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Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Nikki Wellington</p> <p>Phone no: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To increase educational psychology budget by £74,387 and the early years budget by £20,852 to support additional posts to fulfil the requirements of the new ALN bill.</p>
<p>Name of Service CYP Finance</p>	<p>Date Future Generations Evaluation 8th January 2021</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc


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>The posts will ensure that all pupils with additional learning needs are identified as early as possible and additional support is provided to ensure they can meet their full potential. This</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?
	will include Early Years ALN support and training for schools and settings and support for wellbeing within our schools.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment. The posts will be able to support local settings and schools to meet their needs.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Children and pupils will be able to access placements that can meet their needs, this will support their development effectively in the best environment for them. If this is in their local setting or school they will be able to stay in their local community.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Where appropriate pupils will be able to access provision at their local setting or school should their needs be met there.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language	Monmouthshire has two Welsh Medium Primary schools and one Cylch Meithryn if the needs of the child or pupil can be met in that setting or	

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?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	school environment pupils will be able to attend. All local settings and schools promote the use of the Welsh Language and Welsh Culture.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The placement will be suitable to meet the needs of the child or pupil enabling them to fulfil their potential.	

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? 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>The new ALN act places considerable additional responsibilities on all local authorities to support children up to the age of 25. This includes early intervention to support that child through the whole of their education.</p> <p>The act ensures the pupil can be fully supported in the best setting or school to meet their needs enabling them to meet their full potential.</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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>There are many partners that work together to support pupils with Additional Learning Needs, Education Psychologist and Health for example. By maintaining children and pupils in their local environment these professionals will be able to provide advice and support and gain a good understanding of the needs of the pupil and their families.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All settings and schools are aware of the process to seek additional support for pupils where required. The work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs.</p>	<p>Where the needs of a child or pupil cannot be met from a local setting or school several partners including the setting, school and parents work together to agree on the best placement for that child or pupil. The budget pressure has been provided to meet these placement costs.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The early intervention should ensure that needs are met at an early age and allow the child or pupil to be supported for them to meet their potential.</p> <p>Should there be a requirement for that child or pupil to access specialist provision the budget has been afforded to allow this.</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 data-bbox="237 587 376 619">Integration</p> <p data-bbox="203 647 539 746">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="589 344 1312 480">The wellbeing of learners is at the centre of this, where their needs are met this will impact on the wellbeing of the families peers, local communities and other partners that provide support.</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>Early intervention to support pupils with additional learning needs will have a positive impact on the development and potential of that child.</i>		
Disability	<i>Early intervention and support will allow pupils to meet their full potential. Schools will support advice and training to allow them to support a range of disabilities.</i>		
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

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?
Welsh Language	<i>The additional support provided to settings and schools for resources to help children and pupils with additional learning needs should allow where appropriate pupils to be educated in Monmouthshire. This will provide a wide range of Welsh Language opportunities and the provision of two Welsh Medium Primary Schools and the Cylch Meithryn which can be accessed if the needs can be met.</i>		<i>Where the pupil needs to be placed outside a Local Authority school or setting the funding may allow for a pupil to be educated in another Welsh Authority if the needs of that pupil can be met.</i>

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	<i>All safeguarding policies will be followed by settings and schools.</i>		
Corporate Parenting			

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

<p>ALN act.</p> <p>Statements and evidence from schools.</p> <p>Statements and evidence from Early Years settings</p> <p>Staffing structures.</p> <p>Increased level of children in Early Years setting identified with ALN</p>
Empty space for additional information

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 main positive benefit is that pupils should be able to have their needs met in a local Monmouthshire school, where this is not possible the proposal is to increase the budgets for other provisions to reflect the current forecast.

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
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Review the impact of these roles and the fulfilment of the ALN act	The Act becomes law in September 2021 the review will be in September 2022	Jacky Elias and Sharon Randall-Smith.	

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:	June 2021 and continuing via the 2021-22 monitoring process.
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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
1.0	Initial draft	8 th January 2021	



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Tyrone Stokes</p> <p>Phone no: 01633 644589 E-mail: tyronestokes@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>List of accounting budgetary adjustments as below: -</p> <ul style="list-style-type: none">• £346,000 – shortfall in Social Care, Safeguarding and Health staffing budget of 1.75% due to the 2020/21 pay award. As part of the 2020/21 budget an allocation of 1% was given to afford any pay award. Subsequently in year the final agreed pay award was 2.75%, hence a shortfall of 1.75% monetary value £346K.• £242,000 – in ability to meet the 2% staff efficiency saving deducted from the staffing budget, which relates to those front line adult and public protection staffing service budgets such as care at home, social workers and our own respite, care home services, trading standards, commercial/public protection.• £100,000 – as part of the 2020/21 budget it was agreed to fund the 2% staff efficiency within Children’s Services due to the nature of the service and the risk posed in not filling vacant posts. However the Medium Term Financial Plan calculated the efficiency on total staff salaries and has added back in the efficiency at a value of £100K.• £45,000 – In 2020/21 the Authority, under the capitalisation directive, removed £45K of revenue staff costs to be funded from capital for one year only, but needs to be added back into the Safeguarding service budget for 2021/22
<p>Name of Service Finance</p>	<p>Date Future Generations Evaluation form completed</p> <p>10th December 2020</p>




NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc



10. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Ensure Social Care staffing budgets are adequately resourced, especially front line services	Will remove the need to try and maintain front line vacancies to meet efficiency targets, and fully fund the pay award.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	
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	

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 globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Importance of front line social care staffing is recognized by a fully funded staffing establishment budget	Ensure staff are not adversely affected by having to either maintain vacancies or not have sufficient financial resources to meet staffing commitments.
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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

11. 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>	N/A	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	N/A	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	N/A	

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>That the staffing budgets are adequately financially resourced</p>	<p>Will remove the pressure of front line services having to maintain vacancies and added to what is already fragile and over stretched services.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Ensure staff are not adversely affected by budget/targets imposed</p>	

12. 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	N/A	N/A	
Disability	N/A	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	N/A	N/A	
Religion or Belief	N/A	N/A	
Sex	The care sector is predominantly staffed by female employees who may be adversely affected.	N/A	Having adequate staffing budgets will help address.
Sexual Orientation	N/A	N/A	
Welsh Language	N/A	N/A	

13. 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	Removing the staff efficiency saving target will allow managers to recruit staff, avoid prolonged staff vacancies	N/A	
Corporate Parenting	N/A		

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

Current forecasting and costing

15. 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?

Will ensure staffing budgets, especially for vital front line services, are appropriately funded

16. 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
Monitor staffing budgets as part of the formal in year budget monitoring exercise	In line with forecast timetable for 2021/22	Chief Officer Social Care, Safeguarding & Health	

17. 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.

As per forecast timetable for 2021/22	SCH DMT
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18. 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	DMT	9 th December 2020	

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Jane Rodgers/Ty Stokes</p> <p>Phone no: E-mail:janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Pressure with the Children’s budget due to increased demand, with an increase in CLA population in 2020/21 with resultant knock on cost increases for staffing and legal costs.</p>
<p>Name of Service</p> <p>Children’s Services</p>	<p>Date Future Generations Evaluation form completed</p> <p>14th December 2020</p>




NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc



19. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Ensure there is adequate budgetary provision to meet the needs of the children population within Monmouthshire.	N/A
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Ensure we can support the needs of the children that require Local Authority provision to best meet not only their needs, but give them to best possible start and chance in their future.	Establish services and practices that underpin delivery and a balanced approach to meet the child and service needs, and meet the core principles of the Authority.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Try to maintain children to remain within their communities, family and where ever possible.	Recruitment and marketing to grow our in house foster care provision, and support so we can increase our offer to those carers.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Helps to better develop communities and support services users to remain in their communities for longer	N/A
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	Offer all the support requires to children to thrive in all areas, especially sport, art and recreational activities	Work with all groups and our internal partners especially Leisure colleagues to have a positive impact on children we support.

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?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Focus on supporting all children to achieve what matters to them and access services to achieve their personal goals and outcomes	N/A

20. 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 Balancing short term need with long term and planning for the future</p>	Offering a support package to remain within their Community where appropriate. If services are not available locally, to try and reduce the need to move out of the Community or retain links.	N/A
 <p>Collaboration Working together with other partners to deliver objectives</p>	With care providers, Health, third sector and voluntary organisations, as well as internal partners to meet the needs of children.	N/A
 <p>Involvement Involving those with an interest and seeking their views</p>	Help to secure services being received.	N/A

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>	To promote health and well-being, independence and a sense of purpose and achievement.	N/A
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	A more cohesive approach to delivering care with the child at the centre.	N/A

21. 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	N/A	N/A	N/A
Disability	Help to maintain services to meet their personal outcomes	Without further investment the disabled Children's budget will remain in an overspend situation	Review of care provision, ensuring the best services at the right price

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?
Gender reassignment	Ensure service provision meets the needs of children under gender reassignment	N/A	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A
Welsh Language	N/A	N/A	N/A

22. 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	At the forefront when working with our child population		
Corporate Parenting	Ensure we can carry out our duties under Corporate Parenting effectively		

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

<ul style="list-style-type: none"> • Demands and the reasons during the current 2020/21 financial year • Activity data for 2020/21 and prior
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24. 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?

<p><i>This section should give the key issues arising from the evaluation which will be included in the Committee report template.</i></p>
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25. 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

26. 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:	
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27. 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	DMT	16/12/20	.

