







<p><b>Name of the Officer</b> completing the evaluation Sue Hall</p> <p><b>Phone no:</b> 01633 644461</p> <p><b>E-mail:</b> susanhall@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To employ an Early Years &amp; Childcare Development Officer to provide support and guidance to further improve the quality of childcare provision and support the implementation of the Healthy and Sustainable Pre-School Scheme in childcare settings across Monmouthshire.</p>
<p><b>Name of Service</b></p> <p>Early Years, CYP</p>	<p><b>Date Future Generations Evaluation form completed</b></p> <p>01.02.16</p>


**1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	How does the proposal contribute to this goal? (positive and negative)	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will provide a good job opportunity for an individual that has undertaken relevant training and has the necessary experience. Part of the role is around organising training to upskill the childcare workforce in Monmouthshire.</p> <p>Negative impact is removal of funding for CPCKC Development Worker, as this role was specific to out of school childcare provision, which is no longer our area of need identified through the CSA.</p>	<p>CPCKC Development Worker has recently left the role and taken up a post with another organization. CPCKC have been given notice that funding will not continue after 31<sup>st</sup> March 2016 but we would still like to work closely with them in the future.</p>

<b>Well Being Goal</b>	<b>How does the proposal contribute to this goal? (positive and negative)</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>One of the main purposes of the role is to support the implementation of the Healthy &amp; Sustainable Pre-School Scheme, with specific targets relating to preventing childhood obesity.</p>	<p>The post holder will work closely with the Healthy Schools Co-ordinator to ensure there is a joined up approach and to maximize the support given to childcare settings.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Developing childcare provision within communities that don't have sufficient provision is part of this role.</p>	<p>The Childcare Sufficiency Assessment, along with enquiries to the Family Information Service and local knowledge, will be used to highlight any gaps in the childcare market.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Physical literacy and getting children hooked on sport from a young age is an important part of the Healthy &amp; Sustainable Pre-School Scheme.</p>	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>All families should have access to high quality childcare provision, in order for them to work or undertake training. This post is essential in order to develop new childcare provision and to raise standards in existing childcare settings.</p>	<p>Flexible childcare for parents working shifts or unsociable hours has been identified as a gap in Monmouthshire; tackling this will be a specific target for the post holder.</p>

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

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p>Long-term Balancing short term need with long term and planning for the future</p>	<p>Childcare has been identified as a possible barrier for working parents, particularly those working atypical hours; therefore, there is a need to develop additional childcare provision to meet this need. At the same time, this needs to be balanced against flooding the market so that existing settings are no longer sustainable.</p>	<p>Initially, the post holder will work with existing providers to encourage them to expand their provision to fill this gap. They will also provide business support to settings to ensure they are sustainable.</p>
 <p>Collaboration Working together with other partners to deliver objectives</p>	<p>Multi-agency working is an important aspect of this role. The post links health, education and childcare targets. The post holder will also liaise with a number of voluntary organisations including Wales PPA, CPCKC and Mudiad Meithrin.</p>	
 <p>Involvement Involving those with an interest and seeking their views</p>	<p>The Early Years Development and Childcare Partnership, which consists of partners from a variety of organisations, were involved in the decision to create this post and will effectively act as the steering group for the post holder.</p>	
 <p>Prevention Putting resources into preventing problems occurring or getting worse</p>		

Sustainable Development Principle	How does your proposal demonstrate you have met this principle?	What has been done to better to meet this principle?
 <p data-bbox="143 347 284 376">Integration</p> <p data-bbox="315 212 499 400">Positively impacting on people, economy and environment</p> <p data-bbox="109 408 483 437">and trying to benefit all three</p>		

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

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age			
Disability			
Gender reassignment			
Marriage or civil partnership			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh Language			

**3. 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>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Approved Early Education Providers have adopted Monmouthshire's Safeguarding in Education Policy and the post holder will monitor their compliance with this policy. All childcare providers will be encouraged to adopt this policy or, at the very least, to ensure they have their own policies in place that include the underlying principles.		The post holder will undertake Safeguarding training, including train the trainer. This knowledge will be used to support settings and provide training to childcare workers, where required.
Corporate Parenting			

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

- Results of the Childcare Sufficiency Assessment 2014-17 and subsequent CSA Refresh 2015 have been used to highlight gaps in the childcare market and identify priorities for development.
- Statistics around childhood obesity and other health related issues have informed this proposal.

**5. 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 impact of this proposal is around meeting our statutory duty to ensure there is sufficient childcare provision in Monmouthshire to meet the needs of working parents; this will contribute to the wellbeing goals of creating a more equal and prosperous Wales. Childcare workers will be well trained and better informed, hence raising the quality of childcare provision.

The proposal also contributes towards the wellbeing goal of creating a healthier Wales where health impacts are understood, as all settings will have the opportunity to join the Healthy & Sustainable Pre-School Scheme and interventions will be put in place to prevent childhood obesity and develop an holistic approach to Health and Wellbeing.

The only negative impact is around discontinuing the financial support given to Clybiau Plant Cymru Kids' Clubs (CPCCKC).

**6. 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
<b>Advertise the post</b>	<b>7<sup>th</sup> – 18<sup>th</sup> March 2016</b>	<b>Sue Hall</b>	
<b>Shortlist</b>	<b>21<sup>st</sup> March 2016</b>	<b>Sue Hall, Emma Taylor &amp; Bernadette Byrne (Wales PPA)</b>	
<b>Book Safeguarding training</b>	<b>Summer term 2016</b>	<b>Sue Hall</b>	

**7. 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.

<b>The impacts of this proposal will be evaluated on:</b>	<b>31<sup>st</sup> March 2017 through SIP and grant progress reports, this will be reported to the EYDCP</b>
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