



monmouthshire
sir fynwy

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Naomi Lovesay Phone no: 07970894427 E-mail: NaomiLovesay@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Adoption of National safeguarding training, learning and development standards to the training section of the Corporate Safeguarding Policy</p>
<p>Name of Service: Social Care Health Workforce Development Team</p>	<p>Date Future Generations Evaluation</p> <p>7th November 2023</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?
A prosperous Wales	Provides an opportunity to train, develop and upskill colleagues to best safeguard our communities	Use of Thingi LMS to roll out / transition to national training standards


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	Effective delivery of safeguarding training through a hybrid approach using thingi LMS	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Offering digital solution to training will reduce the carbon footprint of people travelling to face to face training as done previously.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The more people that are trained effectively in safeguarding will optimise safeguarding in our communities and promote physical and mental wellbeing.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Robust safeguarding training standards to keep people in our communities safe	Adoption of national safeguarding training standards will ensure continuity across Wales.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The more people that are trained effectively in safeguarding will optimise safeguarding in our communities and promote physical and mental 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	Training can be offered in the Welsh Language	

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 more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Multiple ways to access training – meet the needs of how people learn</p>	<p>Digital literacy maybe be barrier for some people to access digital learning and the LMS however digital literacy training is being offered as well as session to navigate the LMS in order to mitigate this barrier.</p>

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>Long Term for the future</p> <p>Balancing short term need with long term and planning</p>	<p>Optimal safeguarding training will be met through adoption of the safeguarding standards and the vehicle for successful roll out of this training will be Thinqi LMS which will be able to mandate correct training to each role and measure compliance of this learning now and in the future.</p>	<p>The communication to the workforce will need to be managed appropriately to ensure people are clear on the new standards and to ensure engagement with mandatory training.</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>We will continue to use and the South East Wales Safeguarding Board to support the safeguarding training MCC offer in line with the new national standards if adopted.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All relevant stakeholders have been involved in this update.</p>	<p>Continue to communicate effectively with the workforce to update on training standards in adopted and impact on mandatory training.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Having robust safeguarding training that is aligned to national standards with clear compliance monitoring through Thinqi LMS will mitigate risk and optimise safeguarding in Monmouthshire.</p>	<p>Communication to support roll out if proposal agreed to ensure engagement with training takes place so the whole workforce are compliant with mandatory safeguarding training.</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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Everyone has a responsibility to safeguard. Training people effectively to recognise and protect people from harm will help to promote positive physical and mental wellbeing throughout the whole of Monmouthshire.</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	N/A	N/A	
Disability	N/A	N/A	
Gender reassignment	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?
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	Any documents, forms, guidance or information will be made available in Welsh.	N/A	

- 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	Enhanced learning & development for all colleagues to best safeguard people in our communities		
Corporate Parenting	Enhanced learning & development for all colleagues to best safeguard people in our communities		

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

1. National safeguarding training, learning and development standards
2. Safeguarding training data
3. Colleague learning needs identified by safeguarding unit – where does behaviour need to change to optimise safeguarding in line with best practice

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?

It is clear from completing this form adoption of the National safeguarding training, learning and development standards will provide Monmouthshire with robust safeguarding training programme that is specific to meet the needs of our colleagues across the council and county. Safeguarding training that is aligned to the national recommended standards will ensure continuity for people in Monmouthshire. Utilising Thingi LMS to deliver training aligned to the national standards will allow training to be specific to the needs of our colleagues, delivered in a hybrid format so can best meet the learning style of individuals and the provision of data to measure compliance will identify areas for development. Working with the safeguarding unit to implement the standards will ensure training content for each standard is aligned to the needs of people in Monmouthshire.

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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If National training standards are adopted to ensure a clear communication plan to inform the workforce is established and delivered across the whole organisation.	ASAP	Workforce Development and Safeguarding Unit	
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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:	Ongoing on a continuous basis and in line with changes to the national safeguarding standards, safeguarding legislation and safeguarding requirements.
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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	ICMD Paper	07/11/23	