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer completing the evaluation Ceri York/Tyrone Stokes Phone no: 01633644933 E-mail: ceriyork@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Pressure Mandate for care provider fee uplifts in 2021/22
Name of Service Adult Social Care	Date Future Generations Evaluation form completed 15 th December 2020

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc



28. 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?
A prosperous Wales	Offer financial support to care providers allowing them to operate on a viable financial footing. It	Working closely with care providers

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?
Efficient use of resources, skilled, educated people, generates wealth, provides jobs	will help to retain valued providers to remain within the sector, and hopefully encourage new operators into the market.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Ensure financial viability for providers, which will free them up to deliver their services to those with assessed care needs.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Will bring greater financial security and sustainability, allowing local social care to be attractive, viable and safe. People will receive services from local businesses	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recognise cost pressures on the care sector market which is under considerable pressure due to Coronavirus	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	N/A	N/A

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	N/A

29. 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>The aging population of the UK is set to grow even more over the next 5 -25 years. Increasing numbers of people will need social care support to enable them to lead fulfilled and meaningful lives.</p> <p>Having a sustainable social care provider market is a necessity in both the short, medium and long term.</p>	<p>Ensure operators have a fair contractual rate for services being procured.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Social care providers are key partners of the Council in delivering care and support to some of the most vulnerable people within the county.</p>	N/A

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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	N/A	N/A
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	A range of social care provision enables people's independence to be sustained and prevent greater reliance on more intensive social care support.	N/A
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	This proposal will help protect to support the provision of social care. Without this support there will be a negative impact upon our Health partners with delayed transfers of care.	N/A

30. 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	The majority of people receiving social care support are 65 plus.	None	
Disability	Social care is provided to people who generally due to either old age or ill health have a range of disabilities. These proposals will positively support people with disability to receive the care they require	None	
Gender reassignment	N/A	None	
Marriage or civil partnership	N/A	None	
Pregnancy or maternity	N/A	None	
Race	N/A		
Religion or Belief	N/A		
Sex	Most of the workforce is females and therefore up0lifts to fees will benefit people working for the social care organisations which we commission.	None	
Sexual Orientation	N/A		

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?
Welsh Language	N/A		

31. 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	None		
Corporate Parenting	None		

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

Previous provider engagement
Understanding of what cost pressures are on the care sector market
Announced NLW as at 1st April 2021
CPI as at September 2020

33. 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 section should give the key issues arising from the evaluation which will be included in the Committee report template.

- Harbour good relations with providers and enable the delivery of a sustainable model of care
- Vulnerable people in Monmouthshire will continue to receive good quality and sustainable care and support.
- Prevention of more providers reducing their level of provision within Monmouthshire.

34. 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
N/A			

35. 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:	31 st March 2022
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36. 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	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer Eve Parkinson/Tyrone Stokes Phone no: 07854673356 E-mail: eveparkinson@monmouthsire.gov.uk	Please give a brief description of the aims of the proposal Contract to specifically address the 250 weekly hours of unmet care needs in the Usk region
Name of Service Adults Usk care contract	Date Future Generations Evaluation form completed 15 th December 2020



NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc



37. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Having a specified care contract for a set sum will promote a more stable front line care workforce, helping recruitment and retention	Monitor the effectiveness and efficiency of the contract to ensure all requirements are being fulfilled
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Having a stable workforce will ensure carers are recruited and retained, so providing consistent care which will help forge relationships with the cared for resident	Promoting better terms and conditions to encourage people to join the care service as a viable career
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Meeting client care needs helps to maintain them in their community, person centred approach is about enabling people and their families to achieve outcomes – their community is an integral element to this.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Can provide much needed job opportunities within the region	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and		

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?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Having a contract gives financial stability, which in term, will allow care providers to offer salaried contracts of employment, moving away from any zero hour contracts	

38. 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>Person centred approach leads to inclusion and reduces the potential for further dependency, loneliness and isolation.</p> <p>Promotes both health and well-being</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working in partnership with a care provider to meet the common objectives – to allow residents to remain in their community and keeping them safe and well.</p> <p>Delivering the objectives of TWUD – shifting culture from doing to – to doing with.</p>	<p>Ensure care hours are available to meet their needs</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 data-bbox="219 563 376 592">Involvement</p> <p data-bbox="427 344 566 627">Involving those with an interest and seeking their views</p>		
 <p data-bbox="232 893 367 922">Prevention</p> <p data-bbox="421 659 560 941">Putting resources into preventing problems occurring or getting worse</p>	Financial resources in the way of a contract sum are paid	Gives financial certainty to allow for planning

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 data-bbox="237 587 376 619">Integration</p> <p data-bbox="203 647 539 746">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="589 344 1301 400">Impacts on individual, but also partner agencies e.g primary care</p>	

39. 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	Ensure the care needs of our older population are catered for – cared for and carer (family)		Monitor of the contract to make sure it keeps delivering on its obligations

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?
Disability	Improves the health and well-being of people who are disabled – enabling them to be an active part of family / community		
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh Language			

40. 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			
Corporate Parenting			

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

Tracking of unmet need by area and data from our brokerage function as to those hours than cannot be commissioned.
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42. 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 AIMS

- Promote collaboration with the private care sector
- Will help to meet the care needs of residents, supporting them to stay healthy and well
- Help to service a difficult region of the county
- Can help to promote the care industry as a viable career
- Gives financial stability

43. 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
Set up a performance and evaluation framework	Immediately	<ul style="list-style-type: none"> • Meeting the identified care needs – Monmouth Integrated Service Manager • Meeting the contract requirements of the Commissioner (MCC) - Commissioning 	

44. 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.

