



monmouthshire  
sir fynwy

## Equality and Future Generations Evaluation

<b>Name of the Officer</b> completing the evaluation  Emma Davies <b>Phone no:</b> 01633 644689 <b>E-mail:</b> emmadavies@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  A midterm refresh of the Corporate Plan, which was originally published in 2018 to convert high-level political ambition into a tight and understandable whole authority strategic plan.
<b>Name of Service area</b>  All services	<b>Date</b>  7 <sup>th</sup> February 2020

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	Many of our services are focused on improving the wellbeing of young people and older people. Two strategic goals, 'Best possible start in life' and 'Lifelong well-being' place a focus on the early years of life, and on increasing wellbeing throughout people's lives and into old age.	Any new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group. For example, technology solutions could exclude some older people who are proportionately less likely to be early-adopters of new technology	Particular focus is given to a lack of digital skills in the county and the potential for social and economic disadvantage. This is being monitored via the Digital Deprivation action plan.

<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>
Disability	The Wellbeing Objectives aim to bring multiple benefits to everyone. The objective on lifelong well-being is likely to bring particular benefits to people with disabilities as these individuals are proportionately more likely to be users of Adult Social Services.	None identified at this stage	
Gender reassignment	The Wellbeing Objectives aim to bring multiple benefits to everyone  The plan proposes bringing forward programmes that promote diversity and inclusion	None identified at this stage	
Marriage or civil partnership	The Wellbeing Objectives aim to bring multiple benefits to everyone  The plan proposes bringing forward programmes that promote diversity and inclusion	None identified at this stage	
Pregnancy or maternity	The Wellbeing Objectives aim to bring multiple benefits to everyone. The plan commits to addressing the issue of the gender pay gap; this could have a positive impact on women returning to work following maternity leave.	None identified at this stage	
Race	The Wellbeing Objectives aim to bring multiple benefits to everyone  The plan proposes bringing forward programmes that promote diversity and inclusion	None identified at this stage	




<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>
Religion or Belief	<p>The Wellbeing Objectives aim to bring multiple benefits to everyone</p> <p>The plan proposes bringing forward programmes that promote diversity and inclusion</p>	None identified at this stage	
Sex	<p>The Wellbeing Objectives aim to bring multiple benefits to everyone</p> <p>The plan proposes bringing forward programmes that promote diversity and inclusion</p>	None identified at this stage	
Sexual Orientation	<p>The Wellbeing Objectives aim to bring multiple benefits to everyone</p> <p>The plan proposes bringing forward programmes that promote diversity and inclusion</p>	None identified at this stage	
Welsh Language	<p>The Wellbeing Objectives aim to bring multiple benefits to everyone. The Welsh language will be considered where required.</p>	Increasing the use of technology and automation could result in the emergence of globally-developed solutions that are not immediately available in Welsh.	Early work with developers to mitigate this and seek to work regionally and nationally where possible to get benefits of scale
Poverty	<p>The Wellbeing Objectives aim to bring multiple benefits to everyone. The plan aims to deliver on social justice, better prosperity and reducing inequality.</p>	None identified at this stage	



**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	The Corporate Plan sets out five clear strategic objectives, each contributing to this goal. The greatest impact will be under the objective of 'Thriving and well-connected county' and 'The best possible start in life'.	More specific details regarding contributions to the wellbeing goals will be through subsequent Future Generations Evaluations as specific actions are developed under the objectives.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The greatest impact will be under the objective, 'Maximise the potential of the natural and built environment'. Several projects were proposed in the original plan that aimed to reduce CO <sub>2</sub> emissions. This has been developed further with the introduction of the climate emergency strategy to develop and implement clear plans to reduce carbon emissions to net zero by 2030, and to work with community groups to enable carbon reduction across the county as a whole.	As above
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	With the exception of 'Future-focused council', all objectives contribute to a healthier Wales. The greatest impact will be under the objectives, 'Best possible start in life' and 'Lifelong well-being'.	As above
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The objectives with the greatest impact are, 'Thriving and well connected county', 'Maximise the potential for the natural and built environment' and 'Lifelong well-being'.	As above
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The greatest impact will be under the objective, 'Maximise the potential of the natural and built environment'. Several projects were proposed in the original plan that aimed to reduce CO <sub>2</sub> emissions. This	As above

