



Appendix B: Equality and Future Generations

Name of the Officer Ian Saunders Phone no: : 07876545793 E-mail: iansaunders@monmouthshire.gov.uk	OUTDOOR ADVENTURES – HILSTON PARK CLOSURE
Name of Service area – MonLife	Date 10 th October 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	The service will continue and adapt its delivery to work towards meeting the need of our customers, predominantly school based children and young people.	There are a number of members of staff who will be at risk due to the closure of the site. Those staff will be supported through the MCC at risk policy, and where possible redeployed.	There has been an effort by the outdoor team to ensure suitable and sufficient provision, and preparation to be able to deliver future need, under the current circumstances. The service will deliver their residential offer from Gilwern Outdoor Activities site, and the off-site provision will not be effected by the closure of Hilston Park.

			All members of staff will qualify to be put at risk and redeployment opportunities will be explored, as per MCC policy.
Disability	The service will continue to allow people of all abilities to enjoy the local outdoor environment. Where applicable differentiate programmes and activities. Gilwern outdoor activities centre is more accessible, and we will continue to explore every opportunity we can for investment into adaptable facilities.	Neutral	There has already been investment into adaptations at Gilwern, further work and investment is needed to improve the disability access to services at the Gilwern site. And increase adaptable measures and equipment. Further consultation with those groups who are actively using and would like to access the facilities more will be vital for the future. From an accessibility perspective and an opportunity to create new markets.
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	There is more or less a 50% split of male and female staff who would be effected by the closure.

Sexual Orientation	Neutral	Neutral	
Welsh Language	Neutral	Neutral	
Poverty	Neutral	Neutral	To align the catering offer to Monmouthshire Healthy School programme in a residential setting. The service affords a subsidy to residential and all outdoor activities to MCC FSM pupils.

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, generates wealth, provides jobs.</p>	<p>The market for residential outdoor activities has declined drastically, due to COVID-19 and also due to a change in the Gwent model, additional competition in the market and consultations about future service demand where schools are staying less nights. It is therefore imperative, to reduce the impact on the whole service, that we close one residential building and focus on the other residential building, and off-site opportunities and plan for a sustainable service and new markets.</p> <p>There will unfortunately be an immediate reduction in jobs, and any future jobs on the Hilston Park site.</p>	<p>The service has continued to provide quality outdoor learning experiences – they will continue to deliver this and look at ensuring the facilities and activities they run deliver positive outcomes.</p> <p>For those members of staff who are effected, we will undertake a skills and aspirations audit, and look to match them to any redeployment opportunities, or where they are seeking employment outside of MCC, support them with this, through one to one support, or short term funded qualifications.</p>

		<p>The buildings at Gilwern will require further development, and this is where we will seek opportunity to actively engage in schemes such as the Re-Fit programme – utilisation of Local Partnership Energy Framework. A key driver with any new investment and improvements will be to achieve energy efficiency and generation measures, to reduce energy costs and resulting carbon footprint.</p>
<p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are Understood.</p>	<p>Neutral - By the nature of the service it aims to give people skills and education to embrace the outdoors and participate in activity.</p>	<p>The team have continued to deliver great outcomes and this has been captured through user feedback, through evaluation forms from users groups. Further analysis of the feedback process will be undertaken, including a measure for increasing the number of participants who complete the survey.</p> <p>New markets and opportunities will be explored, especially where we have seen more and more local people make better use of their local area and outdoors.</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>Neutral</p>	<p>Look at further opportunities to reduce transport, where there are shorter journeys. Actively engage in schemes such as Welsh Government Transport Grants Local Transport Fund and Ultra Low Emission Vehicle Transformation Fund when the criteria meets the potential to upgrade the current vehicles to be more efficient i.e hybrid or electric.</p> <p>The introduction of the health schools menu will instantly reduce any food waste and have</p>





		<p>greater nutritional value to the young person. And more importantly engage children and young people in the benefits of health eating, food swaps and healthier choices.</p> <p>The curriculum we follow in the outdoors, needs to reflect the outcomes of the Curriculum for Wales, and demonstrate children and young people are actively engaging, learning and taking away a valuable experience from their outdoor visits.</p> <p>Young people will continue to learn about the natural environment and the importance of caring for it when provision is made at Gilwern.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>Neutral - the service continues to deliver excellent, safe residential sessions and activities to those networks.</p>	<p>The team continue to keep open clear lines of communication with visiting staff and head teachers to organise their bespoke visits. More work is being undertaken to align the delivery of the outdoor experience to the successful futures curriculum and children and young peoples wellbeing. Monlife learning group of colleagues are realigning some of the aspirations to meet the current needs of schools blended learning opportunities.</p> <p>The wider Monlife Team has undertaken a broad look at the Green Infrastructure opportunities on site, and have concluded that a more detailed Green Infrastructure Plan needs to be undertaken to prioritise and</p>