Quarterly performance and evaluation review meeting	Brief provided to Head of Service
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45. 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



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer Tyrone Stokes Phone no: 01633 644589 E-mail: tyronestokes@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2021/22.
Name of Service Finance	Date Future Generations Evaluation form completed 10 th December 2020



NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc



46. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the fees and charges we levy to be uplifted to reflect current prices, or for means tested services, to only pay for what they can afford, in line with benefits and pensions predicted uplift	Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	N/A	

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?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

47. 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>When reviewing what fees & charges to uplift we have considered this in decided which ones to increase or not</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	N/A	

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 data-bbox="219 563 376 592">Involvement</p> <p data-bbox="427 344 566 627">Involving those with an interest and seeking their views</p>	N/A	
 <p data-bbox="230 893 369 922">Prevention</p> <p data-bbox="421 659 560 941">Putting resources into preventing problems occurring or getting worse</p>	N/A	

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 data-bbox="237 587 376 619">Integration</p> <p data-bbox="203 647 539 746">Considering impact on all wellbeing goals together and on other bodies</p>	N/A	

48. 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	N/A	N/A	
Disability	N/A	N/A	

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?
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	N/A	N/A	
Religion or Belief	N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	N/A	N/A	
Welsh Language	N/A	N/A	

49. 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	N/A	
Corporate Parenting	N/A		

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

Proposed increases by Department of Works and Pensions on benefits and State Retirement Pension uplifts and Consumer Prices Index as at September 2019.

51. 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 impact will be ensuring we at least keep in line with inflation for non means tested charges where applicable**
- **Negative impact – for those charges that are means tested some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.**

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52. 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
Inform service users affected for means tested fees and charges	Following consultation and agreement through the budget setting process	SCH Finance Manager	On target
Non means tested fees & charges	Following consultation and agreement through the budget setting process	Individual budget managers	On target

53. 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: 16 th June 2021	SCH DMT
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54. 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	<i>Head of Service</i>	5 th November 2020	



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer Carl Touhig
Phone no: 01633875845
E-mail: carltouhig@monmouthshire.gov

Please give a brief description of the aims of the proposal

Reduction of mini sweeper from South of County. Currently there are four mini-sweepers across the county that service our main towns and villages. This would see the reduction of one of those sweepers from south of the county and associated reduction in staffing numbers. The post in the south of the county is currently vacant and this would result in the other sweeper being used to optimum levels during winter, spring and summer and hiring in an additional sweeper during leaf fall.

A restructure of neighbourhood services in 2019/2020 provided a greater focus on cleansing and this was bolstered in the south of the County with the introduction of a Chepstow Town Team which is funded by Chepstow Town Council.

We have not seen a corresponding decrease in Local Environmental Audit Management Systems (LEAMS) results with only one sweeper working to optimum levels during the summer but recognize this may also be a result of less footfall and traffic due to pandemic.

Name of Service area

Neighbourhood Services

Date 09/01/21

55. 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	N/a	Litter impacts all age groups and can create a sense that an area is unsafe.	The impact of using only one sweeper to optimal levels has not seen a decrease in the LEAMS results in the south of the county.
Disability	N/A		
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
Sexual Orientation	N/A		
Welsh Language	N/A		




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?
Poverty	Litter does have an adverse impact on all society but can be particularly problematic in areas of low income as it can affect inward investment.	Increases in litter can impact on peoples well-being and sense of community, it can also impact negatively on biodiversity.	The LEAMS data does not show any increases in litter accumulations.



56. 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Litter can negatively impact opportunities for inward investments but there has been no decrease in LEAMS scores since optimizing use of one of the two mechanical sweepers servicing the south of the County.	The restructure allowed a greater focus on litter removal and education and in 2020 we have increased educational messaging. We will continue to monitor the situation through LEAMS and will continue to educate residents and visitors about litter.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Litter can impact on biodiversity and large accumulations can impact on water courses and drainage.	As above – the public have become more appreciative of their local environment during the pandemic and we will continue to link high quality local environment and litter reduction campaigns.

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	Litter can impact on peoples well-being and the perception of crime and fear of crime is negatively affected in areas with high prevalence of litter accumulations	As above
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Wales is leading the way on recycling, it is anticipated that the introduction of Deposit Return Schemes will further reduce litter.	As above
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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Litter can impact negatively on poorer communities but the increased focus on litter and litter campaigns there has been no decrease in LEAMS scores during 2020	As above

57. 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>Over the summer we saw no decrease in the LEAMS results whilst optimizing one vehicle, long term we hope to see a reduction in litter with a strong anti-litter campaign being supported by a new appreciation of the local environment.</p>	<p>Hiring a vehicle during leaf fall will help ensure drains and watercourses do not become blocked with detritus. Ideally we would monitor this for a full year prior to removing the sweeper but this will not allow a full year saving.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working closely with Keep Wales Tidy to reduce litter and improve the local environment. Supporting Litter groups and Litter Champions across the county.</p>	<p>The deposit return scheme is likely to reduce litter further. Closures of drive through food and drinks outlets during the first lockdown saw a significant reduction in litter, working closely with these outlets to improve litter messaging is key.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The reduction of one sweeper and optimization of single sweeper in South of the county did not result in any negative impact on LEAMS scores during the summer of 2020.</p>	<p>Work closely with litter champions to monitor known grotspots.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This is a reduction of resources based on evidence gathered over the summer of 2020. In removing the sweeper and member of staff for budget savings it is not possible to resource further.</p>	<p>N/A</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Litter can have a negative impact on well-being, biodiversity and economic growth. The results of the trial during the summer have shown no negative impact.</p>	<p>N/A</p>

