

Reference	
CYP2	Additional learning needs - Independent placements
SCH1	Children's services - pressures
ENT2	PTU staff and contracts
ENT6	Catering income



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Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty) **APPENDIX 3**

<p>Name of the Officer completing the evaluation Nikki Wellington</p> <p>Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CYP2 - To increase the Additional Learning Needs Budgets £957,017. This is to support pupils with additional learning needs within Monmouthshire. The budget pressure is detailed below.</p> <p>Independents - £276,693 / Out of County Placements £138,377 / Recoupmnt £243,942 / School Action Plus £298,002.</p>
<p>Name of Service area Additional Learning Needs and Finance</p>	<p>Date 15th December 2021</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The proposal will ensure that the current the financial demand is maintained and will allow all pupils currently requiring support that support to continue. The proposal will support pupils up to the age of 18.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas.	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.
Disability	The proposal will ensure that any pupil will a disability who is currently being supported can continue to have their needs met. The budget is forecast using the data for pupils currently known about and their current needs.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas.	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.

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	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	Neutral		
Race	Neutral.		
Religion or Belief	Neutral		
Sex	Neutral		
Sexual Orientation	Neutral		

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions. This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally.	All pupils will be treated equally.	

3. Policy making and the Welsh language.


How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	No impact		
Operational Recruitment & Training of workforce	If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.	If staff are no longer required to support a pupil this may lead to redundancies.	All protection of employment policies will be followed, and all other employment opportunities will be sort.
Service delivery Use of Welsh language in service delivery Promoting use of the language	No impact		





4. 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	<p>The proposal will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2022-23. With the increased budget for Monmouthshire schools many pupils will be able to access provision at their local school with resources being provided to support.</p> <p>The placement charges to other Local Authorities have increased to reflect the actual costs and these will rise in line with inflation.</p> <p>If the needs of pupils cannot be met from within our own school's placements will be sort externally to meet their needs.</p>	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	<p>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.</p>	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	<p>Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.</p>	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	<p>Where appropriate pupils will be able to access provision at their local school should their needs be met there.</p>	
A globally responsible Wales		

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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local 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 pupil allowing them to fulfil their potential.	

5. 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>There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education.</p> <p>This should lead to less pupils needing to be education in placements outside Monmouthshire and provide a stable school environment where they can learn with their peers.</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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>There are many partners that work together to support pupils with Additional Learning Needs, Education Psychologist and Health for example. By maintaining 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>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>All 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 pupil cannot be met from a local school several partners including the school and parents work together to agree on the best placement for that pupil. The budget pressure has been provided to meet these placement costs.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The early intervention should ensure that needs are met at an early age and allow the pupil to be supported for them to meet their potential.</p> <p>Should there be a requirement for that pupil to access specialist provision the budget has been afforded to allow this.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	

6. Council has agreed the need to consider the impact its decisions have on the following important responsibilities: 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?
Safeguarding	Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this.	None	All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.
Corporate Parenting	Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this.	None	All staff are fully trained in these policies and they receive regular update training.

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

<p>Additional Learning Needs data Month 6 2021-22 financial forecast Current forecasting data for 2022-23.</p>
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8. 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?

Pupils that are currently supported will be able to continue with their support. The financial forecast also includes a contingency to support pupils moving into Monmouthshire or having additional learning need that require support being identified.

9. 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
Assess the impact on budgets	June 2022	Nikki Wellington
Consider future ALN budget requirements	September 2022	Nikki Wellington

10. 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	Initial draft	15th December 2021	None.



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(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

Name of the Officer Jane Rodgers/Ty Stokes Phone no: E-mail: janerodgers@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal SCH1 - Pressure with the Children's budget due to increased demand, with an increase in more complex cases 2021/22 with resultant knock on cost increases for staffing and legal costs.
Name of Service area Children's Services	Date 24 th December 2021

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Will ensure that financial resources are made available to provide services for children under the age of 18 to access care	Without further investment the Children's budget will remain in an overspend situation	Review of care provision, ensuring the best services at the right price
Disability	Help to maintain services to meet their personal outcomes	Without further investment the 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		
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	Having financial resources available will give those children the best possible start in life, giving the support required to achieve goals and aspirations afforded to other children in society.		

