








<p><b>Name of the Officer</b> Paul Matthews/Kellie Beirne</p> <p><b>Phone no:</b> 01633 644686 <b>E-mail:</b> kelliebeirne@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b> <b>Mandate : B11</b></p> <p>The objective of the mandate is to build upon the already significant re-adjustments made to senior management structures within the Council aimed at increasing leadership flexibility, flattening tiers, reducing hierarchy and realigning spans of control.</p>
<p><b>Name of Service</b> Cross Organisation</p>	<p><b>Date Future Generations Evaluation</b> September2015/Updated 07/12/2015</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	How does the proposal contribute to this goal? (positive and negative)	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 mandate looks to align people's skills and competencies to increase organisational efficiency and effectiveness to maintain focus on front line delivery.</p>	<p>Identify training and development needs to meet the changing roles.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support</p>	<p>Staff structures and alignments reflects the four key priority areas of the Council – as set out in the Continuation Agreement – and demonstrate</p>	

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resilience and can adapt to change (e.g. climate change)	contribution to core purpose 'sustainable and resilient services'	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The organisation continues to target resources to the Key 4 priorities of the Council.	Supporting welfare through change process via a holistic change plan that incorporates health & wellbeing of our staff affected by any changes.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The proposal to realign structures within the organisation to ensure that we have the right people in the right places to enable delivery of priorities that the communities tell us matter.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Identification through structure/skill review consideration to commercial awareness to be considered.	
<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	In Monmouthshire we actively support the Welsh Language measure and continue to support officers to undertake welsh language education.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	We ensure that our protection of employment policies are delivered to ensure equality opportunities are implemented during any structure realignment.	We will continue to work with our unions in order to receive feedback to ensure that we continue to work within our policies in relation to equal opportunities.

**2. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Long-term for the future</p> <p>Balancing short term need with long term and planning</p>	<p>Indicative settlements show significantly reduced resources over the medium term. Creating a nimble work force structure demonstrating a 'council of the future' capability.</p>	<p>The organisations budget mandate planning process now spans across the Councils Medium Term Financial planning timescale in order to give a longer term robust financial plan, this provides an opportunity for preparedness and to be a council of the future.</p>
 <p>Collaboration objectives</p> <p>Working together with other partners to deliver</p>	<p>The re-alignment of structures will increase organisational efficiency and effectiveness enabling resources to be directed to deliver on the four priorities of the Council and in line with the Single Plan.</p>	<p>As above  Greater strategic longer term vision to align resource requirements to future service delivery.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Current engagement, Whole Place, marketing and communication currently operates disparately, by aligning people's skills and competencies in a new structure will enable more local engagement and community empowerment.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Organisational efficiencies will enable resources to be directed to deliver on the four key priorities of the Council.  We will continue to review our structure to ensure flexibility which will continually enable us to realign staff resources to business need.</p>	<p>We will continue to review our employment policies to enable this flexible approach. (as supported in mandate B16)</p>
 <p>Integration</p> <p>Positively impacting on people, economy and environment and trying to benefit all three</p>	<p>The organisations vision to deliver services locally and through sustainable models rather than cease services this supports integration with the community and positively impacts on people, economy and our environment.</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.

<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		
Disability	Neutral		
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Race	neutral		
Religion or Belief	Neutral		
Sex			
Sexual Orientation	Neutral		
Welsh Language	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 note <http://hub/corporatedocs/Democratic%20Services/Equality%20impact%20assessment%20and%20safeguarding.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		

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

Indicative settlements show significantly reduced resources over the medium-term. Currently the organisational structures, systems, processes and behaviours need to be capable of demonstrating 'council of the future' capabilities.

**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?**

Creating a whole new structure for our organisation will provide the ability of our staff teams to be nimble, fleet of foot and flexible. People's skills and competencies will be aligned to deliver the objectives and the priorities of the Council, with a reduction in funding this will be more important than ever.

**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
Share information on new structure	October 2015	Paul Matthews/Kellie Beirne	
On-going consultation with individual's and unions	October 2015 – March 2016	Paul Matthews/Kellie Beirne	
Implementation of staffing structure	April 2016	Paul Matthews/Kellie Beirne	

**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:**

Quarterly budget reviews  
Review of new structure against Organisation priorities