58. 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	N/A		
Safeguarding	N/A		
Corporate Parenting	N/A		

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

During the summer of 2020 with lower staff availability due to Covid 19 and following a restructure of cleansing to give a greater focus on proactive cleansing, a trial that optimized the use of one mechanical sweeper in south of county was implemented. This trial saw no reduction in LEAMS scores, cleanliness ratings remained static and there was no increase in complaints regarding litter. It is difficult to evidence if this is the result of a focused pro=active cleansing regime, increased litter campaigning, a new public appreciation of the local environment, reduced footfall or a combination of all. Ideally the trial would be extended into spring and summer 2021 but this would not allow a full year saving to be achieved. We will continue to monitor the situation through the winter 2020.

60. 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?

.A budget saving is the only positive impact. An increase in litter as we leave lockdowns could impact negatively and result in budget pressures in 2021/22 and beyond. The additional vehicle has been used extensively during the autumn and early winter to support removal of detritus and debris caused by Storm Bella, reducing this capacity may result in additional hire costs in future years.

61. 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
Continue to monitor LEAMS, vehicle usage and complaints	Winter 2020	Carl Touhig

62. 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	First draft of budget savings proposals	January 2021	



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Tracey Thomas</p> <p>Phone no: 07818 016924 E-mail: traceythomas@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To delete the post of Weddings, Conference and Activities Coordinator from the heritage attractions group of services within MonLife.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date</p> <p>24/09/2020</p>

63. 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	Neutral	Neutral	Neutral
Disability	Neutral	Neutral	Neutral
Gender reassignment	Neutral	Neutral	Neutral




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?
Marriage or civil partnership	Neutral	Neutral	Neutral
Pregnancy or maternity	Neutral	Neutral	Neutral
Race	Neutral	Neutral	Neutral
Religion or Belief	Neutral	Neutral	Neutral
Sex	Neutral	Neutral	Neutral
Sexual Orientation	Neutral	Neutral	Neutral
Welsh Language	Neutral	Neutral	Neutral
Poverty	Neutral	Neutral	Neutral



64. 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 events and weddings has become diluted with more provisions across Monmouthshire competing for the same audience. This has meant a decline in our bookings across the attractions in particular in the wedding arena.</p> <p>Whilst bookings for events and weddings will still be taken, this can be done site specifically and make efficient use of existing resources and roles which can deal with enquires and bookings that are bespoke to their venues making service more efficient for customers</p>	<p>Attractions will continue to offer facilities for weddings and events and ensure excellent customer service and positive outcomes for the hirer and visitors who attend. Training for staff and utilising the current skills set of team members</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>Neutral</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Neutral</p>	<p>Neutral</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Neutral - the attractions sites will continue to offer excellent, safe provisions to hire for events and weddings.</p>	<p>Clear communication and marketing of provisions will ensure continued offer of suitable venues for events and wedding hire.</p>
<p>A globally responsible Wales</p>	<p>Neutral</p>	<p>Neutral</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?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	Neutral	Neutral
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Existing staff members have the skills and knowledge to deliver an excellent service to customers thus fulfilling their potential	Creating opportunities for staff members to take responsibility for events, weddings and activities that will be bespoke to their venue

65. 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 future</p> <p>Balancing short term need with long term and planning for the</p>	<p>A re-purposing of the heritage attractions sites have established clear priorities, and will be a part of the bigger review for cultural services in MonLife with shared aims and long term intentions. Individual sites can offer a bespoke service to enquiries leading to greater customer satisfaction.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Where expertise is required for events, weddings and activities we will discuss with our partners who have expertise in the field we require.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We have consulted with those staff effected by the deletion of this post</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>Prevention Putting resources into preventing problems occurring or getting worse</p>	<p>This is a preventative approach and recognises the invaluable role of our existing team members, whilst supporting more opportunities for income generation through other avenues. We are taking a proactive approach with our heritage attractions team and enabling them to create new and tailored opportunities for our visitors.</p>	
 <p>Integration Considering impact on all wellbeing goals together and on other bodies</p>	<p>The heritage attractions are embedded within MonLife and are working closely with museums on a Heritage Strategy which will</p> <p>Enabling staff to have the autonomy and freedom to create new business and deal directly with customers will allow staff to develop their skills and knowledge and thus feeling valued and Increase the wellbeing of staff on sites.</p>	

66. 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	Neutral	Neutral	Neutral
Safeguarding	We will ensure safeguarding is at the forefront of all events and activities planned plans with the relevant documentation, systems and procedures and levels of training in place for all staff.	Neutral	Neutral
Corporate Parenting	Neutral	Neutral	Neutral

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

The current climate is changing and many events, weddings and activities are being sought in different venues; limited numbers allowed due to current covid restrictions; heritage attractions are weather dependent and have no large undercover areas which reduces custom and the length of season for outside events; The repurposing of heritage attractions and how future events, weddings and activities are engaged, will see the current team members being able to deal directly with customers.

