

Appendix 5: Individual FGE for each proposal

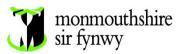
monmouthshire sir fynwy	(include		ture Generations Evaluation alities and Sustainability Impact As
Name of the Officer Dave Loder		Please gi	ve a brief description of the aims of the proposal
		PENT001	OPS Street Lighting - Energy Increases
Phone no: 4298			

Generations Evaluation and Sustainability Impact Assessments)

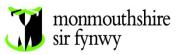
Operations		
Name of Service	Date Future Generations Evaluation 04/12/2018	
	(See Pressure Proposals PENT001 and PENT006 for further information)	
	PENT006 Fuel Pressure for Operations - 5% increase based on £800,000 net departmental spend.	40
E-mail:daveloder@monmouthshire.gov.uk	Increase of budget is required to offset energy price increases.	
Phone no: 4298	PENTO01 OPS Street Lighting - Energy Increases	74
Name of the Officer Dave Loder	Please give a blief description of the aims of the proposal	

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.



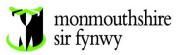
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative	What actions have been/will be taken to mitigate any negative impacts or better
Well Bellig Goal	impacts.	contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Protects front line service budgets and ensures a stable and efficient service going forward	Ensure the team that supports the services are equipped for the future and the different technologies/ solutions/ vehicles we will use.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal does not contribute directly to this goal.	Identification of solutions within the service areas to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	This proposal does not contribute directly to this goal.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Approving pressures will ensure that essential front-line services are kept at a standard to meet this goal.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal does not contribute to this goal.	Identification of solutions to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	This proposal does not contribute to this goal.	



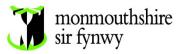
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This proposal does not contribute to this goal.	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustai Developmei		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?
Long Term	Balancing short term need with long term and planning for the future	Recognises that funding fuel/energy price increases will allow the Operations department to continue to operate for the long term without seeing a major impact on service delivery.	Identification of solutions to reduce these pressures and costs in future years is important in order to reduce carbon emissions and fuel costs.
Collaboration	Working together with other partners to deliver objectives	N/A	N/A



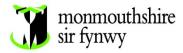
Sustain Developmen		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	N/A	N/A
Prevention	Putting resources into preventing problems occurring or getting worse	Street Lighting are continuing to invest in LED light technology to reduce our energy output. Transport are continually looking at ways to reduce fuel consumption through route rationalization, skype meetings, investing in electric/hydrogen vehicles etc	The service does not anticipate any negative impacts as a result of the proposal



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?
Integration Considering impact on all wellbeing goals together and on other bodies		

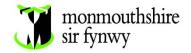
3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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	No Impact	N/A	N/A
Disability	As Above	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?
Gender reassignment	As Above	N/A	N/A
Marriage or civil partnership	As Above	N/A	N/A
Pregnancy or maternity	As Above	N/A	
Race	As Above	N/A	
Religion or Belief	As Above	N/A	
Sex	As Above	N/A	
Sexual Orientation	As Above	N/A	
Welsh Language	As Above	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



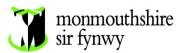
please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx and for more on Monmouthshire's Corporate Parenting Strategy see http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx

	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		

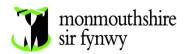
5. What evidence and data has informed the development of your proposal?

ergy price increase data from MCC energy manager. el forecast predictions.	

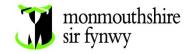
6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?



	NS: As a result of co if applicable.	mpleting this form are there any f	urther actions you will be	undertaking? Please detail them
What are	you going to do	When are you going to do it?	Who is responsible	Progress
		s of this proposal will need to be noted to be noted.		ease specify the date at which
	•	will be evaluated on:	ne Enterprise DMT	
The impa O. VERSIO and the	cts of this proposal ON CONTROL: The Fent honed and refined	will be evaluated on: Future Generations Evaluation should throughout the decision making the how we have considered and but	ould be used at the earliest process. It is important to	keep a record of this process



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.





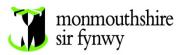
Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer completing the evaluation	Please give a brief description of the aims of the proposal	
Philip Thomas Phone no: 01633 644809	Budget savings/ increased income proposals for 2019/20 budget onwards	
E-mail: philipthomas@monmouthshire.gov.uk	(See Pressure Proposals ENT001 and ENT002 for further information)	
Name of Service: Development Management	Date Future Generations Evaluation form completed 23/11/18	

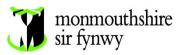
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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.

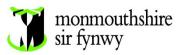
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales	Positive: An efficient development	Better contribute to positive impacts:



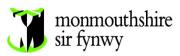
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Efficient use of resources, skilled, educated people, generates wealth, provides jobs	management process is underpinned by the service having an engaging pre-application advice service that can provide support and guidance for customers to ensure the best development possible for the benefit of local communities and to protect character and appearance of Monmouthshire. Planning can provide economic investment and growth, and can protect acknowledged interests such as local amenity and townscape. Ensuring that customers are getting advice early in the process is critical in securing positive outcomes and appropriate forms of development. Providing discretionary services will assist developers in getting a quicker response to be able to react to changes in demand. The additional services will enable property purchasers to achieve a quicker sale, assisting the property market and more confidence in buying. Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.	Monmouthshire's bespoke pre-application advice service provides a customer focused service that enables customers to engage fully within Planning Officers and gain the correct advice to progress their developments and ensure that we receive applications for developments that are of a high standard. Mitigate any negative impacts: Care will be taken to improve the understanding of the positive implications of using the Council's preapplication advice services which can benefit its customers in speeding up the later application process. The department will continue to monitor the efficiency of the services and ensure that they meet the service standards set out. Fee increases for pre-application advice are proposed at 2.5%, which is considered tolerable. Customers are, by definition, undertaking significant investment in building work, whether a home extension or bigger project, or home purchase. The fee increases proposed are insignificant in that context.



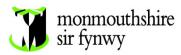
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
	The use of press notices to advertise applications where the Regulations no longer require that is not an effective or efficient use of public finances.		
	Negative: The higher charge for some services may be considered to be costly to the consumer. It is an entirely optional service for customers to choose.		
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Positive: The services provide support and guidance for customers when submitting a planning application and provide the opportunity for officers to enhance schemes and provide acceptable forms of the services, such as shops and health facilities, or prevent inappropriate development form harming the amenity of an area, or indeed the health of local people.	Better contribute to positive impacts: The approval and delivery of development proposals can have a positive impact on health and well-being and foster social and community pride in their communities. Mitigate any negative impacts: None	
	Fee increases are necessary to ensure the planning service is financially viable and can		



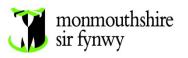
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	continue to resource these additional beneficial services.	
	Negative: None identified.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive: The area of work undertaken by the planning section directly and indirectly influences the appearance, viability, safety and connectivity of communities via planning policy, land use planning decisions. Providing guidance and support to customers at an early stage in the planning process enables the best forms of development possible which is critical in providing sustainable communities.	Better contribute to positive impacts: The timely approval and delivery of sustainable development proposals can have a positive impact on the character and appearance of an area, promote well-being and foster social and community pride. Mitigate any negative impacts: None
	Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services. Negative: None identified.	
A globally responsible Wales	Positive: The area of work undertaken by	Better contribute to positive impacts: None
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	the planning section directly and indirectly influences local social, economic and environmental well- being via planning policy and land use planning decisions. However,	Mitigate any negative impacts: None



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?
	the global-scale effect is acknowledged as being limited, although decision can have a cumulative impact. Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services. Negative: none.	
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	Positive: Planning decisions promote the value and significance of the historic built environment by ensuring that it is a direct consideration in planning policy and land use planning decisions. Planning decisions generally facilitate the provision of playing fields and recreational schemes in general. The Welsh language is now a material planning consideration. Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services. Negative: none.	Better contribute to positive impacts: Timely planning decisions will ensure that proposals foster civic pride through well-designed development in historic areas or through the removal of development that has a negative impact on a heritage designation via enforcement action. Mitigate any negative impacts: None

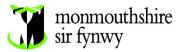


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	Positive: Appropriate development management decisions should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve the five main aims of the Welsh Spatial Plan, namely Building Sustainable Communities, Promoting a Sustainable Economy, Valuing our Environment, Achieving Sustainable Accessibility and Respecting Our Environment	Mitigate any negative impacts: The pre-app advice fee increases are 2.5%. By definition, customers of this service are investing in expensive building projects or home purchase, and the fees in that context are insignificant.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.	
	The use of press notices to advertise some types of application when no longer required by regulations is not an effective or efficient use of public money. Site notices and neighbor letters are more effective and more accessible ways of ensuring affected parties are aware of proposed development, along with notification of Town and Community Councils and Ward Members. Negative: Fee increases could mean the service is unaffordable for some customers.	



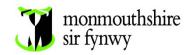
2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

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?	
Long Term	Balancing short term need with long term and planning for the future	Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services. Alternative budget proposals would involve cuts to services.		
Collaboration	Working together with other partners to deliver objectives	Monmouthshire's bespoke services have been developed and enhanced around the needs of our customers. Members and officers of the Council have a specific interest in the subject to ensure that sustainable forms of development are developed in Monmouthshire.	N/A	
Involvement	Involving those with an interest and seeking their views	The services themselves have been created and shaped by customer feedback and engagement. The proposed fee increases will be part of the Council's wider budget consultation process.	As above.	



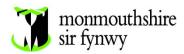
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Prevention	Putting resources into preventing problems occurring or getting worse	The discretionary services provide the basis for designated officers to make timely planning decisions at an appropriate level. The services we provide will enable customers to prevent sales where there may be planning enforcement issues or breaches of planning control. Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.	N/A	
Integration Considering implementation wellbeing goals and on other both	together	The work undertaken by the development management service directly relates to promoting and ensuring sustainable development and its four areas: environment, economy, culture and society.	The pre-application advice service and other services would facilitate the implementation of the LDP which has been subject to a Sustainability Assessment that balances the impacts on Social, Economic and Environmental factors.	

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

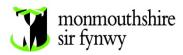


this link: http://hub/corporatedocs/Equalities/Forms/AllItems.aspx or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

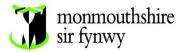
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.		
Age	None	None	See above
Disability	None	None	See above
Gender reassignment	None	None	See above



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?
	Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.		
Marriage or civil partnership	None	None	See above
Pregnancy or maternity	None	None	See above
Race	None	None	See above
Religion or Belief	None	None	See above

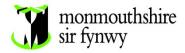


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.		
Sex	None	None	See above
Sexual Orientation	None	None	See above



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?
	Positive: The pre-application advice service and other discretionary services within the Development Management section of the Council should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve some of the main aims of the Welsh Spatial Plan, namely Promoting a Sustainable Economy, Valuing our Environment and Respecting Our Environment, be it through making timely decisions on planning or related applications to prevent harm to acknowledged interests, such as amenity, public safety or biodiversity.		
Welsh Language	Welsh is treated on equal terms as English in the planning process	None	See above

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	None.	None	n/a
Corporate Parenting	None.	None.	n/a

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

Monmouthshire's bespoke services have been developed using evidence and data from customer surveys and will be subject to regular review to ensure that the services are efficient and customer focused. We aim to collect feedback from our customers on the services over time and carry out regular review of our performance. We will monitor income from these services, the number of applications made for the services, and the impact it had on the outcome of the subsequent planning application.

To date, 100% of pre-application advice, when followed, has led to a positive officer recommendation.

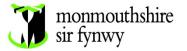
6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This section should give the key issues arising from the evaluation which will be included in the Committee report template.