3. Policy making and the Welsh language.




How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	Careful consideration is given as to allowing children that require our support to be able to access in the Welsh language		
Operational Recruitment & Training of workforce	When assessing the requirements for recruitment, all posts are considered as to the ability to speak/knowledge of the Welsh language		
Service delivery Use of Welsh language in service delivery Promoting use of the language	When publicising services they are on both the media of English and Welsh		



4. 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	Positive - Ensure there is adequate budgetary provision to meet the needs of the children population within Monmouthshire.	
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	Positive - 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	Positive – Wherever possible and feasible assist children to remain within their communities.	Recruitment and marketing to grow our in-house foster care provision, establishing of more local partnership arrangements and securing local care provision so we can provide local services.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Positive - Helps to better develop communities and support services users to remain in their communities for longer	
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	Positive - 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?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive - Focus on supporting all children to achieve what matters to them and access services to achieve their personal goals and outcomes	

5. 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>	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.	
 <p>Collaboration</p> <p>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.	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	Help to secure services being received.	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>To promote health and well-being, independence and a sense of purpose and achievement.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>A more cohesive approach to delivering care with the child at the centre.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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?
Safeguarding	At the forefront when working with our child population	.	
Corporate Parenting	Ensure we can carry out our duties under Corporate Parenting effectively		

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

<ul style="list-style-type: none"> • Demand data • Current cases • Activity data for 2021/22 and prior • 2021/22 month 6 forecast

8. 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?

<ul style="list-style-type: none"> • Positive – will allow for financial resources to be matched with the service provision required, mainly driven by legal requirement. • Negative – the cost of the proposal is predicated on the continuation of current short-term funding from Health and Welsh Government. Should the current funding streams cease, the financial cost of the proposal will increase.

9. 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

10. 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



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Name of the Officer completing the evaluation Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal ENT2 - Seek additional funding to offset revenue pressure within the PTU service. The pressure has arisen as a result of increased operational costs, increased passenger numbers, increased contractor costs and loss of grant funding streams and private hire income.
Name of Service area Fleet & Facilities	Date 11 th January 2022

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The proposal will ensure the continued grassroutes and home to school transport services.	None	
Disability	The Grass routes and service routes undertaken by PTU are wheelchair accessible. Where specific needs are identified for passengers on home to school transport the transport provision will meet the necessary requirements including wheelchair accessibility and passenger assistants.	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?
Gender reassignment	None	None	
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	

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

Socio-economic Duty and Social Justice	<i>Should the pressure mandate be approved we will be able to continue to provide community transport, which provides low cost access to transport for rural communities and those without their own means of transport.</i>	None	None
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3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	<i>Neutral</i>	Neutral	
Operational Recruitment & Training of workforce	When recruiting drivers and passenger assistants we will advise that welsh language skills are desirable.	Given that there is a shortfall of qualified drivers we are unable to limit the recruitment process to welsh speakers only as we have a statutory duty to provide home to school transport.	We will work with colleagues to identify opportunities for welsh language courses for PTU staff.
Service delivery Use of Welsh language in service delivery Promoting use of the language	Application forms, publications and communications can be undertaken through the medium of welsh.		




4. 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	The proposal will be ensure that services can continue to be delivered within a local context and communities have access to transport for local services.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The PTU operations team have started a fleet transition process. They are currently running 1 EV minibus and are intending to procure 2 further EV minibuses in 22/23, subject to funding availability. Home to school transport also reduces the number of school journeys undertaken by personal vehicles	Where possible home to school routes are aggregated to minimize the number of vehicle movements. Effective route planning for grass routes trips ensures that the number of vehicles travelling is minimized.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Neutral	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The transport provided allows young people to access education and the community transport enables community members to access local services, towns and villages ensuring that communities remain accessible and connected.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Route planning is undertaken to ensure that vehicular movements are limited. Vehicles are well maintained to ensure their longevity and reduce their environmental impact.	
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	

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	Home to school and community transport remove barriers that prevent young people and community members accessing educational and social facilities. Community transport is subsidised, home to school transport is either free or subsidized.	

5. 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?
 Long Term Balancing short term need with long term and planning for the future	Long term planning is factored into fleet replacement and maintenance decisions. Replacement vehicles where financially viable will be ULEV.	
 Collaboration Working together with other partners to deliver objectives	THE PTU service works in collaboration with schools. Community transport works with its users and stakeholders to ensure that the service being provided meets their needs and is sustainable.	