68. 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 deletion of the post will not impact on events, weddings and activity bookings as current staff can deal with all enquiries and have the skills required to support customers and ensure their experience is of a high standard.

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69. 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

70. 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	Proposal to budget savings		



monmouthshire
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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Tracey Thomas</p> <p>Phone no: 07818 016924 E-mail: traceythomas@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To introduce car parking charges at Caldicot Countrypark to support ongoing maintenance and improvements to the site.</p>
<p>Name of Service area</p> <p>MonLife</p>	<p>Date</p> <p>05/10/2020</p>

71. 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	Neutral	Neutral	Neutral
Disability	Dedicated disabled parking bays as part of the car parking marking	n/a	Disabled bays will be accessible for easy entrance into the countypark and castle
Gender reassignment	Neutral	Neutral	Neutral


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?
Marriage or civil partnership	Neutral	Neutral	Neutral
Pregnancy or maternity	Neutral	Neutral	Neutral
Race	Neutral	Neutral	Neutral
Religion or Belief	Neutral	Neutral	Neutral
Sex	Neutral	Neutral	Neutral
Sexual Orientation	Neutral	Neutral	Neutral
Welsh Language	Neutral	Neutral	Neutral
Poverty		Small minority may not be able to afford the charge	Seasonal pass for regular users will be available for low cost purchase




72. 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>Introduction of car parking charges will initially enable the clear marking of spaces and accessible charging point for electric cars. The long term income generated will enable more resources and improvements to be made to the country park for visitors and locals.</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>Electric car charging station will be more accessible;</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>In order not to deter regular users a discounted season ticket will be available for those community members who regularly use the country park. Parking will only be charge during opening hours of 10am -5pm.</p>	<p>Alongside this proposal the proposed active travel improvements to Church Road and through the country park will encourage walking and cycling and reduced car usage</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>		
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p>A Wales of vibrant culture and thriving Welsh language</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?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances		

73. 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 future</p> <p>Balancing short term need with long term and planning for the</p>	<p>Introduction of car parking charges will initially enable the clear marking of spaces and accessible charging point for electric cars. The long term income generated will enable more resources and improvements to be made to the country park for visitors and locals.</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>Collaboration Working together with other partners to deliver objectives</p>		
 <p>Involvement Involving those with an interest and seeking their views</p>	Initial consultation has taken place with staff and verbal questioning of visitors. A more in depth consultation will need to take place.	
 <p>Prevention preventing problems occurring or getting worse</p>	Long term the site needs investment and the income generated from the car parking charges will go towards achieving improved facilities for customers and local residents	

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 data-bbox="237 587 376 619">Integration</p> <p data-bbox="203 647 539 746">Considering impact on all wellbeing goals together and on other bodies</p>		

74. 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	Neutral	Neutral	Neutral
Safeguarding	Neutral	Neutral	Neutral

Corporate Parenting	Neutral	Neutral	Neutral
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75. What evidence and data has informed the development of your proposal?

The Countrypark is a regular visitor attraction for 12 months of the year and on average receives 40,000 cars over this period. Most attraction sites across Wales charge for car parking. The attraction / site is usually free or a nominal charge levied for entrance. The site is in need of long term investment and having a charge on car parking will enable an income to be available to assist in the up keep and improve facilities for visitors. Our sister site at Old Station has an established parking charge for visitors and contributes a regular income to support the upkeep of the site.

76. 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?

An opportunity to create a steady income stream that will contribute to the upkeep and improvements of the countrypark.
To ensure all local community members are able to purchase season tickets at reduced rates or park free before 10am or after 5pm.

77. 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
Consultation with those impacted by introducing charges	November/December 2020	Tracey Thomas

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78. 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	Proposal to budget savings		



monmouthshire
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Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation</p> <p>Jonathan Davies Dave Loder</p> <p>Phone no: 01633 644114 E-mail: jonathandavies2@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2021/22.</p> <p>Full details of all proposals can be found under Saving mandate ENT0004 Fees and Charges (inc associated spreadsheet)</p>
<p>Name of Service area</p> <p>Enterprise, Monlife</p>	<p>Date</p> <p>12th January 2021</p>

79. 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	Maintaining a service that provides access to outdoor educational visits	Raising the cost of cemetery fees may have a disproportionate impact on those above the age of 18 who will incur the additional costs.	<p>If a family cannot afford to pay for a burial they may be entitled to assistance in the form of a S46 burial. A local authority has a responsibility to organise a S46 funeral where</p> <ol style="list-style-type: none"> 1. no funeral arrangements have been made 2. no relatives of the deceased can be found, or 3. the relatives of the deceased cannot or will not arrange a funeral <p>The Local Authority however will be entitled to recover the costs of the funeral from the deceased estate</p>
Disability	<p>Both the Careline Alarms and installation charges are remaining fixed for 2021/22 and are not being increased in line with inflation.</p> <p>The Disabled Facility Grant administration fee remains fixed for 2021/22.</p>	N/A	Ensuring that the Careline service continues to be offered to those who require it.

