



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Lisa Widenham</p> <p>Phone no: 01633 644282 E-mail: LisaWidenham@monmouthshire.gov.uk</p>	<p>To seek approval for the Creation of an Apprentice Position on the Financial System Support Team</p>
<p>Name of Service Revenues, Systems and Exchequer</p>	<p>Date Future Generations Evaluation form completed 27.09.16</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 Apprentice scheme aims to provide people with skills and knowledge that will enable them to build future employment prospects and careers.</p>	<p>The apprentice will be sourced through Torfaen training which is an experienced, reputable trainer.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</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 healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	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	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	<i>The apprenticeship will be available for all to apply the only restriction is on Age</i>	

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 data-bbox="147 480 275 507">Long Term</p> <p data-bbox="331 261 517 485">Balancing short term need with long term and planning for the future</p>	<p data-bbox="546 261 1308 328">Vacancies on the team have proven difficult to fill both in terms of applications and skills of the applicants that do apply.</p> <p data-bbox="546 341 1294 408">If vacancies arise on the team in future, there could potentially be applicants with the right skill set to undertake the position.</p>	
 <p data-bbox="129 743 293 770">Collaboration</p> <p data-bbox="331 533 510 756">Working together with other partners to deliver objectives</p>	<p data-bbox="546 533 1160 600">We would be working with Torfaen Training, an experienced and reputable trainer.</p>	
 <p data-bbox="141 1062 293 1090">Involvement</p> <p data-bbox="349 844 517 1023">Involving those with an interest and seeking their views</p>	<p data-bbox="546 799 1308 951"><i>The idea of an apprentice was raised by a team member at a team meeting arranged to discuss future Monmouthshire. The whole team were in favor of the idea.</i></p> <p data-bbox="546 991 1290 1102"><i>I have also sought the opinions of Torfaen Training and the Assistant Head of Finance who were both in favor.</i></p>	
 <p data-bbox="152 1382 286 1409">Prevention</p> <p data-bbox="342 1147 506 1445">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 1150 1308 1217">Vacancies on the team have proven difficult to fill both in terms of applications and skills of the applicants that do apply.</p> <p data-bbox="546 1230 1294 1297">If vacancies arise on the team in future, there could potentially be applicants with the right skill set to undertake the position.</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>This ensures the wellbeing of the team by ensuring sufficient resources are available to provide the service (Less Stress / Frustration).</p> <p>This ensures the wellbeing of the individual by improving the prospects of future employment</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	<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	N/A		

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

Discussions and documentation received from Torfaen Training.
Discussions with the team.
Previous issues with recruitment to the team.

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 Apprentice scheme aims to provide people with skills and knowledge that will enable them to build future employment prospects and careers.

Vacancies on the team have proven difficult to fill both in terms of applications and skills of the applicants that do apply.
If vacancies arise on the team in future, there could potentially be applicants with the right skill set to undertake the position.

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:	Check in Check out process undertaken on a 6 monthly cycle
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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	<i>Individual Cabinet Member Decision</i>		