The work undertaken by the Council's Planning Service, and in particular the Development Management function, directly relates to promoting and ensuring sustainable development. The revised services would enable planning officers to engage with customers at all stages of the planning process to ensure the most appropriate forms of development are approved within Monmouthshire within the quickest period possible. The planning process promotes sustainable forms of development, helping to create jobs and investment, while protecting material interests such as amenity, public safety and biodiversity.

Fee increases are necessary to ensure the planning service is financially viable and can continue to resource these additional beneficial services.

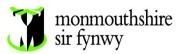
In terms of the protected characteristics of age, disability, gender reassignment, race, religion or beliefs, gender, sexual orientation, marriage or civil partnership, there are no direct implications as a result of this guidance.



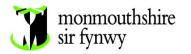
below, if applicable.	, •	-	•	•
I/A				
What are you going to do	When are you going to	do it?	Who is responsible	Progress
N/A				
3. MONITORING: The impacts you will evaluate the impact	ct, and where you will repo	rt the resu	ults of the review.	ease specify the date at which Annual Performance Report we will repor

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	Budget Proposal	TBC	





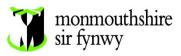
Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer Carl Touhig	OPERATIONS DEPARTMENT – Savings proposal for improving the quality of recyclate by changing the receptacles supplied to collect waste
Phone no: 01633 644135 E-mail: carltouhig@monmouthshire.gov.uk	(Refer to Budget Proposal ENT003-ENT004 for further information)
Name of Service: Enterprise	Date: Future Generations Evaluation 3 RD December 2018

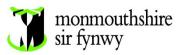
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposals allow for the more efficient use of resources that are collected as recyclate in Monmouthshire. Higher quality recyclate improves the value of material, increases opportunity for	The changes will allow the service to operate more efficiently now and in the future. Higher quality recyclate will allow MCC to move into the circular economy.

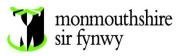


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	higher paid jobs in manufacturing and upskilling existing workforce.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Efficient waste provision reduces the risk of flytipping and maintains healthy biodiverse habitats.	Higher quality recyclate reduces energy use in the reprocessing system
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	People feel better when they are contributing to positive programmes that improve the environment.	Higher quality recyclate reduces energy use in the reprocessing system
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Higher quality recycling will improve income and allow more resource to be put into improving the local environmental quality	Work with communities over the coming months to ensure there is no reduction in local environmental standards.
A globally responsible Wales Taking account of impact on global well- being when considering local social, economic and environmental wellbeing	Wales has an enviable record in sustainable waste management. Ensuring waste is dealt with in the right place is important to keep these services viable.	Reports submitted to Strong Communities Select to ensure members views can be fully explored and changes made where applicable.
A Wales of vibrant culture and thriving Welsh language	All promotional material will be bi-lingual.	Any materials produced during the consultation process will be compliant with the Welsh Language

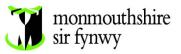


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		(Wales) Measure 2011 as specified in the Standards applied to Monmouthshire
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This collection method is closer to the WG Collections Blueprint and helps support a more equal Wales	WG promotes standardized provison of waste services across Wales and in the longer term this proposal can help support these aspirations

How has your embedded and the sustainable g principles development? S	prioritised governance in its ustainable	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?
term long	ncing short need with term and ning for the e	These proposals are all about structuring what resources we have available to meet the service needs now and looking forward.	Higher quality recycling will support long term environmental improvements



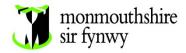
embedded the sustaina princ developme	your proposal and prioritised able governance iples in its ent? Sustainable ment Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Collaboration	Working together with other partners to deliver objectives	We will work closely with Viridor during this process to ensure the service quality does not suffer. Reports submitted to Strong Communities Select to ensure members views can be fully explored and changes made where applicable.	As above
Involvement	Involving those with an interest and seeking their views	We will work closely with members and residents to ensure their views are taken on board and best practice will be sourced and shared with others	Understanding how to engage with a wider audience is helpful to getting more balanced feedback and deciding what to do.
Prevention	Putting resources into preventing problems occurring or getting worse	These proposals will allow more scope within existing resources to manage waste more effectively	By managing the resource it will minimize the impacts in the future



embedded the sustaina princi developme	your proposal and prioritised ble governance ples in its nt? Sustainable nent 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?
Integration	Considering impact on all wellbeing goals together and on other bodies	We have informed neighbouring authorities of the potential impacts at their sites of imposing restrictions in MCC. Many neighbouring authorities have implemented similar restrictions so impact is understood and can be managed	None

2. 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

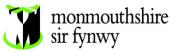
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	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	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
	Neutral	Neutral	N/A
Welsh Language			

3. 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	Describe any negative impacts	What will you do/ have you done to
has on safeguarding and corporate parenting	your proposal has on	mitigate any negative impacts or better
	safeguarding and corporate	contribute to positive impacts?
	parenting	



Safeguarding	During the delivery of the programme of activities associated with the production of the Master Plan safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	No negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.	As above	As above

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

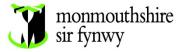
Benchmarking data from LAs on similar restrictions Resident Survey WG Blueprint

5. 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?

Changes to waste services need to be managed effectively to ensure residents are made fully aware of the changes and any impact

6. 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
Report for Council	January 2019	Carl Touhig	Awaiting recommendations from Strong
			Communities Select

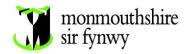


7. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The in	mpacts of this proposal will be evaluated on:	Ongoing at an officer level
_	Process of the special control of the special	

8. 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	Strong Communities Select	6 th December 2018	The proposals may be changed following staff consultation

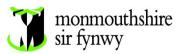


Name of the Officer Carl Touhig Phone no: 01633 644135 E-mail: carltouhig@monmouthshire.gov.uk	OPERATIONS DEPARTMENT – Savings proposal for resident permits and reduced days of opening for household waste recycling centres to reduce waste tonnages and management fees at these sites. The resident permit means that access to MCC Household Waste recycling centres (HWRC's) will be limited to Monmouthshire residents only thereby reducing visits from residents of neighbouring authorities. The proposal suggests that HWRC sites are closed for one or two days each week which reduces operating costs whilst sustaining the service albeit with some inconvenience, as they will be open for 5 or 6 days rather than 7 days as they are now.
	(Refer to Budget Proposal ENT005, ENT006 and ENT008 for further information)
Name of Service: Enterprise	Date: Future Generations Evaluation 12th December 2018

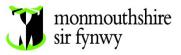
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposals allow for the more efficient use of resources at the sites for residents of Monmouthshire. By making these savings it will	The changes will allow the service to operate, albeit reduced, more efficiently.

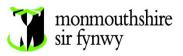


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	ensure the long term viability of waste provision in county. The new contract will focus on community benefit for jobs and upskilling.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Efficient waste and recycling provision reduces the risk of fly tipping and maintains healthy biodiverse habitats.	As above.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	n/a	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Maintaining waste services for residents ensures that our communities remain clean, green and safe	Work with communities over the coming months to ensure closures and options are fully understood.
A globally responsible Wales Taking account of impact on global well- being when considering local social, economic and environmental wellbeing	Wales has an enviable record in sustainable waste management. Ensuring waste is dealt with in the right place is important to keep these services viable.	Reports submitted to Strong Communities Select to ensure member's views can be fully explored and changes made where applicable.
A Wales of vibrant culture and thriving Welsh language	All promotional material will be bi-lingual.	Any materials produced during the consultation process will be compliant with the Welsh Language

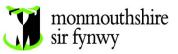


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		(Wales) Measure 2011 as specified in the Standards applied to Monmouthshire
A more equal Wales People can fulfil their potential no matter what their background or circumstances	At present there is huge disparity of service provision across Wales meaning MCC is being unduly affected by cross border waste tonnage. These proposals will help reduce this tonnage	WG promotes standardized provision of waste services across Wales and in the longer term this proposal can help support these aspirations

embedde the sustai prin developm	s your proposal ad and prioritised nable governance aciples in its nent? Sustainable oment 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?
Long Term	Balancing short term need with long term and planning for the future	These proposals are all about structuring what resources we have available to meet the service needs now and looking forward.	Establishing an affordability envelope will allow us to spec a contract that meets our needs now and in the long term. Reducing cross border waste will increase our capacity to recycle more on site.



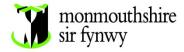
How has your proposal embedded and prioritised the sustainable governance principles in its development? Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Collaboration	Working together with other partners to deliver objectives	We will work closely with Viridor during this process to ensure the service quality does not suffer. Reports submitted to Strong Communities Select to ensure member's views can be fully explored and changes made where applicable.	As above
Involvement	Involving those with an interest and seeking their views	We will work closely with members and residents to ensure their views are taken on board and best practice will be sourced and shared with others	Understanding how to engage with a wider audience is helpful to getting more balanced feedback and deciding what to do.
Prevention	Putting resources into preventing problems occurring or getting worse	These proposals will allow more scope within existing resources to manage waste more effectively	By managing the resource it will minimize the impacts in the future as the service is retained and remains convenient to residents.



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?
Integration	Considering impact on all wellbeing goals together and on other bodies	We have informed neighbouring authorities of the potential impacts at their sites of imposing restrictions in MCC. Many neighbouring authorities have implemented similar restrictions so impact is understood and can be managed	None

2. 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

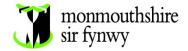
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	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?
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
	Neutral	Neutral	N/A
Welsh Language			

3. 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	Describe any negative impacts your	What will you do/ have you done to
has on safeguarding and corporate parenting	proposal has on safeguarding and	mitigate any negative impacts or better
	corporate parenting	contribute to positive impacts?



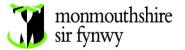
Safeguarding	During the delivery of the programme of activities associated with the production of the Master Plan safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	No negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.	As above	As above

- 4. What evidence and data has informed the development of your proposal?
- Benchmarking data from LAs on similar restrictions
- Resident Survey
- Viridor management fee proposal
- 5. 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?

Closures and restrictions at household waste recycling centres will always be perceived as negative. We will ensure we communicate in an open and transparent way and one that will allow us to genuinely develop a service provision that meets the needs of future generations

6. 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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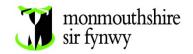
Report for Council	January 2019	Carl Touhig	Awaiting recommendations
			from Strong Communities
			Select

7. 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 at an officer level
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8. 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.