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?
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh Language			All signage and material arising from budget proposals will be compliant with the Welsh Language measure 2011


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?
Poverty	<p>Although Poverty isn't a protected characteristic, it is important to assess and understand the impact of our proposals on those in poverty, especially if there is a cumulative impact from a number of proposals. This is in line with our Social Justice policy.</p> <p>Freezing school meal charges will have a more significant impact on those on lower incomes.</p>	Increases in cemetery fees will have a disproportionate impact on those on lower incomes.	The Local Authority will undertake a S46 funeral where the family is unable or unwilling to organise the funeral, but the costs can be recoverable from the deceased estate.




80. 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>Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works.</p>	<p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 21/22 budget.</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>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Uplift in fees and charges allows resources to be allocated to priority areas across the authority such as social care and education.</p> <p>Freezing school meals charges enables us to provide a service that focuses on providing nutritional meals to young people that supports their physical wellbeing and health.</p>	<p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 21/22 budget.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>		
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales.</p>	<p>As above</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 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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances		

81. 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>Increases in fees and charges have been considered in the context of whole life cost analysis over the long-term in order to ensure sustainable and cost effective service delivery now and in the future.</p>	<p>Mitigating arrangements are in place to minimize the impact of increased fees of charges on people on low incomes.</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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Fee increases are considered in conjunction with opportunities to deliver services more efficiently in collaboration with existing and new partners.</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 21/22 budget setting process.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals will form part of the budget exercise and will be subject to a wider public consultation exercise. This will include sessions with existing groups such as the Access for All forum that represents people with disabilities.</p>	<p>Ensure that proposals and the accompanying Future Generations evaluations are used during, and updated as a result of, consultation and engagement.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future.</p>	<p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 21/22 budget setting process.</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 data-bbox="237 587 376 616">Integration</p> <p data-bbox="203 647 539 746">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="618 344 1279 408">The proposal will generate additional revenue and ultimately support the economy of Monmouthshire.</p>	<p data-bbox="1335 344 2018 440">Consultation and engagement with communities and elected members of proposed increases as part of MCC 21/22 budget setting process.</p>

82. 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	<p data-bbox="450 1118 1021 1310">Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential. Increasing charges enables the Authority to maintain services that are accessible to all.</p>	<p data-bbox="1059 1118 1592 1278">There is a risk that any budget proposals that increase costs will have a disproportionate impact on people on low incomes and therefore will widen inequality.</p>	<p data-bbox="1624 1118 2141 1374">The council is committed to aligning evidence based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential and live the lives they want to live. Mitigation is in place to reduce the financial burden on people who can least afford it.</p>

Safeguarding	There are no specific positive impacts identified at this stage	There are no specific negative impacts identified at this stage	Safeguarding is at the heart of everything the council does. All staff are trained to a level that is appropriate to their role.
Corporate Parenting	There are no specific positive impacts identified at this stage	There are no specific positive impacts identified at this stage	

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

Review of competitors charges
Review of practices within other public sector organisations
Current spend and income data
Feedback from Select Committees, SLT and Cabinet

84. 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?

. These will be added following the budget consultation.

85. 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
The assessment will continue to be updated as individual budget proposals are developed and shaped by consultation.	As part of budget consultation	

86. 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
1.0	Cabinet	20/01/2021	



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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Debra Hill-Howells</p> <p>Phone no: 01633644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To make revenue savings on the management of County Hall and Innovation House</p>
<p>Name of Service area</p> <p>Landlord Services</p>	<p>Date 8th January 2021</p>

87. 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	None	None	
Disability	None	None	
Gender reassignment	None	None	




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?
Marriage or civil partnership	None	None	
Pregnancy or maternity	None	None	
Race	None	None	
Religion or Belief	None	None	
Sex	None	None	
Sexual Orientation	None	None	
Welsh Language	None	None	
Poverty	None	None	



88. 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 proposal seeks to recover efficiency savings arising from reduced utility costs of occupying these buildings. These savings have arisen as a result of the adoption of Teams and digital working to respond to the pandemic and it is anticipated that this new way of working will continue beyond the pandemic.</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>Digital working will reduce our carbon footprint as colleagues are able to work remotely, in addition reduced occupation results in reduced demand for utilities within our accommodation (electricity, gas, water, telephony etc)</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Being able to work remotely removes the need for daily commutes and therefore supports colleagues in achieving a more healthy work life balance</p>	<p>Not all colleagues are able to easily separate their working and home life and are working increased hours as a result of the shift to digital working. HR and manager guidance has been put in place to support colleagues in addressing this. Chairs, laptops and screens have been</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?
		made available to all staff requiring them to assist with remote working.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	If colleagues are able to work remotely they have the ability to spend more time in their local communities	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Reducing the consumption of energy and utilities. Electricity supply is currently 99% green.	
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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