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?
	has been developed further with the introduction of the climate emergency strategy to develop and implement clear plans to reduce carbon emissions to net zero by 2030, and to work with community groups to enable carbon reduction across the county as a whole.	
<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 objectives with the greatest impact on this goal are, 'Best possible start in life' and 'Maximise the potential of the natural and built environment'.	As above
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The objective with the greatest impact on this goal is, 'Lifelong well-being'. The objectives, 'Best possible start in life' and 'Thriving and well connected county' will also contribute to achieving this goal.	As above

### 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> <p>Balancing short term need with long term and planning for the future</p>	<p>This timescale for the original plan was medium term to align with the political cycle. The refreshed document continues the commitments up until 2022. However, the objectives are broader than this and take a more long-term perspective to improving well-being in a number of the activities identified. The plan also seeks to embed design principles and ways of working that are focused on the long term.</p>	<p>Programmes of work aimed at achieving the proposals will have associated Future Generations evaluation where they are brought to Cabinet or council for a decision.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>One of the key sources of evidence for the Corporate Plan was the Public Service Board well-being assessment. The objectives are clearly aligned with the objectives shared by our public service partners in Monmouthshire and this plan acts as the council's response to achieving those collaborative objectives. Many of the individual actions will be developed with partners.</p>	<p>As above</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The original plan was developed from an extensive evidence base, including widespread consultation with residents of the county. The 'Our Monmouthshire' community engagement work carried out during 2016 engaged with over 1400 people. A further source of evidence was feedback received by county councilors during the 2017 election campaign regarding the issues of greatest importance to residents.</p> <p>The mid-term refresh of the commitments in the Corporate Plan, has looked at the latest evidence and thinking on issues of importance to our communities, such as growing concern about the impact of carbon emissions on our climate, to make sure that the aspirations and commitments remain relevant to the significant issues for well-being in Monmouthshire</p>	<p>As above</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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The aim of each of the objectives is to take action now in order to prevent problems in the future. For example, implementing a model of early support and intervention for children and families and promoting active lifestyles. We are also developing community capacity and volunteering now in order to prevent an overdependence on institutional care in the future with an ageing population.</p>	<p>As above</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The objectives are all integrated; each one can have positive and potentially negative impacts on another. It is important that as individual proposals are developed, we seek to balance competing impacts. The plan contains a table highlighting which of the objectives impacts on each of the seven national wellbeing goals. The Council will work together with other partners to help deliver many aspects of the Objectives.</p>	<p>As above</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?**

	<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>
Social Justice	The plan aims to deliver on social justice, better prosperity and reducing inequality.		Programmes of work aimed at achieving objectives will have associated Future Generations evaluations where they are brought to Cabinet or council for a decision.
Safeguarding	Early intervention and prevention approaches will reduce the number of young people at risk of harm. Safeguarding is central to the authority's work and this is highlighted within the corporate plan.	..	As above
Corporate Parenting	Developing an increased number and range of local authority foster care placements will provide greater choice, enabling children to live closer to home and improve the stability of placements.		As above

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

The Public Service Board's (PSB) Well-being Assessment was produced following extensive engagement, with contributions from more than 1,400 people. Extensive examinations were also conducted on a wide range of data and evidence regarding future trends, such as the changing nature of employment and the impact of environmental factors such as pollution. The data can be viewed at [www.monmouthshire.gov.uk/our-monmouthshire](http://www.monmouthshire.gov.uk/our-monmouthshire). These include, but are not limited to, the proportion of people who report a sense of belonging to the local area; percentage of young people not in education, training or employment; average weekly earnings of people who live and work in Monmouthshire; gender pay gap; number of affordable housing units built; proportion of premises with access to high speed broadband; and CO<sub>2</sub> emissions.

The mid-term refresh of the commitments in the Corporate Plan, has looked at the latest evidence and thinking on issues of importance to our communities, such as growing concern about the impact of carbon emissions on our climate, to make sure that the aspirations and commitments remain relevant to the significant issues for well-being in 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?

This is an evaluation of the process of producing the corporate plan refresh, rather than of each individual action. Many of the activities it proposes will require an individual evaluation to be completed.

- 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
We will produce an annual report assessing progress on the objectives and present this to council. This will be scrutinised by select committees alongside other key performance measures.	October 2020	

- 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.	Cabinet	19 February 2020	
2.	Council	5 <sup>th</sup> March 2020	