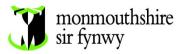
Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Strong Communities Select	6 th December 2018	The proposals may be changed following staff consultation





Future Generations Evaluation (includes Equalities and Sustainability Impact

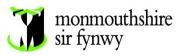
		(morados Equantico and Sustanias my impac	
Name of the Officer Roger Hoggins	Compilati	ion of the various car parking savings proposed as part of the 19/20 budget exerc	ise and to
	consider i	in the wider context of investment into carpark/highway infrastructure/transport	infrastructur
	including:		
Phone no: 01633 644133			
E-mail: <u>rogerhoggins@monmouthshire.gov.uk</u>	ENT010	OPS - Car Parks - Increase in charges - 10% (short stay car parks to increase to £1.50 for up to 2 hours)	(90
	ENTO11	OPS - Car Parks - Charging for Blue Badge Holders but with concession – first hour free	(45
	ENTO12	OPS - Car Parks - Remove Xmas free parking (town councils to be offered opportunity to pick up subsidy).	(20
	ENT014	OPS - Car Parks - Identifying additional car parking sites. Severn Tunnel Junction (requires investment)	(15
	ENT017	OPS - Charging for HGVs overnight in Abergavenny Bus Station	(2.0
	ENTO15	OPS - Car Parks - changing charging times 08.00-18:00	(3
	ENT016	OPS - Car Parks - Charging On a Sunday - single flat fee £1 all day	(40
	(Refer to	Budget Proposal ENT010-ENT017 for further information)	
Name of Service: Car Parking	Date: Fut	ure Generations Evaluation 5th December 2018	



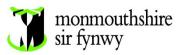
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There is an obvious negative impact where motorists will be expected to pay more for car parking. However the proposals must be seen in a wider context where car park income is reinvested into Council priorities such as public transport, traffic management, highway maintenance, car park management and maintenance etc.; services that might otherwise be under greater financial pressure from the budget setting overall.	Regular car park users have options to buy various permutations of season tickets at heavily discounted rates. The towns of Abergavenny, Monmouth and Chepstow continue to offer free parking in each town in certain car parks.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The council is investing into research into improving public transport and sustainable fuels. Although not significant the charge for parking may encourage some to use public transport rather than private car	Car park income will help to support research and contribute to any sustainable vehicles purchased into the fleet	

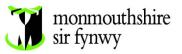


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	WG is promoting Active Travel (walking/cycling) and income can be used to maintain footpaths, cycle routes etc. The benefits of a healthier lifestyle are known so MCC contribution coupled with active travel grant help to support this.	None
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Better management of car parking (short term, long term, discounted season tickets etc.) all contribute to creating parking for shoppers (to help retail) whilst offering more affordable long term parking options.	Discounted season tickets and long term v short term parking options
A globally responsible Wales Taking account of impact on global well- being when considering local social, economic and environmental wellbeing	No direct link	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	Signage is in Welsh and English and some may choose to walk or cycle rather than drive and pay for parking.	Any materials produced during the consultation process will be compliant with the Welsh Language (Wales) Measure 2011 as specified in the Standards applied to Monmouthshire
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Car park funding contributes to the councils budget which in turn supports services like public transport	Car Park income is reinvested into Council services such as public transport, active travel, traffic and highway management, car park management and



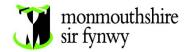
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	which might otherwise be under greater financial pressure	maintenance and development (new car parks, modern equipment, car park infrastructure)

embedde the sustaii prin developm	s your proposal d and prioritised nable governance ciples in its nent? Sustainable oment 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?
Long Term	Balancing short term need with long term and planning for the future	Car park income contributes to Council priorities. Moving towards a carbon neutral society (WG aim by 2040) will see less people driving private cars so it is appropriate that funding from car users is reinvested into longer term priorities of the authority(carbon reduction, public transport etc.)	A vehicle replacement programme based upon sustainable fuels has been commissioned which will help to inform future purchases. Reviews of public transport are underway and efforts made to sustain public transport which is otherwise under threat due to financial pressure.
Collaboration	Working together with other partners to deliver objectives	In some instances we are working with other bodies (WG, rail companies) to make the use of public transport more accessible (park and ride). We have also worked with local councils to create parking for public transport (Rogiet CC).	



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?	
Involvement	Involving those with an interest and seeking their views	These proposals will form part of the budget exercise so will go through a consultation process. Other consultation has already highlighted the need for better access to rail services (park and ride) and a previous car park review had worked extensively with businesses to support the retail/commercial sector.	Any changes to the car park order demands a consultation process so other interested parties will be able to comment.	
Prevention	Putting resources into preventing problems occurring or getting worse	Looks to support Council priorities and to better manage car parking arrangements	None	
Integration	Considering impact on all wellbeing goals together and on other bodies	Reduced carbon emissions, supporting public transport,	None	

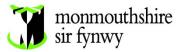
2. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh



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	None	None	N/A
Disability		Within the range of car parking proposals introducing a charge for blue badge holders is proposed by officers again. This has previously been dismissed by members due to the impact upon the disabled within the community. However there is precedent for such a charge amongst other authorities and it is proposed again as part of a wider range of proposals to support council priorities. Mitigation is also proposed to reduce the impact upon blue badge holders.	In previous discussions with representatives of disable groups it was suggested that mitigation might be either the first hour free or buy one hour but get two hours, buy two hours get three hours etc.
Gender reassignment	None	None	N/A
Marriage or civil partnership	None	None	N/A
Pregnancy or maternity	None	None	N/A
Race	none	None	N/A
Religion or Belief	none	None	N/A
Sex	none	None	N/A
Sexual Orientation	none	None	N/A
Welsh Language	none	None	N/A

3. 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

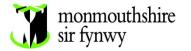
	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	During the delivery of the programme of activities associated with the production of the Master Plan safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	No negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.	As above	As above

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

Research into other LA's car parking regimes Feedback from public transport companies WG priorities Council corporate plan (22 for 22)

5. 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 seeks to generate income to invest in council priorities, extra parking, and to better manage car parking within the authority. Any additional income is reinvested into Council services (transport, highways, active travel) which would otherwise be under greater financial pressure.



6. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

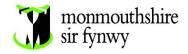
What are you going to do	When are you going to do it?	Who is responsible	Progress
Introduce new charges by notice	May'19	Roger Hoggins	
Draft a new car park order, consult,			
advertise and implement	July '19	Civil enforcement team	

7. 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 at an officer level
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8. 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.	on Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet 19 th December		Subject to member scrutiny and decision



monmouthshire sir fynwy

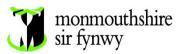
Future Generations Evaluation (includes Equalities and Sustainability Impact

Name of the Officer Steve Lane Phone no: 01633 644133 E-mail: stevelane@monmouthshire.gov.uk	Proposal to increase workload managed through Highways Operations thereby improving overhead recovery with a subsequent net benefit to the revenue account (£50k). Likely to require up to £500k extra work being channeled through highways ops mostly coming from capital budget and grant work.
	(For further information see Budget Proposal ENT019)
Name of Service: County Highways Operations (mcc roadworkers and management team)	Date: Future Generations Evaluation 5th December 2018

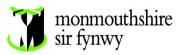
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

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?
	Highways ops has demonstrated its capacity to deliver	There is a risk accompanying this approach.
A prosperous Wales	on large projects (car parks, resurfacing projects). The	Should there be no or unsuitable projects
	eventual outcome of this approach is the employment	then the proposal fails with a resultant

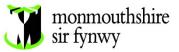


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Efficient use of resources, skilled, educated people, generates wealth, provides jobs	of more roadworkers with the necessary skills or cadets to be trained up in-house in order to provide the capacity required	budget pressure and loss of staff. To avoid this there will be a need for project planning at the start of each financial year to ensure sufficient suitable works are made available.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Not applicable. The work will be carried out either by MCC resources or external contractors.	The proposal is neutral in its impact upon this well being goal
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Local government is generally considered a 'good employer' and more jobs will eventually come through this route if the service area is successful in securing more work.	The status Quo will remain should the proposal not be successful
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No direct link	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No direct link	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	No direct link	N/A



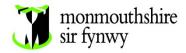
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	More jobs with training opportunities but there are risks should suitable work not be forthcoming. The team are looking to support and encourage routes to employment through the cadet scheme.	

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?
Long Term	Balancing short term need with long term and planning for the future	Extra direct employment and seeking to protect the Highways service from cuts that make it at risk of being unable to fulfill its highway duties e.g. gritting, response to emergencies etc. going forward as budget cuts become more difficult to achieve without significant effect to front line services.	The status Quo will remain should the proposal not be successful
Collaboration	Working together with other partners to deliver objectives	If the Highways Ops staff resource grows sufficiently then we may be able to extend our offer to a wider customer base over and above local authorities / Public Bodies	The status Quo will remain should the proposal not be successful



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?	
Involvement	Involving those with an interest and seeking their views	Informal discussions with other MCC Budget holders. Seek discussions with other interested budget holders outside of Highways and MCC	The status Quo will remain should the proposal not be successful	
Prevention	Putting resources into preventing problems occurring or getting worse	Looks to sustain staffing levels to protect essential services as budget setting becomes increasingly difficult	Surpluses through these types of initiatives need to be successful. Undertaking statutory duties will become more difficult as further budget pressures prevail.	
Integration	Considering impact on all wellbeing goals together and on other bodies	Neutral	N/A	

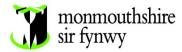
2. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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	Describe any negative impacts your	What will you do/ have you done to
has on safeguarding and corporate parenting	proposal has on safeguarding and	mitigate any negative impacts or better
	corporate parenting	contribute to positive impacts?



Safeguarding	During the delivery of the programme of activities associated with the production of the Master Plan safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	No negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.	As above	As above

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

Discussions with other MCC budget holders Capacity of Highway Ops workforce Succession planning and minimum staffing levels

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 proposals have not changed as a result of completing this form.

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
Meet with Highways design managers to agree what projects Ops will do in next twelve months.	March '19	Highways ops	Submitted
Discuss with other MCC budget holders with similar construction needs			



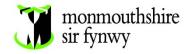
Discuss with CC Clerks their construction needs	Summer 19	Highways Ops	
	Summer 19	Highways Ops	

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 at an officer level
	April 2019 – Department Management Team
	June 2019 – Enterprise DMT

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	Cabinet 19 th December		Subject to member scrutiny and decision



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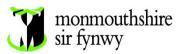
Future Generations Evaluation (includes Equalities and Sustainability Impact

Phone no: 01633 644133 E-mail: stevelane@monmouthshire.gov.uk	Proposal to create a joint agreement with a private sector partner to improve the management and processing of highway waste arisings (Largely sweeping arisings plus other suitable materials) thereby improving of recycling performance whilst reducing our operating costs (For further information see budget proposal ENTO20)
Name of Service: County Highways Operations	Date: Future Generations Evaluation 5th December 2018

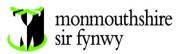
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Creates a private/public partnership to improve recycling figures and also to create an opportunity to generate revenue savings	Negotiations are underway with a potential partner

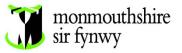


	Does the proposal contribute to this goal? Describe	What actions have been/will be taken to
Well Being Goal	the positive and negative impacts.	mitigate any negative impacts or better contribute to positive impacts?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Improved recycling and reduced carbon foot print	Consideration of the waste within the area that could be processed through this facility improving the benefits for a wider area.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No direct link	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	This is a different way of processing waste. It allows waste to be processed into the, usual, end product more efficiently.	None
A globally responsible Wales Taking account of impact on global well- being when considering local social, economic and environmental wellbeing	Recycling facility may be expanded to other customers with South Wales	None
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	No direct link	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No direct link	N/A



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?

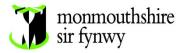
prioritised princ	your proposal embedded and defined the sustainable governance sples in its development? The best opening the proposed that is able Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Long Term	Balancing short term need with long term and planning for the future	This proposal offers short term financial benefits whilst recycling valuable products previously been considered waste (aggregate, organic material). However it has long term sustainable benefits improved by increased take up by other companies.	There is a risk of financial failure by any private sector partner. A robust contract will be required to protect the council's investment.	
Collaboration	Working together with other partners to deliver objectives	The partner organization will likely be a private sector company working on a joint agreement	Due diligence on the Partnering Company will mitigate negative impacts	
Involvement	Involving those with an interest and seeking their views	The operator will be selling the service to other organisations to the mutual benefit of MCC and the partner company	MCC will help with future customers and reaising profile	



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?
pre	tting resources into eventing problems curring or getting worse	Improves recycling efficiency	Status Quo will exist should project not deliver
We	onsidering impact on all ellbeing goals together nd on other bodies	Better use of natural resources by recycling more effectively, and reducing products that would go to land fill	Status Quo will exist should project not deliver

2. 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

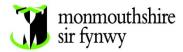
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	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	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	N/A

3. 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	Describe any negative impacts your	What will you do/ have you done to
	has on safeguarding and corporate parenting	proposal has on safeguarding and	mitigate any negative impacts or better
		corporate parenting	contribute to positive impacts?