89. 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>Reducing utilities consumption will have a short term financial gain and a longer term resources gain. Reducing carbon footprint will also have a positive impact.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This is an inward facing mandate so no collaboration has been undertaken.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This mandate is concerned with reducing utilities consumption through changing the way we work. Staff engagement has been undertaken through a questionnaire and communication is maintained through the Digital Cwth, Managers Q & A's and the SupportAll.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Resources have already been expended on providing colleagues with the tools to be able to work remotely and this support will be on-going.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Reducing occupancy and in turn occupancy costs through digital working will have a largely positive impact on resources and the well-being goals.</p>	<p>Some colleagues will be unable to work remotely, hence office accommodation will continue to be available as will support for mental health issues etc.</p>

90. 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	Enables colleagues to have better work life balance as daily commutes can be avoided, also increasing productivity. Colleagues are able to participate more in their local communities.	Remote working does have the potential to increase loneliness and create mental health issues. Digital working is not available for front line staff which can cause inequities.	A package of support is available.
Safeguarding	No impact	.No impact	
Corporate Parenting	No impact	No impact	

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

Changing Spaces project – including feedback from staff questionnaire
 Research into current market practices and predictions for future ways of working
 Actual occupation costs 20/21

92. 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 proposal seeks to recover occupation savings arising out of the changes to the way that we work, which are predicted to continue post pandemic. The changes to the way that we work can have both a positive and negative impact on colleagues and this will need to be managed by Managers. There are positive implications for the environment by encouraging colleagues to work remotely.

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93. 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
The Changing Spaces project is ongoing and is wider than accommodation as it also considers HR, culture and IT. This project reports into SLT.	On-going	Changing spaces project group

94. 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



monmouthshire
sir fynwy

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer completing the evaluation Debra Hill-Howells</p> <p>Phone no: 01633644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Budget Mandate – recover revenue savings through mileage expenses for business travel.</p>
<p>Name of Service area</p> <p>Fleet</p>	<p>Date 8th January 2021</p>

95. 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	None	None	
Disability	None	None	
Gender reassignment	None	None	




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?
Marriage or civil partnership	None	None	
Pregnancy or maternity	None	None	
Race	None	None	
Religion or Belief	None	None	
Sex	None	None	
Sexual Orientation	None	None	
Welsh Language	None	None	
Poverty	None	None	



96. 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 proposal seeks to recover efficiency savings arising from the reduction in business travel due to the increased use of digital working, this will include in particular travelling between sites to attend meetings. This will reduce our carbon footprint and increase productivity due to the loss of travelling times.</p>	<p>Where business journeys remain essential, hybrid and electric pool vehicles will be provided to reduce carbon emissions and costs.</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>Reduced business mileage will result in reduced carbon emissions. The provision of an electric and hybrid fleet will be also reduce emissions from essential journeys.</p>	<p>Currently there is insufficient EV charging infrastructure which is being addressed through separate projects.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Reducing the need to travel to attend meetings enables colleagues to be more productive and capitalize on the opportunities on remote working to enjoy a better work life balance.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>If colleagues are able to work remotely they have the ability to spend more time in their local communities</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 globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Reducing our vehicle emissions and carbon footprint will have a wider global impact and support our climate emergency agenda	
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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

97. 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>Reducing the need for business travel is achievable through the digital working solutions that have been put in place during the pandemic. Reducing journeys will reduce carbon emissions, decrease our reliance on our grey fleet and fossil fuels. Colleagues will need to be supported through this transition which forms part of the Changing Spaces project</p>	<p>Increased EV charging infrastructure and where required additional hybrid and EV pool fleet in appropriate locations.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>EV charging infrastructure forms one of the workstreams on the Climate Change working group that is made up of representatives from community groups and NGO's</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Where possible fleet colleagues will work with service leads to ensure that the appropriate pool vehicles are made available in the correct locations. Views on remote working were sought through a staff survey and the response was largely positive.</p>	<p>Ensure that all colleagues have the right tools to work remotely and for those front line services effective route planning is undertaken and EV/hybrid vehicles are made available.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Resources have already been expended on providing colleagues with the tools to be able to work remotely and this support will be on-going.</p>	<p>EV charging infrastructure needs to be implemented</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Reducing business journeys through digital working will have a largely positive impact on carbon reduction and the well-being goals.</p>	<p>Some colleagues will be unable to work remotely, hence appropriate pool vehicles will be made available.</p>

98. 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	No impact	Colleagues who have previously used their own vehicles will need to travel to a location to collect a pool vehicle, which they may find less convenient.	Work with service leads to ensure vehicles will be located where possible at convenient locations for colleagues.
Safeguarding	No impact	.No impact	
Corporate Parenting	No impact	No impact	

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

Changing Spaces project – including feedback from staff questionnaire
 Research into current market practices and predictions for future ways of working
 Actual mileage claims in 20/21

100. 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 proposal seeks to recover revenue savings arising out of reducing business mileage travel through increased use of digital technology. It is recognized that the roll out of electric vehicles is constrained by the existing charging infrastructure which may act as a short term barrier to our ambitions. We are proposing to

work with the Welsh Government energy service and CCCR to adopt common approaches in solving this problem. In the interim we will continue to use hybrid vehicles where the infrastructure is not in place or there are a lack of suitable electric vehicles due to concerns over range etc.

101. 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
The Climate Change working group has a strand on ev charging and bids are being made to support this work	On-going	

102. 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

