






<p>Name of the Officer completing the evaluation Alan Burkitt</p> <p>Phone no: 01633 644010 E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To report on the scope of the Welsh Language Standards to Cabinet and to pick up financial or potential staffing implications</p>
<p>Name of Service</p> <p>Welsh Language and Equality</p>	<p>Date Future Generations Evaluation form completed</p> <p>16th November 2015</p>

1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	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>More Welsh speakers will be able to access the job market due in part to having Welsh Language skills</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>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	
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	The Welsh Language Standards as applied to the Council will have a positive impact as they will afford a greater opportunity for Welsh speaking members of staff to use the Welsh Language in their day to day lives when dealing with the Council and other named bodies under the Welsh Language (Wales) Measure 2011.	
A more equal Wales 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? Describe how.	If not, what has been done to better meet this principle?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>We are putting measures in place under the Standards to set up a system that will cater for demand in the long term.</p>	
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>We will be working closely with partner authorities and organisations to deliver the standards in Monmouthshire whether through knowledge exchange or joint provision</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The Standards were imposed by Welsh Government. The only involvement was a consultation period with organisations coming under the Welsh Language Measure.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The Standards are designed to provide a seamless bilingual service of equal quality to the Welsh and English speaking residents of Monmouthshire.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</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?
Age	<i>Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i>		
Disability	<i>What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.</i>		
Gender reassignment	<i>Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training.</i>		
Marriage or civil partnership	<i>Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance</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?
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, good and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i>		
Race	<i>Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/ interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc.</i>		
Religion or Belief	<i>What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</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?
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>		
Sexual Orientation	<i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>		
Welsh Language	The Welsh Language Standards will provide a seamless service for Welsh speakers in Monmouthshire when they are eventually fully up and running	The cost implications of some of the standards are prohibitive when considering the financial climate that exists	A working group will look carefully at the Standards as applied to Monmouthshire to see if processes can be streamlined/altered to reduce projected expenditure

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	N/A		
Corporate Parenting	N/A		

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

The Welsh Language Standards have been imposed on Local Authorities and other public bodies therefore no data has been used to inform our decisions. We have used Welsh Language data for Monmouthshire to appeal certain of the standards timescales etc on the basis of reasonableness and proportionality. This was successful in the initial consultation period and the Council are at present considering whether to appeal further on some of the standards as applied to Monmouthshire.

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: The Welsh Language Standards will provide a seamless service for Welsh speakers in Monmouthshire when they are eventually fully up and running

Negative: The cost implications of some of the standards are prohibitive when considering the financial climate that exists

Future action: A working group will look carefully at the Standards as applied to Monmouthshire to see if processes can be streamlined/alterd to reduce projected expenditure

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
Arranging a Welsh Language Task and Finish Group to consider key standards and look to reduce costs within our statutory legal framework.	November 2015	Alan Burkitt/Matt Gatehouse	

Break the standards down into sections and have Individual sessions with divisions etc on the standards to be complied with by them.	Dec/Jan/Feb	Alan Burkitt/David Barnes	
Possibly appealing to the Welsh Language Commissioner on certain of the Standards based on reasonableness or proportionality	December 2015	Alan Burkitt/Matt Gatehouse	

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:	Xxxx February 2016
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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	Cabinet	2 nd December 2015	