Safeguarding	During the delivery of the programme of	No negative impacts are anticipated	Where any negative impacts are identified
	activities associated with the production of the in		the team will seek to address them by
	Master Plan safeguarding will be at the		taking an inclusive approach.
	forefront to ensure that any future service		
	delivery promotes the well-being of children		
	and vulnerable adults, preventing them from		
	being harmed and protecting those who are at		
	risk of abuse and neglect.		
Corporate Parenting	During the delivery of this policy the needs of	As above	As above
	any 'looked after' children will be considered to		
	ensure any future service delivery protects their		
	welfare.		

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

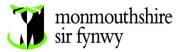
Tonnages presently disposed of by MCC and financial modelling

5. 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 proposals have not changed as a result of completing this form.

6. 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
Start negotiations with potential	March '19	Highways ops	Awaiting approval
partners	ongoing		

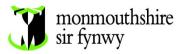


7. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

Т	he impacts of this proposal will be evaluated on:	Ongoing at an officer level
		June 2019 – Enterprise DMT

8. 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	Decision making stage	Date considered	Brief description of any amendments made following consideration
No.			
1	Cabinet 19 th December		Subject to member scrutiny and decision



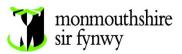


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

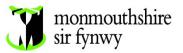
Name of the Officer Dave Loder	Please give a brief description of the aims of the proposal		
	ENTO21	OPS - Streetlighting - rearranging of LED SALIX Loans	(38)
Phone no: 4298 E-mail:daveloder@monmouthshire.gov.uk	(For further information see budget proposal ENT021)		
Name of Service	Date Future Generations Evaluation 04/12/2018		
Operations			

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.



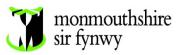
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal recognises the potential for service efficiencies.	Monitor and manage service efficiencies via the business planning process and revenue budget monitoring process
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal assist with the authorities' ambition to reduce its energy consumption and carbon footprint.	Continued monitoring of the pay back period and return on investment
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	N/A
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	This proposal assist with the authorities' ambition to reduce its energy consumption and carbon footprint.	Continued monitoring of the pay back period and return on investment
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	N/A	N/A



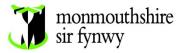
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	N/A

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?
Long Term	Balancing short term need with long term and planning for the future	This proposal recognises the need for service efficiency whilst also ensuring that any budget reductions do not inhibit the department's future ability to deliver	The operations department does not anticipate any negative impacts as a result of the proposal and will endeavour to continue to improve their efficiency.
Collaboration	Working together with other partners to deliver objectives	N/A	N/A



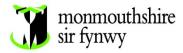
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	N/A	N/A
Prevention	Putting resources into preventing problems occurring or getting worse	This proposal recognises the need for service efficiency and delivery, this proposal therefore will not inhibit the department's future ability to deliver.	The service does not anticipate any negative impacts as a result of the proposal.



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?
Integration Considering impact on all wellbeing goals together and on other bodies	This proposal will not impact on other partners as it is an efficiency rather than a reduction in service delivery.	The service does not anticipate any negative impacts as a result of the proposal.

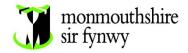
3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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	Neutral -	Neutral	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?
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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

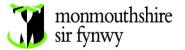
	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Budget data, recognition of spare budget that can be released back into MTFP as a saving.		

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 section should give the key issues arising from the evaluation which will be included in the Committee report template.



7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

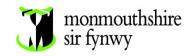
What are you going to do	When are you going to do it?	Who is responsible	Progress
Consult with members and public	January 2019	TBC	Pending

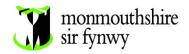
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	June 2019 – Enterprise DMT

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
01	Budget Approval	Feb 2019	The proposals may be changed following staff consultation



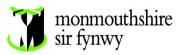


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

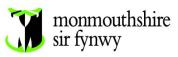
Name of the Officer Richard Cope Phone no: 01633644745 E-mail: richardcope@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Reviewing and transforming the costs of Home to School Transport - To realise the retendering savings on a full year spend from the DPS retendering carried out during 18/19. To follow on with this and have a rolling programme of route optimisation to ensure that best value is obtained from the tender. (Continuation of proposal put forward for 18/19) (Refer to budget proposal ENT022 for further information)
Nameof Service: Passenger Transport Unit	Date Future Generations Evaluation 6th December 2018

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.



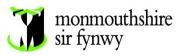
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Continuing to ensure a more efficient use of the resources available to sustain the service and to safeguard employment of existing and future employees. There is a potential impact on the local provider market as we seek value for money solutions to currently high cost problems.	Continued consultation with Bus and Taxi operators and parents will contribute to the positivity of the proposals. Meet the Operator Day provided an opportunity to offer increased support to local providers to enable them to sign up to the DPS Framework to tender for contracts.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The re tendering of contracts with route optimisation and introduction of personal transport budgets along with any in house provision may reduce the number of contracts and vehicles required as well as providing some greener fleet. This will reduce C02 emissions.	Tracking devices are installed throughout the whole of the Council's fleet to optimize data on usage and plan for maximization.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Fewer vehicles on contract work will have a positive effect on the environment and reduce emissions which will contribute to the health and well being of residents. Personal transport budgets will give parents greater choice in transport provision and may reduce the anxiety which will aid mental wellbeing	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	New solutions for home to school transport will give communities the ability to contribute to the way in which they are connected and safe with the introduction of the choice in transporting children themselves.	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.	



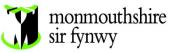
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Collaborative contract provision with cross border working and better choices for parents should lead to a reduction in vehicles and carbon emissions which will contribute to the global well being	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability. This review includes the consideration of Ultra Low Emmission Vehicles (ULEV) in order to further reduce our carbon footprint.	
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	Welsh language will be promoted with all application forms and signage on vehicles available bi lingually.	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Efficient use of resources will sustain the future of the service, therefore enabling pupils to access education, and fulfill their potential.	Continuing review of transport and PTU services to enable us to consider our ongoing contribution to wellbeing, quality of life and sustainability.	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable	Does your proposal demonstrate you have met	Are there any additional actions to be taken	
Development Principle	this principle? If yes, describe how. If not	to mitigate any negative impacts or better	
	explain why.	contribute to positive impacts?	

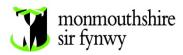


Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?		
Long Term	Balancing short term need with long term and planning for the future	The sustainability of home to school transport for the future needs to be a mix of interventions and our continued review of transport will enable us to consider new ways of delivering transport which will make it more sustainable in the future	Consideration of future CYP plans to ensure increased awareness of future transport requirements.		
Collaboration	Working together with other partners to deliver objectives	The DPS has been developed with four councils, Monmouthshire Newport Torfaen and Blaenau Gwent which shows our ability in working together with partners. This will reduce administration and make the service more sustainable moving forward.	N/A		
Involvement	Involving those with an interest and seeking their views	Meet the Operator Day was held before the retender and assistance in showing operators how they could register onto the DPS framework.	Continued engagement with the providers, operators and parents to ensure pupils needs are met		

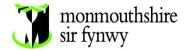


Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?		
Prevention	Putting resources into preventing problems occurring or getting worse	Amid rising costs for transporting children and an increase in ALN provision, the interventions outlined in the proposal will contribute to the sustainability of home to school transport for the future.	Ongoing liaison with parents, schools and operators to ensure that the best solutions are agreed.		
Integration Considering impact on all wellbeing goals together and on other bodies		In bringing together proposals this should lead to better integration of services and should improve transport solutions for parents schools and the authority.	Ongoing liaison with schools, operators and neighbouring authorities to ensure that opportunities for integration are considered.		

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	Positive impact to ensure young people have continued access to affordable home to school transport.	None	None
Disability	Better choice of transport solutions for ALN Pupils and parents	Changes in service delivery may have a negative impact on pupil wellbeing if not managed well	Continued enagement with parents to ensure changes in service are managed sensitively, with pupil needs considered
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A

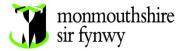


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	what has been/will be done to mitigate any negative impacts or better contribute to positive impacts?	
Welsh Language	Signage and forms available bi -lingually	None	None	

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	The Personal transport budgets will have a positive impact on safeguarding children as they will have the option to be transported by parents in a safe environment. Safe recruitment of staff and level 1 safeguarding training for all drivers and escorts will have a positive effect on safeguarding	No Negative impact	Driver and Escort training to level 1 safeguarding and positive behaviour training where required
Corporate Parenting	Level 1 safeguarding training and positive behavior training for drivers and escorts will be a positive impact on safeguarding children and vulnerable adults	No Negative impact	As above

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



-	Evidence of	f current	spend	on	home	to scl	nool	transport	t

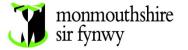
- DPS developed in collaboration with three other authorities and best practice from each collaborated and used to inform terms and conditions of tender
- Personal transport budgets have been introduced in another authority (RCT) and have proved successful as an alternative to contracted transport
- Consulted with operators over payment terms and researched factoring which a number use to improve cashflow which has developed our proposal.

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 proposals have a positive impact as they are introducing better choice in the ways in which home to school transport is awarded and should
reduce the increase in costs relating to the current provision due to increase in ALN provision and the capacity of operators on the current
framework. An increase in operators or the option to offer personal transport budgets, better payment terms and conditions and/or in house
provision gives the authority a better scope in deciding what is best value moving forward.

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
TBC			

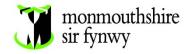


8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	

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
01	Budget Mandate, SLT Cabinet ,Scrutiny and Council	To be considered	



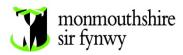


Equality and Future Generations Evaluation

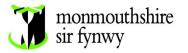
Name of the Officer Cath Fallon	Please give a brief description of the aims of the proposal
Phone no: 07557 190969	Community and Partnership Development – Budget Savings
E-mail: cathfallon@monmouthshire.gov.uk	(Refer to budget proposal ENT023 for further information)
Name of Service area	Date 20 th November 2018

1. 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.

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	This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore not affect the delivery of the service for this characteristic.	n/a	n/a
Disability	See above	n/a	n/a

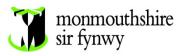


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	See above	n/a	n/a
Marriage or civil partnership	See above	n/a	n/a
Pregnancy or maternity	See above	n/a	n/a
Race	See above	n/a	n/a
Religion or Belief	See above	n/a	n/a
Sex	See above	n/a	n/a
Sexual Orientation	See above	n/a	n/a
Welsh Language	.See above	n/a	n/a
Poverty	See above.	n/a	n/a



2. 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. There's no need to put something in every box if it is not relevant!

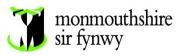
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal recognises the potential for service efficiencies.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This proposal does not contribute to this goal.	n/a
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	See above	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The service works with local communities to build resilience and self-sufficiency. This proposal will not impact on their ability to do this.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal does not contribute to this goal.	n/a



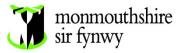
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	This proposal does not contribute to this goal.	n/a
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore not affect the delivery of the service for this characteristic.	n/a

3. 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?
Balancing short term need with long term and planning for the future	This proposal recognises the need for service efficiency whilst also ensuring that any budget reductions do not inhibit the team's future ability to deliver.	The service does not anticipate any negative impacts as a result of the proposal and will endeavor to continue to improve their efficiency.