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>	<p>The proposal relates to mitigating the increasing costs of providing home to school which is a legal requirement and community transport. We have worked with the finance and education departments and have used demand patterns to predict the future needs. The PTU Commissioning Team also work closely with external operators to understand operating costs and market capacity.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal seeks additional revenue to manage increasing demand and operating costs for home to school and community transport.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.The proposal seeks additional funding to offset increased operating costs of external operators and in-house provision to ensure that we comply with our statutory duty to provide home to school transport. In addition it will enable the Council to continue to operate community transport for its local communities who can use it to access local services.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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?
Safeguarding	Neutral – safeguarding is a core component of PTU services.	<i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i>	
Corporate Parenting	Transport for LAC is arranged by the PTU Commissioning services, this proposal will not impact on the provision of this service		

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

Financial data
Pupil data
Tender returns from external contractors
Grassroutes passenger data
Vehicle replacement and maintenance costs

8. 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 is a pressure mandate seeking additional funding in order to offset increasing operating costs and passenger demand. Where possible costs are mitigated either by providing transport in-house if this is a cheaper solution than external provision and seeking ways to aggregate routes and minimize the number of vehicular movements

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9. 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

10.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



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Name of the Officer completing the evaluation Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal ENT6 - Seek additional funding to offset revenue pressure within the catering service due to a decrease in uptake and increased consumable costs.
Name of Service area Catering	Date 11 th January 2022

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	None	None	
Disability	None	None	
Gender reassignment	None	None	
Marriage or civil partnership	None	None	
Pregnancy or maternity	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?
Race	.None	None	
Religion or Belief	<i>None</i>	None	
Sex	None	None	
Sexual Orientation	<i>None</i>	None	

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The school catering service provides access to subsidized school meals and free school meals. If the funding is agreed this will enable us to meet a shortfall in revenue as a result of reduced damage due to the changes in service provision during the pandemic. Free school meals for all infant pupils will commence in September 2022 and all junior schools from September 2023 and we await more details from Welsh Government as to the funding of this universal service will be provided.	None	<i>None</i>

3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	<i>Neutral</i>	Neutral	
Operational Recruitment & Training of workforce	When recruiting staff we will advise that welsh language skills are desirable.		We will work with colleagues to identify opportunities for welsh language courses for those that wish to develop their welsh language skills.
Service delivery Use of Welsh language in service delivery Promoting use of the language	The service can be accessed through the medium of welsh in accordance with Council and Welsh Language guidelines.		




4. 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	Whilst a revenue shortfall has been identified due to reduced demand, it is expected that this will increase substantially when free school meals are introduced although the funding mechanism is as of yet unclear. We need to ensure that we are able to retain existing staff and increase the teams in line with projected demand.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Local supply chains are supported where procurement rules allow	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	All meals are scratch cooked and meet the schools healthy eating agenda requirements. Specific dietary needs are also catered for.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Neutral	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	
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	

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	There will be opportunities for colleague progression and recruitment of new staff.	

5. 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>	The decline in school meal take up was due to the schools requirements for meals to be served in classrooms which limited the menu that we were able to offer. As meals are now being served in dining halls, take up has increased and we expect it to substantially increased when free school meals are introduced.	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	We are working collaboratively with the WLGA and neighbouring authorities with menu design, evaluation and procurement.	

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>	<p>We are working collaboratively with users and suppliers and seek views of specialist providers and parents.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal seeks additional revenue to maintain the existing service provision as we transition to the new free school agenda being introduced by Welsh Government.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal ensures that the service is in the best position to adapt to the new proposals by retaining its existing staffing base and maintaining the cost of paid for meals at existing levels.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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?
Safeguarding	Neutral	.Neutral	
Corporate Parenting	Neutral	Neutral	

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

Financial data
Meal take up data
Supplier costs
WG policy
WLGA information
Collaborative working with neighbouring authorities

8. 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 is a pressure mandate seeking additional funding in order to offset increasing demand and supplier costs through the provision of additional cleaning staff and a change to the existing structure to enable decisions to be made at a local level.

9. 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

10. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		