		maximise the benefits of the site for future use and any development opportunities.
<p>A globally responsible Wales Taking account of impact on global wellbeing when considering local social, economic and environmental wellbeing.</p>	<p>Young people will continue to learn about the global impacts of the way we live and will learn about how to make a difference to issues like climate change in the way that we live.</p>	<p>The development of a future whole school outdoor activities programme, ‘targeting more children and young people throughout their school years’, has been proposed, to lock in those commitments and plan for future delivery. Encompassing the new curriculum for wales, and the current opportunities delivered through the Duke of Edinburgh awards scheme, based at the Gilwern site.</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>Neutral - The service will continue to provide residential’s and outdoor and sporting activities at Gilwern. The recent heritage strategy scoping exercise will enable us to focus on the purpose of Gilwern and surrounding areas.</p>	<p>The service by design maximizes the beautiful rich countryside and natural landscape in Wales. To connect children and communities and provide learning, sport and outdoor experiences are positive across sites and surrounding countryside. Bespoke programmes developed to encourage more children, young people and families, including half/full days and the potential for award schemes.</p> <p>The outdoor adventure team has been part of the recent MonLife Heritage Strategy workshop, making valuable contributions to the knowledge of Monmouthshire outdoors and place of special interest, as well as gaining knowledge on the rich history of the Gilwern site itself. The outcome of the workshops will be presented later in the year, wityh follow up training and support for the teams at Gilwern and outdoor adventures.</p>

<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p>	<p>Neutral - there is still a service in place for all to access.</p>	<p>Actively marketing the service and making the products available attracted to all. More recent examples has included specific targeted groups including social services interventions and bespoke disability sessions.</p> <p>Evidence shows how pupils who have participated in outdoor activities found that it helped to give them focus and control of their emotions, as well as a sense of achievement as they developed the skills and techniques needed to participate in the outdoor disciplines.</p> <p>The discipline needed to maintain good form and safety when on an archery range, as an example gives a good reference point when in discussions with pupils following the activity, allowing them to transfer the learned behaviour or skill to other daily activities.</p>
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3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<p>Sustainable Development Principle</p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
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 <p>Long Term</p>	<p>Balancing short term need with long term and planning for the future</p>	<p>The service in its format needs review for both financial and delivery reasons. The service needs to be more sustainable and continue providing a quality service across Gilwern.</p>	<p>The service is working to ensure sustainability and opportunities for all.</p>
 <p>Collaboration</p>	<p>Working together with other partners to deliver objectives</p>	<p>It is anticipated that the service continues to deliver excellent, safe residential sessions and activities to those networks.</p>	<p>Seek to maintain further relationships with Head teachers and Schools and other key stakeholders. Additionally, work is underway to actively target, and support social services, ALN and other MCC services.</p>
 <p>Involvement</p>	<p>Involving those with an interest and seeking their views</p>	<p>Schools still send schools into the service but have accepted that the service needs to increase charges to become more sustainable.</p>	<p>A full audit, and appraisal of service delivery will have to be undertaken with all stakeholders, to ensure the service can deliver under the current difficult circumstances. And more importantly demonstrate that outdoor activities adds value, is important and can be delivered safely and sustainably. A recent report undertaken by FMG Consulting recommended areas for improvement and potential growth.</p>
 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p>	<p>The commitment for the service from MonLife is to ensure the recovery plans are robust, supported by a fresh new marketing campaign and to drive new markets and opportunities to ensure the service is sustained and bounces back.</p>	<p>Streamlining the residential offer, gives wider benefits to reducing the longer term pressures associated with maintaining an aging building, a less accessible building, and ultimately safeguarding the service from total closure.</p>

 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Service is embedded in MonLife which is targeted on preventative services and health and well-being.</p>	<p>The service is more than an outdoor activities centre and outdoor activities service. User feedback from young people, teachers and visitors to the service describes their positive experiences through a new skills they learnt, or maybe a fear that they have overcome. Anyone who has received the service has a positive story to tell.</p>
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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	The service will give opportunities to all, giving people the best start in life and support them throughout their lives to lead a healthy and active lifestyle. It will look to close the gap and improve access to services across Monmouthshire.	n/a	We will continue to work closely with our partners to ensure we better understand the needs and engage closely with our users / non-users.
Safeguarding	We will ensure safeguarding is at the forefront of all plans with the relevant documentation, systems and procedures and levels of training in place for all staff relevant to the role consistently across the board.	n/a	We will continue to prioritise our safeguarding measures, reflect on current practice and continue to train staff to the appropriate levels.

Corporate Parenting	We will continue to work with our partners to assist in any way we can and add value to the current provisions.	n/a	We will continue to have representation for this area at all team meetings and continuously monitor and review all systems and procedures mentioned above to ensure we are providing as safe an environment for all of our customers as possible. We actively encourage all staff to be vigilant and report any instances they feel appropriate and have procedures in place for this.
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5. What evidence and data has informed the development of your proposal?

- Current Service Improvement Plans.
- Review of outdoor education completed in 2019 and further discussion from this review.
- There have been team meetings to discuss income pipelines for future opportunities across the service.
- Several budget meetings have occurred over the period where the service has looked to review its operation with regard to efficiency and income generation. The current situation has resulted in the outdoor service being suspended, and no clear information on returning in its current capacity.

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 service needs review for both financial and practical reasons to ensure it is sustainable and continues to provide a quality outdoor service. By its very nature the service has continued to provide quality outdoor learning experiences, jobs and new skills – the service will continue to deliver this whilst ensuring the facilities and activities deliver positive outcomes for all.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

Continue working on action plan for bookings and logistics, and recovery plan when WG eases any restrictions.	Monthly	Outdoor Activities and MonLife SLT.
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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