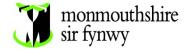
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	The service works with partners to build community resilience and self-sufficiency. This proposal will not impact on their ability to do this.	As above.	
Involvement	Involving those with an interest and seeking their views	The service does not anticipate any impact on stakeholders as a result of these proposed budget efficiencies.	As above.	
Prevention	Putting resources into preventing problems occurring or getting worse	This proposal recognises the need for service efficiency and delivery, this proposal therefore will not inhibit the team's future ability to deliver.	The service does not anticipate any negative impacts as a result of the proposal	



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?
Integration Considering impact on all wellbeing goals together and on other bodies	This proposal will not impact on other partners as it is an efficiency rather than a reductionist proposal.	The service does not anticipate any negative impacts as a result of the proposal.

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	The purpose of this service is to address the social justice agenda, this proposal will not affect the team's ability to do this.	n/a	n/a
Safeguarding	This proposal will not affect the team's ability to address any safeguarding issues should they arise.	.n/a	n/a



Corporate Parenting	This service assists in the delivery of the corporate parenting agenda, this proposal will	n/a	n/a
	not affect the team's ability to do this.		

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

This proposal has been formed as a result of a budget analysis exercise and therefore recognises the need for service efficiencies whilst ensuring that future service delivery is not impacted.

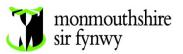
6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This proposal recognises a current underspend within the team drawn from an underutilised services budget and a post that is unfilled. The proposal will therefore improve service efficiency whilst ensuring that future service delivery is not impacted.

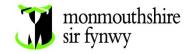
7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Implement budget efficiencies	Immediately	Sharran Lloyd

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.



Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Budget Mandate	November 2018	



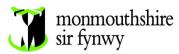


Equality and Future Generations Evaluation

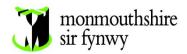
Name of the Officer Ian Saunders / Richard Simpkins / Matthew Lewis/ Tracey Thomas / Marie Bartlett	Please give a brief description of the aims of the proposal Savings and Pressures Mandates (ENT024 and pressures PENT007, PENT009 – PENT023)
Phone no: E-mail:	
Name of Service area TLCY	Date 5 th December 2018

1. 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.

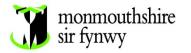
		Describe any positive impacts your	Describe any negative	What has been/will be done to
Prote	cted	proposal has on the protected	impacts your proposal has on	mitigate any negative impacts or
Characte	eristics	characteristic	the protected characteristic	better contribute to positive
			-	impacts?



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	The Alternative Delivery Model will provide greater opportunities for all ages as it will look to invest, develop and build on existing facilities and programs. There will also be a joined up approach so that all service areas in scope provide a much wider offer. The new model will also provide employment opportunities in new areas of the business for existing staff within marketing, sales, catering etc. These positive impacts will apply to all protected characteristics listed below	None	Asking all of our customers and partners what matters to them will evidently improve our services. If we are in a position in the future to redesign and invest in facilities we will see an improved offer for all.
Disability	Any new re-design and development of services will conform with the Equalities Act.	None	Working with key partners we have ensured all new facilities and redevelopments have/will be fit for purpose and suitable for all abilities
Gender reassignment	As in age row	None	As in age row
Marriage or civil partnership	As in age row	None	As in age row
Pregnancy or maternity	As in age row	None	As in age row
Race	As in age row	None	As in age row

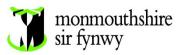


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	As in age row	None	As in age row
Sex	As in age row	None	As in age row
Sexual Orientation	As in age row	None	As in age row
Welsh Language	Consideration will be given to any new signage and plans for any redevelopments to comply with the Welsh Language act. All marketing materials and general information for customers will be provided bilingually including planned social media. There are current Welsh Language courses running for all front of house staff to meet and greet customers and these will be developed. All job adverts are now advertised as requesting Welsh speakers as part of the person specification.	None	Our staff are engaging in improving their ability to communicate through the medium of Welsh. There is support for this centrally via a scheduled training program to ensure our teams are in a good position to deliver the core aims within a set timeframe.
Decel	As in age row	None	As in age row
Poverty			

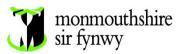


2. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

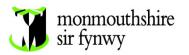
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	To ensure much valued local services are maintained and by their nature provide employment, growth and an increasingly skilled workforce.	Keeping services open and local but with more community focus and coordination – helping knit communities together. Positive engagement and coordination with community focused services. Income generation and investment in key aspects of the business will ensure the culture and business thrives and there is sustained growth moving forwards. Continue to invest and grow our very successful volunteering scheme.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Continue our close working partnership with countryside and planning and ensuring our green spaces and cultural heritage is supported. Alternative Delivery Model managing all of its greenspaces and property to maintain and enhance biodiversity and promote resilience (in the context of it being a new entity).	The Alternative Delivery Model will seek to develop partnerships and support landscape scale action, provide expert advice and seek to access new forms of funding to secure partnership action.



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	Positive impact by ensuring quality services are provided by offering events and opportunities to encourage a fit and healthy lifestyle through leisure, sport, outdoor education, countryside and cultural access. The new offer will ensure that events and activities are also well signposted and the benefits of such activities demonstrated.	Working with key partners through the Public Service Board will ensure that physical and mental health through activity is widely available and that the Alternative Delivery Model is central to this by working directly with its communities. The work inside Creating An Active and Healthy Monmouthshire Group connects to key acts such as Social Services Wales (Act) the Wellbeing Future Generations, Environment Act and also key strategies and drivers such as obesity including the Gwent Child Obesity Strategy, Get Wales Moving (replacing Climbing Higher), etc. Schools Sports Surveys will be undertaken biannually along with work across Active Gwent Sport Development/Youth Teams, cultural services, cycling and walking product, and exercise referral should all contribute to a positive impact. The Alternative Delivery Model will have the ability to package the offer and market across our communities.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The approval for the formation of an Alternative Delivery Model will ensure the sustainability and growth in these service areas. A known benefit of an Alternative Delivery Model is improved community engagement and connection with local	To ensure the Alternative Delivery Model has a structure which focuses on encouraging community cohesion as one of its social drivers. An extensive customer survey on, 'what matters', has been undertaken across all our

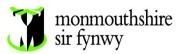


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	priorities - this can lead to service improvements and continuing to understand what matters to our customers and partners.	services where, 1,200 returns were obtained and further engagement activities have taken place since then with customers, staff and user groups.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The Alternative Delivery Model will have delegated responsibility to ensure high standards are met and maintained that do not conflict with the global drivers	Any decisions taken by the Alternative Delivery Model will take into account global and wellbeing issues as part of its day to day processes.
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	The Alternative Delivery Model will incorporate services which contribute greatly to the local culture, heritage and art, this will include the promotion and protection of the Welsh language, which will form part of the core value and aim of the new organisation.	One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, culture and art and its structure and key developments will reflect that. The ability to react to the current markets and trends will enable the new organisation to position itself to meet the outcomes.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Alternative Delivery Model will incorporate services which contribute greatly to the local culture, heritage and art, this will include the promotion and protection of the Welsh language, which will form part of the core value and aim of the new organisation.	One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, culture and art and its structure and key developments will reflect that. The ability to react to the current markets and trends will enable the new organisation to position itself to meet the outcomes.

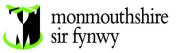


3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

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?
Long Term	Balancing short term need with long term and planning for the future	Business plans, investment opportunities, community, staff and member engagement are part of the next phase of developing the Alternative Delivery Model for the future. During this period there is still a need to ensure the services continue to function and develop.	Reducing budgets and savings have led to some service areas altering core hours of operation. There has been a concerted effort to assist by mobilising volunteers, making efficiencies and generating additional income to ensure negative impact of reducing budgets is mitigated. Where possible we have been using existing staff where we have had vacancies.
Collaboration	Working together with other partners to deliver objectives	The services have some key partners from funding, grants and delivery of service. Some key partners include other LA's, Public Health Wales, NRW, Sport & Art Wales, Visit Wales, Town & Community Council, Youth Offer partnership, Creating Active & Healthy Monmouthshire, Schools, Unions. During the Alternative Delivery Model engagement process all major stakeholders and partners will be involved.	The next phase of the ADM will include a full engagement program, scoping of commercial opportunities for which resources and an interim structure will be put in place to move things forwards.



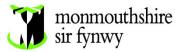
Sustain Developmen		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	There is an ongoing engagement program in place to ensure all the relevant people are consulted with. This includes all staff across Tourism, Leisure, Culture and Youth Service, Town and Community Councils, the Senior Leadership Team and all Council members within Monmouthshire.	The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account. Engagement is an ingoing continual process. A number of 'staff champions' have stepped forward to help with the process to communicate and support teams on the ground. An electronic newsletter is sent to all staff periodically when there is any further information or progress to share. There is also a central location on the Hub for staff to view relevant documentation and post views and opinions on the process. This ensures all staff are receiving a consistent message and the champions have something to share with teams and collect any feedback in necessary.
Prevention	Putting resources into preventing problems occurring or getting worse	The business plans for each service are being developed with the site teams and managers. In the plans there are opportunities for growth and investment. If this is not done the services will be managing decline and income targets will not be maintained causing a downward spiral.	The ADM along with the Shadow Board will develop a new staffing structure and investigate how best to mobilise it's incredible talented teams across the various business opportunities and services. We are currently identifying key income pipelines for each area and how these can be developed and joined up within the new model moving forwards.



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?
Integration Considering impact on all wellbeing goals together and on other bodies	The opportunity to develop a new way of delivering services and sustaining their long term future should give the opportunity to better connect wellbeing outcomes to other partners and bodies. All the services being considered contribute to the wellbeing goals although some are more clearly defined than others. It is important that the services are able to clearly demonstrate and understand their input into the wellbeing goals – it is also important to consider the impact.	One of the key drivers of the Alternative Delivery Model will be the promotion of activity, health, equality, culture and art and its structure and key developments will reflect that. All of this will be linked back to ensuring the key priorities of the Future Generations Act are met. A Performance Evaluation Framework will be developed to help the ADM measure its impact on all of the wellbeing goals

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	The ADM will give opportunities to all, giving people the best start in life and support them throughout their lives to lead a healthy and active lifestyle. It will look to close the gap and improve access to services across Monmouthshire.	n/a	We will continue to work closely with our partners to ensure we better understand the needs and engage closely with our users / non-users.

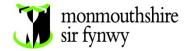


Safeguarding	We will ensure safeguarding is at the forefront of all plans with the relevant documentation, systems and procedures and levels of training in place for all staff relevant to the role consistently across the board.	n/a	We will continue to prioritise our safeguarding measures, reflect on current practice and continue to train staff to the appropriate levels. All service areas have updated SAFE procedures in place in line with MCC procedures and a training database is maintained by all managers to reflect upskilling of staff within this area. We also link with our sports clubs to ensure they have nominated individuals to safeguard their users.
Corporate Parenting	We will continue to work with our partners to assist in any way we can and add value to the current provisions.	n/a	We will continue to have representation for this area at all team meetings and continuously monitor and review all systems and procedures mentioned above to ensure we are providing as safe an environment for all of our customers as possible. We actively encourage all staff to be vigilant and report any instances they feel appropriate and have procedures in place for this.

