



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Beth Watkins</p> <p>Phone no: 01873 856162</p> <p>E-mail: bethwatkins@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Deletion of 1 post due to cessation of Welsh Government grant</p>
<p>Name of Service</p> <p>Monmouthshire Language and Play/Flying Start</p>	<p>Date Future Generations Evaluation form completed</p> <p>10/04/2016</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 proposal ensures that resources are streamlined and aligned with the needs of eligible families whilst developing sustainability of the programme within Aneurin Bevan Health Board.</p>	<p>The continuation of the programme in Flying Start by absorbing one post and allowing the programme to be delivered by a partner agency to meet the needs of non-eligible 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 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	Flying Start will continue to deliver services to the highest need families in eligible areas.	Partner agency to continue the delivery of some elements of the service in non-target communities
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	N/A	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	Flying Start continues to support Welsh medium early years childcare and language development	Flying Start will continue to provide the partner agency continuing with the programme with bi-lingual resources when required.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Flying Start continues to embrace diversity and equality both in the work place and the communities in which we work	Partner agency to continue to deliver programme in an inclusive, equal and diverse way.

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</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal ensures that Flying Start continues to deliver in line with its annual delivery plan whilst allowing partner agencies to utilize Flying Start resources ensuring sustainability.</p>	<p>N/A</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Collaboration and partnership working is key to the success of Flying Start and also ensures that no-one is left behind. Partnerships with Aneurin Bevan University Health Board are strong and will continue to be so ensuring sustainability.</p>	<p>Providing programme resources (non-financial) to our ABUHB to enable the delivery of the programme will better contribute to the positive impact on the communication skills of young children who do not live in Flying Start areas.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Stakeholders include:</p> <p>Staff, ABUHB (Speech and Language Dept), Flying Start Health Programme Team.</p>	<p>Continue to be open and transparent throughout the process.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal will ensure that there are sufficient funds to continue to provide targeted preventative speech and language support to the highest need, eligible children.</p>	<p>Increase the staffing level of Flying Start by 1 FTE to ensure continuation of engagement/speech and language groups in the highest need areas.</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>People – The proposal ensures that a higher level of support is available to those most in need within Monmouthshire.</p> <p>Economy- The proposals ensures that resources are targeted in the highest need areas with an intervention being made available to children in non-target areas through a partner organization.</p>	<p>Sharing of resources with our partner agency (non-financial).</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		
Disability	N/A		
Gender reassignment	N/A		
Marriage or civil partnership	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?
Pregnancy or maternity	N/A		
Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
Sexual Orientation	N/A		
Welsh Language	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	N/A		
Corporate Parenting	N/A		

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data including the census figures*
- *Household survey data*
- *Service User Data e.g. from HEAT, FLO, PLANT, Mayrise, ONE etc*
- *Recommendations from Scrutiny or following consultation*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors.*

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 proposal will result in one post deletion and therefore if re-deployment is unavailable, redundancy of one individual will occur..

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

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:

10//05/2017

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
V1	CYP - DMT	24/05/2016	