



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

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| <p>Name of the Officer completing the evaluation</p> <p>Sam Francis (Team Manger Children with Disabilities) Phone no:01291 635721 E-mail: samanthafrancis@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal.</p> <p>Upgrade from Band I to Band J of the team Occupational Therapist after Job evaluation procedure has been completed.</p> |
| <p>Name of Service</p> <p>Children with Disability Service.</p> | <p>Date Future Generations Evaluation form completed</p> <p>15/07/2016</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? |
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| <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> | <p>This post positively contributes to the wellbeing of children and families through a service from a senior OT. Allowing children and families better access to their homes and independence within their lives.</p> <p>Social Services and Wellbeing Act 2014</p> | <p>This will encourage and allow the role to grow within the service. At this time it is a stagnant position and there is no future of professional growth. With the proposed band change this will encourage professional development.</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? |
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| <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>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Positively contributes to children and young people who have disabilities through provision of a effective and good quality service. The banding improvement will ensure that Monmouthshire continues to provide continuity of service and professional development.</p> | <p>The professional growth of the OT post will support continuity and stability and help children and families to be able to access</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Positively contributes to children and families remaining within the community, through provision of quality assessments and management of equipment.</p> | <p>The post holder liaises with other senior OT, in respect of management of equipment within the county. Reducing the need for the service to use outside provision.</p> |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>The professional increase in banding will allow the post holder to embrace a more managerial role, this is a positive way forward and demonstrates that as a service we are consistently looking at ways to move forward and progress support for children and young people.</p> | <p>The community will have an enabling service, supporting and encouraging children and young people to be more independent and allow them to become more socially inclusive.</p> |
| <p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People</p> | <p>Positively contributes to children and young people having a stable and safe environment in</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? |
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| are encouraged to do sport, art and recreation | which to live, to allow them to access opportunities within Wales and their local community. | |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | A strong Occupational Therapist role will encourage and sustain a service that encourages independence and supports children and young people 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? |
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|  <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p> | The Provision of a higher banded Occupational Therapist will ensure long term provision of a highly qualified professional in the role and this will benefit children and young people across Monmouthshire. Better liaison with Adult OT, who already have this higher banding in place. | In the short term if the banding is not increased we may see that there could be a recruiting concern as there is no room for professional development. The clear statement from the Job evaluation is that this is a band J post. |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | The current Occupational Therapist already chairs a Gwent wide forum to look at OT related services. She attends and report to the team manager in respect of budget for equipment and service Gwent wide. | |

| 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? |
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|  <p data-bbox="349 413 512 596">Involving those with an interest and seeking their views</p> <p data-bbox="141 639 295 663">Involvement</p> | <p data-bbox="546 320 1296 432">Gwent wide OT and Health service provision, attending various meetings and contributing to those arenas of information, reporting back to CWD team manager and team.</p> <p data-bbox="546 472 1216 539">Manage the equipment budget in partner with the CWD manager.</p> <p data-bbox="546 579 1274 730">Multi agency assessments and visits to ensure quality and sharing of information to ensure identified and proportional services for children and young people in Monmouthshire, as specified in the Social Services and Well Being Act 2016.</p> | |
|  <p data-bbox="349 836 506 1134">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 1075 293 1099">Prevention</p> | <p data-bbox="546 836 1323 1054">The Social Services and Well Being Act 2016 states that we are looking at prevention and supporting children and families to reach their full potential. The support of an increase in banding for the OT post will ensure continuity of professional within the post and a pro active and supportive service.</p> | <p data-bbox="1352 903 2101 1034">The Occupational Therapist role within the Children with Disabilities team is pivotal for the children and families we work with, ensuring that all avenues are explored and support is cohesive, child centered and cost effective.</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? |
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|  <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The well-being of the child and young person as well as the family is central to all assessments that are carried out in the children with disabilities team. Ensuring a service that can look at professional, voluntary and support from wider family for all the children and young people we are engaged with.</p> <p>Professional development within the OT role is crucial to ensure continuity and a high level of specialism for the professional.</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? |
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| Age | This service is available to children and young people 0-18 who are referred for an Occupational Therapy Assessment. | NONE | |
| Disability | As described, this post is placed within the Children with Disability Team and is available for children with disabilities living in Monmouthshire. | 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? |
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| Gender reassignment | Neutral | | |
| Marriage or civil partnership | Neutral | | |
| Pregnancy or maternity | Neutral | | |
| Race | Neutral | | |
| Religion or Belief | Neutral | | |
| Sex | Neutral | | |
| Sexual Orientation | Neutral | | |
| Welsh Language | Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc.and also the requirement to promote the language. | | |

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? |
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| Safeguarding | The professional works under the Guide lines of the All Wales Child Protection Procedures | No Negative impacts | |
| Corporate Parenting | The OT Role supports all children and young people who are Looked After by the local Authority. | No Negative impacts | |

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

- The current Occupational Therapist has completed the Monmouthshire Job Evaluation Form and this has been put forward for the role to be evaluated and the recommendation is that the banding is increased from I to J.

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 positives.:

A Job evaluation form and procedure has been completed and they have recommended the banding is increased from I to J.

Ensures continuity to professional development.

Support and assessment of young people children and families has stability and professional accountability.

Recognizes and supports the OT role within the children with disability team.

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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 the banding is agreed, look at implementing the increase in banding. | From the date of the agreement. | Team Manager Children with Disabilities Team | |
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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.

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| The impacts of this proposal will be evaluated on: | Next budget meeting. |
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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 |
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| | e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc | | This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal. |
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