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

Throughout this process the following documents have underpinned the agreed move to an ADM:

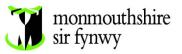
- Final Business Case
- Amion report regarding the Future Options for MCC's Cultural Services;
- The Medium Term Financial Plan;
- Full Engagement Plan;



- Welsh Government Guide to Alternative Delivery Models;
- Anthony Collins Strategic Outline Case;
- MCC Strategic Outline Case;
- Outline Business Case produced by Kevin Ford working as an associate with Anthony Collins
- VAT Report by Mazars
- Advice and Support from other Leisure Trusts/Charitable Organisations
- Draft Heads of Terms for Teckal and Charity
- Draft Articles of Association for Teckal and Charity
- Shadow Board Paper
- Governance note for Teckal and Charity from Anthony Collins
- Draft Business Plan
- 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 purpose of the proposed Alternative Delivery Model is to ensure much valued local services are maintained and by their nature continue to provide employment, growth and an increasingly skilled workforce. The proposals will enable services to be kept open but with more community focus and coordination, helping knit communities together. Activities in establishing the Alternative Delivery Model will require positive engagement and coordination with community focused services as well as income generation and investment in key aspects of the business to ensure the culture and business thrives. Incorporated services will contribute greatly to our local culture, environment, heritage and art with the promotion of activity, health and wellbeing forming part of its key drivers.

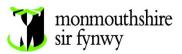
7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.



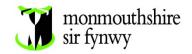
Produce and present Strategic Outline Case to Joint Select (SOC)	5 th October 2016	Ian Saunders & Working Group
Subject to approval Draft Outline Business Case will be developed	October – February 2017	Ian Saunders & Working Group
Presentation for Senior Leadership Team around the Draft Outline Business Case	26 th January 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Senior Leadership Team	February 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Joint Select	27 th February 2017	Ian Saunders & Working Group
Draft Outline Business Case to go to Full Council for approval to progress to full Business Case	20 th March 2017	Ian Saunders & Working Group
Complete full business case and first draft of Business Plan to present to Cabinet	March – December 2017	Ian Saunders & Working Group
Subject to approval the ADM group structure will be established	June – August 2018	Ian Saunders & Working Group
Subject to approval the ADM will go live (Scrutiny/Cabinet/Council	Dates to be confirmed	Ian Saunders & Working Group

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Principle of the Alternative Delivery Model to be approved	September 2016	



2	Outline Business Case Draft	March 2017	
3	Completion of Final Business Case and first draft of Business Plan	November 2017	
4	Completion of update report and associated draft legal and governing documents	June 2018	
5	Formalising final stage of political decision making process	December 2018	

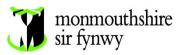


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

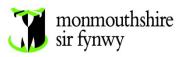
Name of the Officer Frances Williams Phone no: 01633 644686 E-mail: franceswilliams@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2019/20. Full details of all proposals can be found under Efficiency Saving Proposal ENT025 – Enterprise Fees and Charges (inc associated spreadsheet)
Name of Service	Date Future Generations Evaluation form completed
Enterprise	5 th December 2018

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.



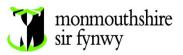
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works	The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 19/20 budget.	
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	Uplift in fees and charges allows resources to be allocated to priority areas across the authority such as social care and education	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 19/20 budget.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales	The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the	



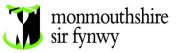
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		authority prior to being considered for inclusion in the 19/20 budget.
A Wales of vibrant 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	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	N/A

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?
Balancing short term need with long term and planning for the future	Fee increases have been considered in the context of whole life cost analysis over the long term in order to ensure sustainable and cost effective service delivery now and in the future.	Continuous whole life cost analysis informed via regular measurement of impact and return on investment



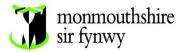
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Collaboration	Working together with other partners to deliver objectives	Fee increases are considered in conjunction with opportunities to deliver services more efficiently in collaboration with existing and new partners	Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process
Involvement	Involving those with an interest and seeking their views	Proposals are informed by market testing and customer engagement and consultation	Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process
Prevention	Putting resources into preventing problems occurring or getting worse	Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future	Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process



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?
Integration Considering impact on all wellbeing goals together and on other bodies	The proposal will generate additional revenue and ultimately support the economy of Monmouthshire	Consultation and engagement with communities and elected members of proposed increases as part of MCC 19/20 budget setting process

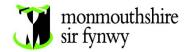
3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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	Neutral	Neutral	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?
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
	Neutral	Neutral	N/A
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

	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	Neutral	Neutral	N/A
Corporate Parenting	Neutral	Neutral	N/A

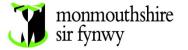
5. What evidence and data has informed the development of your proposal?

- Review of competitors charges
- Review of practices within other public sector organisations
- · Current spend and income data
- Feedback Select Committees, SLT and Cabinet
- Professional advice from investment and legal advisors

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?

Benefits

- Create an additional revenue source for the Council without affecting services or being an additional cost to tax payers.
- Ensuring services are delivered in line with inflation



Negative Impacts

• Increasing costs for customers – Mitigated by a freeze or minimal increase of services provided where the aggregated impact may have greater impact, e.g. School meals and Breakfast Club

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
Public consultation	January 2019	Chief Officer for Enterprise	On target
Inform service users affected	Following consultation and agreement through the budget setting process	Enterprise Finance Manager	On target

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.

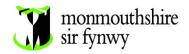
The impacts of this proposal will be evaluated on: 1st June 2019	Environment DMT
The impacts of this proposal will be evaluated on. 1 June 2015	

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	Enterprise DMT	21st Nov 2018	



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

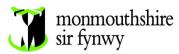


Name of the Officer completing the evaluation Matt Phillips Phone no: E-mail: matthewphillips@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Budget pressure to allow the implementation of the Future Legal Department Business Case (Refer to budget proposal PCEO003 for further information)
Nameof Service	Date Future Generations Evaluation form completed
Legal	28 Nov 18

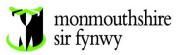
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	I need to employ skilled and educated lawyers in Monmouthshire from a variety of non-traditional LA backgrounds. This is a job creating proposal.	



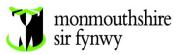
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The work of the legal department is about protecting and enabling the work done across MCC so everything it does should be in support of the corporate and public services plans	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	through the work of other departments.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental		
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		
A more equal Wales	The recruitment of new lawyers will only be constrained bu the need for suitable qualification	



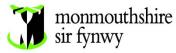
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
People can fulfil their potential no matter what their background or circumstances		

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?
Long Term	Balancing short term need with long term and planning for the future	This is the foundation step required for an ever evolving piece when it comes to hoe legal service is provided in MCC	
Collaboration	Working together with other partners to deliver objectives	Collaboration has been a part of the procurement process undertaken thus via for new electronic ways of working both with SRS partners but also by becoming the first LA in a number of years to get involved in the legal portal developed and used by 8 other South Wales LAs.	



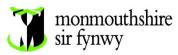
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	Internally I have engaged with all SLT and Heads of Service, as well as political group leaders to understand what they require of the legal department. Externally, I have worked with neighbouring LAs and the network of law firms across Wales to contribute to my thinking, and will continue to do so.	
Prevention	Putting resources into preventing problems occurring or getting worse	Demand in child protection cases is up 75% this year and the cost of putting just 2 cases to a private law firm was in excess of £16,000. We must continue to retain our people and grow in order to prevent fureht cost implications. We are in a stronger position than most LAs and must work hard to stay there and then improve.	



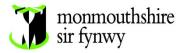
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	This should be a first step to developing a legal team capable on taking on work from external bodies – BBNP, MHA and Melin in the first palce maybe, but possible work from other LAs in the future.	

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 proposal has on the protected characteristic Describe any negative impacts your your proposal has on the proposal has on the protected characteristic Characteristics Describe any negative impacts your your proposal has on the protected has a proposal has on the	ate any
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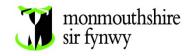


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	By creating the capacity and skills these proposals are seeking to achieve the aim is to provide scope in the future to take on a trainee lawyer – something that has disappeared from a lot of LA practice but would be hugely beneficial to those starting their careers as it is these training contracts or pupillage places that is the greatest barrier to qualifying as a lawyer currently.		
Disability Gender	These matters are all irrelavent to the recruitment process where a recognised qualification is the only hard		
reassignment Marriage or civil	bar to success.		
partnership			
Pregnancy or maternity			
Race			
Religion or Belief			



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

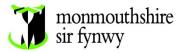
	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The lawyer sits at the heart of all child protection work around the Court system and so it is imperative we have the right		
Corporate Parenting	structure and content when it comes to these roles.		



5. \	What evidence and	l data has	informed the	development of	vour proposal?
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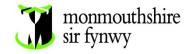
This proposal ahs been formulated after 3 solid months of understanding conducted through interviews with the current department, SLT, heads of service, other key service users, Councillors, national forums, other LAs, a Judge, law firms and more beyond. It has also included a detailed examination of the finances regarding legal spend across all MCC departments going back to 2012, and the impact of the current situation being at over-capacity (individuals applying for other jobs, mistakes in Court leading to wasted costs orders, work having to be sent externally etc).

at over-capacity (individuals applying for other jobs, mistakes in Court leading to wasted costs orders, work having to be sent externally etc).				
	completing this form, what are the anged the development of the pro	•		
It's all positive.				
7. ACTIONS: As a result of cobelow, if applicable.	ompleting this form are there any fu	urther actions you will be	undertaking? Please detail them	
What are you going to do	When are you going to do it?	Who is responsible	Progress	
8. MONITORING: The impacts	s of this proposal will need to be m	onitored and reviewed. F	Please specify the date at which	
•	et, and where you will report the res		iodoo opoony mo dato at minon	
The impacts of this proposal	will be evaluated on:	continually		



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
	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.





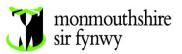
Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer completing the evaluation	Please give a brief description of the aims of the proposal	
Tudor Baldwin	Address the Land Charges income pressure.	
Phone no: 01633 644075 E-mail: tudorbaldwin@monmouthshire.gov.uk	(Refer to budget proposal PCEO004 for further information)	
Name of Service	Date Future Generations Evaluation form completed	
Land Charges	30 November 2018	

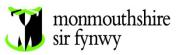
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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.

	Does the proposal contribute to this	What actions have been/will be taken to
Well Being Goal	goal? Describe the positive and negative	mitigate any negative impacts or better
Tron Bonig Godi	impacts.	contribute to positive impacts?



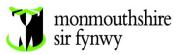
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	A stable Land Charges service facilities residential and commercial land and property sales in Monmouthshire.	None
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	None	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		N/A



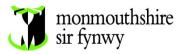
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
protected. People are encouraged		
to do sport, art and recreation		
A more equal Wales	None	N/A
People can fulfil their potential no		
matter what their background or		
circumstances		

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustai Developme		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?
Long Term	Balancing short term need with long term and planning for the future	Recognises that yearly income pressures, when addressed, will allow the Land Charges and Common Land services to continue to modernise for the long term.	None
Collaboration	Working together with other partners to deliver objectives	Will allow the modernisation of the Land Charges and Common Land services, including automation, to continue, which will benefit conveyancers, residents and internal services that use the M3 Land Charges system and access the statutory registers.	None



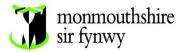
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	Internally I have engaged with the Head of Law, Finance Manager, and the service's accountant.	
Prevention	Putting resources into preventing problems occurring or getting worse	Will allow the Land Charges service to continue to process property searches within 5 working days.	None



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?
Integration Considering impact on all wellbeing goals together and on other bodies	None	N/A

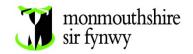
3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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			
Disability	Neutral	Neutral	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?
Gender reassignment		Neutral	N/A
Marriage or civil partnership		Neutral	N/A
Pregnancy or maternity		Neutral	N/A
Race		Neutral	N/A
Religion or Belief	-	Neutral	N/A
Sex		Neutral	N/A
Sexual Orientation		Neutral	N/A
Welsh Language		Neutral	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			•
Corporate Parenting			

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

Analysis of Land Charges income for the	period 2010 to 2017, a	and monthly income tren	ds for the current financial	vear

Monthly statistics for searches completed by the Land Charges service.

