles within the Local Authority to ensure the successful implementation of this proposal</p>
Disability			
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh Language			
Poverty			




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?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generate wealth, provides jobs</p>	<p>This proposal will support those individuals who dedicate their lives to protecting the Realm, service leavers and their families an equal chance of securing meaningful employment when deployment/relocation occurs.</p> <p>Those who serve, have served previously and their families often have a wealth of experience derived from their time within the Armed Forces and this diverse experience could prove to be invaluable within the Local Authority if given the opportunity.</p>	<p>Promotion of vacancies within MCC shall be promoted through specific Armed Forces channels and will promote the Local Authority as an employer that is 'Armed Forces Friendly'.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	<p>N/A</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The mental well-being of the Armed Forces Community could be improved in knowing that there is a large employer within Monmouthshire who understands and acknowledges their challenges and difficulties in securing meaningful and flexible employment opportunities.</p>	<p>N/A</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>As above.</p>	<p>N/A</p>
<p>A globally responsible Wales Taking account of the impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>As above.</p>	<p>N/A</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>This proposal will take into consideration any individual who wishes to communicate in their language of choice and will actively encourage and support the diversity of individuals coming through this scheme.</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>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>This proposal speaks heavily to this Goal in providing an equal chance for those individuals who have given their lives in the protection of the Realm; recognizing the sacrifices made by those serving, those who have served and their families and ensuring that all have an equal opportunity to secure meaningful employment which is flexible to suit their circumstances.</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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>This proposal seeks to consider the long term outcomes and employability of the Armed Forces Community in providing them with equal opportunities in securing meaningful and flexible employment.</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working in partnership with the Armed Forces Community directly, third sector/charity organisations supporting the AFC and employment agencies to promote that Monmouthshire County Council is an Armed Forces, friendly employer.</p>	<p>N/A</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>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Integral to the development and ongoing review of this proposal is: listening to applicants to posts within the Local Authority to ensure that the process is fit for purpose and responds to the feedback received by employment charities supporting the Armed Forces Community.</p>	<p>N/A</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>This proposal will support the Armed Forces Community to gain meaningful employment within the county.</p>	<p>N/A</p>
 <p>Considering the impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>This proposal will strengthen our relationship with the Armed Forces Community, those supporting this cohort in terms of employability and recruitment, and the Local Authority itself. Ex-service personnel and their families have a wealth of skills and varied backgrounds which can only contribute to the ethos and forward-thinking nature of our organization.</p>	<p>N/A</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	This proposal seeks to provide an equal chance for those individuals who have given their lives in the protection of the Realm; recognising the sacrifices made by those serving, those who have served and their families and ensuring that all have an equal opportunity to secure meaningful employment which is flexible to suit their circumstances.		
Safeguarding	This proposal will safeguard the Armed Forces Community	.	
Corporate Parenting	This proposal has the potential to integrate the Armed Forces Community into our workforce in a meaningful and practical way. Giving the opportunity for those with a diverse background and a wealth of experience an equal opportunity to be recruited with an understanding employer who is aware of the issues/challenges they face.		

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

A Community Covenant is a voluntary pledge to encourage charities, local authorities, businesses, communities and individuals to work together with the military to offer support to service personnel and their families as well as reservists and veterans.

The Armed Forces Community Covenant is made between the serving and former members of the Armed Forces and their families, working and residing in Monmouthshire. The Monmouthshire Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its Armed Forces community at the local level. The purpose of this Community Covenant is to encourage support for the Armed Forces community working and residing in Monmouthshire and to recognise and remember the sacrifices made by members of this Armed Forces community, particularly those who have given the most. This includes in-service and ex-Service personnel, their families and widow(er)s throughout Monmouthshire.

The Defence Employer Recognition Scheme (ERS) comprises of Bronze, Silver and Gold awards for employers (including local authorities) that pledge, demonstrate or advocate support to defence and the armed forces community, and inspire others to do the same. Each Award lasts for three years.

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?

In Gwent: Torfaen, Newport, Monmouthshire and Caerphilly councils have all applied to the ERS. Caerphilly, Torfaen, Newport and Monmouthshire have all received the Silver Award. The scheme has also gained momentum recently in wider South Wales. Merthyr Tydfil is currently at the Bronze level, Cardiff and the Vale of Glamorgan councils have both received the Silver Award, and RCT was presented with the Gold Award by Prince Harry in October 2017. Swansea gained Gold 2018.

The Welsh Government are also currently looking into a GIS for service leavers, spouses, reservists and veterans across Welsh Public Service along with Aneurin Bevan University Health Board (ABUHB) who have applied for the Gold award this year.

With all public bodies and Local Authorities within Gwent implementing this proposal, it will remove the 'postcode lottery' element when families are relocated into Gwent.

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
All relevant policies and procedures will be updated to reflect proposed changes	ASAP	Organisational Development Team

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	SLT	3 rd June	N/A