



monmouthshire  
sir fynwy

## Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer</b> Nikki Wellington</p> <p><b>Phone no:</b> 01633 644549 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To restructure CYP support services and Additional Learning Needs</p>
<p><b>Name of Service</b> Support Services and Additional Learning Needs</p>	<p><b>Date Future Generations Evaluation</b> 16<sup>th</sup> May 2017</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The purpose of the restructure is to have the right people with the right skills in the right jobs. Where new posts have been created this will lead to career progression.</p>	<p>Any changes are stressful for staff. This is being managed with the support of employee services. There has also been consultation with all staff affected.</p>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This is linked to staffing structures	This is linked to staffing structures
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The restructure will bring opportunities to staff, and could provide job opportunities to the wider community.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	There are potential job opportunities to the wider community.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	There are potential job opportunities to the wider community.	
<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	N/A	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Our employment opportunities will help deliver this.	

**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="147 469 282 501">Long Term</p> <p data-bbox="331 256 517 480">Balancing short term need with long term and planning for the future</p>	<p data-bbox="546 256 1245 284">Our succession planning will allow us to focus on this.</p>	
 <p data-bbox="129 732 295 764">Collaboration</p> <p data-bbox="331 520 517 743">Working together with other partners to deliver objectives</p>	<p data-bbox="546 520 1308 627">The posts created will enable us to work closer with our partners and to create opportunities for greater partnership working.</p>	
 <p data-bbox="143 995 295 1027">Involvement</p> <p data-bbox="331 783 517 967">Involving those with an interest and seeking their views</p>	<p data-bbox="546 783 1274 890">The relevant unions have been consulted and staff have received support from employee services. All staff have been fully consulted.</p>	
 <p data-bbox="152 1281 295 1313">Prevention</p> <p data-bbox="331 1046 517 1342">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 1046 1290 1074">The structure will put the resources where we need them.</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>The purpose of the restructure is to have the right people with the right skills in the right jobs. Where new posts have been created this will lead to career progression.</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](mailto: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	<p>This structure has ensured that we will follow all the Council's policies and procedures onn undertaking a restructure and follow the protection of employment policy. Therefore no protected characteristics are affected from this review.</p>		
Disability			
Gender reassignment			

<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>
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			
Welsh 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>

	<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	All new employees will be appropriately trained in safeguarding and existing employees will receive refresher training where appropriate.		
Corporate Parenting			

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

Review of structures and workload and consultation with staff.

**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?**

This will have a positive impact on the directorate, ensuring employees have the appropriate resources.

**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
Cabinet decision	7 <sup>th</sup> June 2017	Nikki Wellington and Sharon Randall-Smith	
Implementation	July – October 2017	Nikki Wellington and Sharon Randall-Smith	

**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:	Engagement with staff through one to ones and staff meetings.
--	---

**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
1.0	Cabinet.	7th June 2017	Staff consultations – if necessary changes will be brought to cabinet.