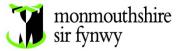
The effect of Brexit on the property market has been widely reported.

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?

Stability and will allow the Land Charges and Common Land services to continue to modernise for the long term.

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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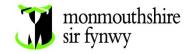


8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	Continual

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



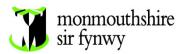


Equality and Future Generations Evaluation

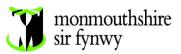
Name of the Officer Matthew Gatehouse	Please give a brief description of the aims of the proposal:
Phone no: 01633 644397 / 0778 555 6727 E-mail: matthewgatehouse@monmouthshire.gov.uk	The proposal will improve the efficiency of our customer contact arrangements. This includes using demand data to optimise staffing rotas in the contact centre; aggregating responses to multiple customer channels including telephony, social media and chatbot in one service; reviewing software and associated license costs and removing underused licenses and devices; procuring a new telephony/integrated communications software in the second half of 2019/20. (See Budget Proposal CEO006 for further information)
Name of Service area: Policy Governance and Customer Service	Date: 20 November 2018

1. 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.

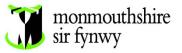
	Describe any positive impacts your	Describe any negative	What has been/will be done to
Protected	proposal has on the protected	impacts your proposal has	mitigate any negative impacts or
Characteristics	characteristic	on the protected	better contribute to positive
		characteristic	impacts?



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	The proposal should benefit people of all ages. Younger people are more likely to use channels such as the chatbot and social media. By shifting some demand to these channels it will reduce the pressure on conventional access points such as telephony which are the preferred method of contact for a higher proportion of older people.	None identified at this safe	No additional actions identified at this stage
Disability	Increasing the amount of information that is available over the chatbot will provide an additional choice for people who have a hearing impairment. Ensuring the continued availability and viability of a broad range of contact channels including telephony will also ensure the council remains accessible to people who have mobility issues and cannot travel to community hubs.		Explore the effectiveness of chatbots for people with visual impairments who may be using them over a screen-reader. Further improve the accessibility of the council's website using guidance developed by the Government Digital Service
Gender reassignment	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage
Marriage or civil partnership	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage
Pregnancy or maternity	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No additional actions identified at this stage



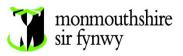
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	.None identified	Research has shown that Artificial Intelligence has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do.	Work closely with developers to understand any applications where this could potentially occur within the council's chatbot and immediate any remedy immediately.
Religion or Belief	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	
Sex	None identified	Any changes to staffing arrangement in the council's contact centre or hubs will impact disproportionately on females who are more likely to be employed in these job roles	Seek to mitigate any negative impacts by engaging with individuals and, if necessary, exploring re-deployment opportunities through the council's protection of employment policy.
Sexual Orientation	.None	Research has shown that Artificial Intelligence has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do.	Work closely with developers to understand any applications where this could potentially occur within the council's chatbot and immediate any remedy immediately.



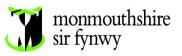
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Welsh Language	.Arrangements include the development of what we believe to the first bilingual chatbot for council services in Wales.	Low turnover in the council's contact centre limits the ability to recruit Welsh speakers into this front-facing service	Continue to translate all responses into Welsh and ensure the chatbot operates equally effectively in both languages. Ensure the effective promotion of any vacancies to increase applications from Welsh speakers
Poverty	None identified	None identified	None identified

2. 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. There's no need to put something in every box if it is not relevant!

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	We have contracted with a firm in the Cardiff City	Ensure that staff working in the council's contact
Efficient use of resources, skilled,	Capital Region to develop the chatbot which	centre are trained in using the new chatbot and
educated people, generates wealth,	contributes to well-paid, highly skilled work in an	continue to engage with them to maintain skill
provides jobs	industry of the future.	levels.
A resilient Wales	Availability of multiple contact channels that enable	The ability to operate the contact centre remotely
Maintain and enhance biodiversity	people to access services from their homes reduces	reduces the need to travel and increases resilience
and ecosystems that support	to need to travel and the associated impact of air	that could result from adverse weather conditions
resilience and can adapt to change	pollution and congestion.	by enabling telephony services to operate from any
(e.g. climate change)		location with wi-fi.



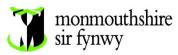
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There is a risk that increasing use of technology could limit peoples social interactions in the physical environment which could have potential	This is a global rather than a local issue. The Council's Corporate Plan and the PSBs Well-being Strategy contain activities aimed at improving well-being. We will continue to run community hubs that offer a physical contact point for council queries to be answered. The chatbot will also be monitored by staff at the contact centre who can intervene in conversations where they identify a complex issue that cannot be resolved by the bot
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	By investing in a broad range of customer channels we are enabling people in all communities to engage and connect with the council to meet their needs	This could eventually be connected with any outcomes from the GovTech projects which seek to reduce oneliness and increase connections between people in our communities to enhance wwell-being
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impacts have been identified at this stage	No potential actions identified at this stage
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	Arrangements include the development of what we believe to the first bilingual chatbot for council services in Wales	As the chatbot is developed it will be able to signpost people to leisure and cultural opportunities
A more equal Wales	The key issues have been identified in the above section.	By investing in the technology of the future and working with a local technology firm we are supporting an industry that can contribute to increased GVA raising prosperity in the Cardiff



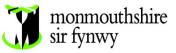
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
People can fulfil their potential no matter what their background or circumstances		Capital Region and contributing to a reduction in income differentials between this area and other parts of the UK

3. 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?
Long Term	Balancing short term need with long term and planning for the future	We are embracing new technology to increase the ways in which people can engage with the council. The need to understand and maximize the potential of Artificial Intelligence and automation is one of the issues identified in future trends reports commissioned as a result of the PSBs well-being assessment.	None identified at this stage
Collaboration	Working together with other partners to deliver objectives	We have collaborated with a local firm to commission the development of this chatbot which has the potential to be adopted by other local authorities throughout Wales and the UK.	None identified at this stage



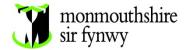
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	Staff from the council's contact centre were amongst a group of staff who developed proposals to improve customer experience as part of the Evolve Cohort in October 2017. They have been involved in this development throughout. It was informed by an analysis that sought customer views and was tested at the Usk show and with a user group of residents	Continue to seek user feedback to enhance the offer.
Putting resources into preventing problems occurring or getting worse People have increasing expectations of being able to contact services 24/7. By creating an approach that enables simple queries to be answered outside normal office hours we expect to lessen demand on the contact centre between 9am and 11am which will prevent calls going unanswered. By providing effective communications channel people should be able to get queries and secure access to services preventing escalation.		contact services 24/7. By creating an approach that enables simple queries to be answered outside normal office hours we expect to lessen demand on the contact centre between 9am and 11am which will prevent calls going unanswered. By providing effective communications channel people should be able to get queries and secure access to services	None identified at this stage



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?
Integration Considering impact on all wellbeing goals together and on other bodies	At this stage there are no competing impacts that need to be re-considered. The proposal is seeking to fully integrate different communication channels into a single place to enhance customer experience and improve the quality of response	

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	By investing in the technology of the future and working with a local technology firm we are supporting an industry that can contribute to increased GVA raising prosperity in the Cardiff Capital Region and contributing to a reduction in income differentials between this area and other parts of the UK	There is a risk that some people who are digitally excluded will not be able to benefit from the council's chatbot.	The proposal ensures a broad range of communication channels that should meet the needs of all sections of our communities ensuring equality of access. We provide digital skills courses through community education services within the council's community hubs



Safeguarding	No safeguarding implications have been identified at this time.	
Corporate Parenting	No corporate Parenting implications have been identified at this time.	

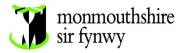
5. What evidence and data has informed the development of your proposal?

- The contact centre handles around 53,000 incoming calls each year, of which around 17% are not answered.
- Analysis of staffing rotas shows they do not match with the demand patterns for incoming calls, there are particular pinch points between 9am and 11am with excess capacity towards the end of the afternoon. Demand is also higher at the beginning of the week than the end.
- Call volumes have dropped since the introduction of MyCouncil Services which presently accounts for about 3.5% of 'visits' across hubs, telephony and digital channels. (This figure is known to be an imperfect measure but can be tracked consistently over time)
- Analysis suggest that over time people will become more and more comfortable, and indeed expecting, of digital channels as a way for council services to be delivered
- A 'leads-to' analysis was completed as part of the Evolve Cohort which led to the identification of the need to develop new digital solutions to meet customers needs.
- 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The proposal will optimise staffing to be more closely aligned with demand while also ensuring the adoption of new customer channels that will make services accessible outside of office hours. This is generally positive, however it will be important to understand the impact on some groups with protected characteristics to ensure that they are not disadvantaged and still have access to all existing channels.

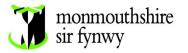
7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.



What are you going to do	When are you going to do it?	Who is responsible
Ensure the testing of the chatbot for people with visual disabilities	December 2018	Digital Marketing Officer

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Budget Consultation	Not yet considered by councillors	





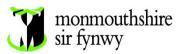
Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer: Nikki Wellington	Federation of a small number of schools in a local area.
	(See Budget Proposal CYP001 for further information)
Phone no: 07766 504389 E-mail: NicolaWellington@monmouthshire.gov.uk	
Name of Service: CYP support Services	Date Future Generations Evaluation: 28-11-18

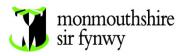
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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.

	Does the proposal contribute to this	What actions have been/will be taken to
Well Being Goal	goal? Describe the positive and negative	mitigate any negative impacts or better
	impacts.	contribute to positive impacts?



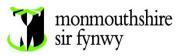
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal will allow best practice to be shared across the federated schools. This will provide additional opportunities for staff and governors to work across a number of schools. The negative is that there may be less opportunities for Headteachers as there will be fewer posts.	Opportunities for Headteachers to cover a larger number of schools will allow them to develop their skills and share their experience. Any opportunities for Headteacher vacancies will be advertised nationally allowing maximum cover for the vacancy.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	There will be no impact.	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Schools will be able to share best practice this may help schools to plan workload together. It will give greater opportunities for both teaching and non-teaching staff in schools.	None
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	This may bring two communities closer together as the schools will be in the local area. This should allow the communities to be better connected. In some cases our smaller schools do not have the resources to provide all the opportunities that pupils in larger schools have. This will help that situation.	None



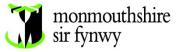
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Potentially there may be less travel for staff. The wider community will be able to work together for the good of the greater community.	None
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	Schools can share the best practice around the culture, heritage and Welsh language. They will be able to share resources which will reduce costs going forward.	None
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Pupils will have more opportunities to work with neighboring schools, allowing a greater sharing of knowledge and understanding. Staff will be able to work closing to develop skills and progress career opportunities.	None

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable	Does your proposal demonstrate you have met	
Development Principle	this principle? If yes, describe how. If not explain why.	to mitigate any negative impacts or better contribute to positive impacts?

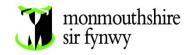


Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Long Term	Balancing short term need with long term and planning for the future	The proposal will allow MCC to more sustainable in the long term. It addresses short term pressures in expertise but also allows future plans to consider consolidation.	Continuous analysis and monitoring of long term benefits against short costs to ensure value for money is being delivered	
Collaboration	Working together with other partners to deliver objectives	This will allow, staff, governors and parents of both schools to work closer together and deliver the shared objectives.	Joint events to be held to maintain a spirit of collaboration and partnership	
Involvement	Involving those with an interest and seeking their views	Staff, governing bodies and parents – they will be involved and consulted as part of the process.	Ensure good lines of communication are established to ensure all opinions are taken on board	



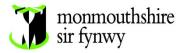
Sustair Developmen		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Prevention	Putting resources into preventing problems occurring or getting worse	Both schools will be able to share resources, this may increase the resources available in each school, and will potentially allow for a saving.	Ensure that the effectiveness of shares resources is constantly reviewed to ensure quality is maintained
Integration		The wellbeing of staff should be improved as best practice is shared. It will impact on the workload of the Headteacher.	The recruitment process will identify the best person to lead this with the necessary skills and experience. There will also be a head of school / deputy in each school and therefore should help to share the workload.
Considering im wellbeing goals and on other bo	together		

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

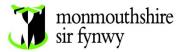
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	No impact pupils will still be educated in their chosen school.	None	N/A
Disability	No impact pupils will still be provided with the necessary resources to support them.	None	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Greater opportunities to share best practice with the Welsh language and culture. There will be greater opportunities for staff to learn the Welsh language.	None	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	There will be no change to the good practice regarding safeguarding in our schools.	No impact	N/A
Corporate Parenting	No impact.	No impact	N/A



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

This model has been implemented successfully in the past where a Headteacher is absent. MCC are currently undertaking a consultation to federate two schools. All this evidence around standards / resources will be used to shape any model going forward.

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 positive impacts are:

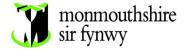
- Sharing of best practice and resources.
- More opportunities for staff and pupils.

The negative impacts are:

This will impact on the number of Headteacher vacancies there are across the LA.

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
Identify schools	Jan – March 19	Will McLean	
Consult on federations	April – August 19	Cath Saunders	

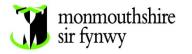


8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on: August 2020

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	Initial proposal	28-11-18	



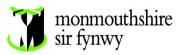


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

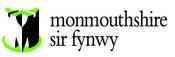
Name of the Officer: Nikki Wellington Phone no: 07766 504389 E-mail:	Reduction in the contribution to Gwent Music. The proposal is that the charges for the music centres will increase to offset the savings. (For additional information see Budget Proposal CYP003)
Name of Service: CYP support Services	Date Future Generations Evaluation 28-11-18

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.



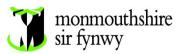
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposal will result in an increase in charges to parents, which may impact on the opportunities for our pupils.	It is hoped that the impact will be minimized by increasing the fees for the music centres, therefore the cost of music lessons will not be affected. Pupils who are entitled to free school meals will be able to apply for funding from out access fund. This will provide a subsidy for the provision.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact.	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	It is well known that music has a positive impact on some people. Helping with mental health and wellbeing.	Any increase in charges may affect some people, however this will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	There may be less opportunities for young people to access music provision across Monmouthshire,	Will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	N/A



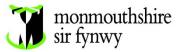
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Music is an important part of the Welsh heritage, any impact may have a negative effect	This will be minimized by pupils that are entitled to free school meals being able to apply for a subsidy for costs.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The music lessons in schools will not be impacted by this proposal but this may impact on the ability for some pupils to fulfil their potential	To minimise this impact, pupils that are entitled to free school meals will be able to apply for funding for the access fund to support their costs.

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?
Balancing short term need with long term and planning for the future	All proposals will be considered to minimize the impact on the short term, to allow the service to develop and still support our pupils in the future. The proposal going forward should create equity across all music centres for charges etc. and not affect the provision of music lessons in schools.	Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.



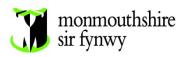
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Both Gwent music and Monmouthshire county council are committed to support music provision, therefore the savings proposed have been developed by the two partners.		
Involvement	Involving those with an interest and seeking their views	The two partners have developed both Gwent music and Monmouthshire county council are committed to support music provision, therefore the savings proposed.	Schools and parents will have an opportunity through the budget process to provide views on this proposal	
Prevention	Putting resources into preventing problems occurring or getting worse	By making the savings now, the service will be more viable and sustainable for a wide number of pupils in the future.	Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.	



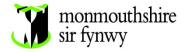
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	The proposal has been developed between the two parties. Wellbeing impact will be minimised by not impacting the music lessons in schools and provision of a fund to support those entitled to free school meals.	Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to free school meals.

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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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	No impact		
Disability		This could impact on those families that are supporting a child with a disability. While it is not always the case, these families may have limited earning capacity and limited income.	Any increases in charges will be minimized and there will be opportunities through the access fund for those pupils entitled to FSM.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A



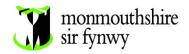
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	Neutral	Neutral	N/A
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

	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	All safeguarding arrangements will remain unchanged	None	N/A
Corporate Parenting	All corporate parenting arrangements will remain unchanged	None	N/A

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

Data from Gwent Music. Evidence received from reductions made in the past for the Gwent Music. Data from other LA's as to how they have made savings.



6.	SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your propo	osal,
	now have they informed/changed the development of the proposal so far and what will you be doing in future?	

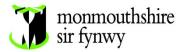
Potential increase in costs for pupils. This will be minimized by considering increasing charges for other activities and the use of an access fund for pupils entitled to FSM.

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
Finalise proposals with Gwent Music	January	Nikki Wellington	
Communication with parents	February - March	Gwent Music	

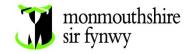
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	March 2020
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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	Initial proposal	28-11-18	

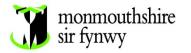




Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

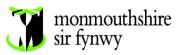
Name of the Officer Nikki Wellington Phone no: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk	Proposal was submitted for 18/19 to charge £1 per pupil to attend the before schools clubs held in our schools. These clubs usually run for 1 hour, the first 30 minutes are childcare and the remaining 30 minutes are for breakfast. The proposal is that if a child attends for the full hour, they will pay £1 for the childcare element. If they attend only for the second 30 minutes, there will be no charge. As a consequence of this decision in the budget for 2018-19 this mandate reflects the 4-month (April to July 2019) £1 charge to all non-Free School Meal pupils. All children who are entitled to free school meals can attend the whole session with no charge. (Please see Budget Proposal CYP004 for further information)
Name of Service CYP Finance	Date Future Generations Evaluation 29th November 2018

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.

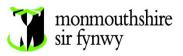
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	By increasing the charge for these clubs, it ensures their sustainability. This will provide part time jobs in our local schools.	All pupils who are entitled to free school meals will not be charged and all pupils will be entitled to a free breakfast.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	All pupils will have access to a free healthy breakfast. Charges will be for the childcare element for pupils that are not entitled to free school meals	The breakfast provision remains free and puils entiled to free school meals do not need to pay for the childcare element.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No impact	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	N/A



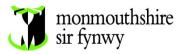
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Some clubs do run activities during this time to promote sport etc. All pupils will be entitled to a healthy free breakfast.	None	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No impact	N/A	

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?
Balancing short term need with long term and planning for the future	The charges will enable the clubs to be sustainable for the longer term.	While the proposal is to charge for the childcare element, pupils entitled to free school meals will not need to pay and all pupils can attend free for the breakfast part of the club.



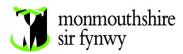
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Schools have worked with the local authority to implement this provision and collect the charges where applicable.	None	
Involvement	Involving those with an interest and seeking their views	Consultation with parents and partners took place last year via the budget proposals.	Continued consultation with parents	
Prevention	Putting resources into preventing problems occurring or getting worse	Pupils will access a healthy breakfast prior to school. This will help them concentrate in school and could lead to an increase in achievements for that pupil.	None	



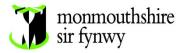
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	Pupils will access a healthy breakfast prior to school.	None

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

	Describe any positive impacts	Describe any negative impacts	What has been/will be done to
Protected	your proposal has on the	your proposal has on the	mitigate any negative impacts or
Characteristics	protected characteristic	protected characteristic	better contribute to positive
	·	•	impacts?



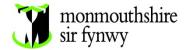
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Pupils of school age will have access to a healthy breakfast. This will be free to pupils on FSM.	There will be a charge to those pupils that are not entitled to FSM.	All pupils that are entitled to FSM can attend the whole club for the hour. Those that are not will still have access to the free breakfast, but will need to pay for the childcare element. They can chose not to attend the initial half hour, and therefore the club will be free.
Disability	All pupils regardless of their disability will have access to the club and will be supported appropriately. le one to one support if required.	This could impact on those families that are supporting a child with a disability. While it is not always the case, these families may have limited earning capacity and limited income.	All pupils that are entitled to FSM can attend the whole club for the hour. Those that are not will still have access to the free breakfast, but will need to pay for the childcare element. They can chose not to attend the initial half hour, and therefore the club will be free.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	The breakfast clubs also carry out additional activities for pupils; this will include activities focusing around Welsh Language and Welsh Culture.	None	None

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	All safeguarding policies will be followed by schools. Pupils will be in school for a longer period of time and this could be a benefit to some pupils.	None	None



Corporate Parenting	

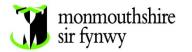
5. What evidence and data has informed the development of your proposal?

- Current provision both for costs and sustainability.
- Data from other Local Authorities
- External childcare provider costs
- Data from the first term of introducing a £1 charge.
- 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 main negative impact is the costs to families for this. There will be an impact on families, and it could make it unaffordable for some. The mitigation is that all pupils entitled to free school meals, will be able to access the whole duration at no cost, and those that are not entitled will be able to access the breakfast duration for free, with a charge for the childcare element. The proposed charges are less than would be paid via an external childcare provider.

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
Assess the impact of these proposals, both in terms of income received and any actual fall in attendance	August 2020	Nikki Wellington and Sue Hall	

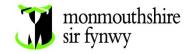


8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	August 2020

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	Initial draft	29 th November 2018.	

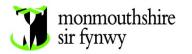




Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

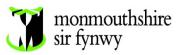
Phone no: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk	The budget proposal is to reduce the funding via the funding formula for Mounton House. This is based on a reduction in pupil numbers attending the provision. This has also led to a reduction in recoupment income for pupils attending the school. The current numbers on roll are 19 pupils. The funding formula delegation for Mounton House Special School has not been reviewed since 2010 and at which stage the formula funded based on full residential capacity, being 42 placements. However in 2016-17 the budget was reduced by £250,000 as reflection of the reduction in pupil numbers at that time. At that time there were 10 residential pupils, there is currently 1. (Please see Budget Proposal CYP006 for further information)
Name of Service CYP Finance	Date Future Generations Evaluation 30th November 2018

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.

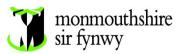
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There may be an impact on staffing, given the funding reduction it will be necessary to make staffing reductions to balance the budget.	All employment protection policies will be followed.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There could be an impact on staff wellbing whil the process for staffing reductions is carried out. There may also be an impact on the pupils with staffing changes.	All employment protection policies will be followed. The impact on pupils will be managed through the staff at the school.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		The impact on the school community and pupil community may see an negative impact. All staffing reductions will follow the protection of employment policy and all pupils views will be considered in determining the final impact.
A globally responsible Wales Taking account of impact on global well-being when considering local	No impact	



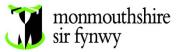
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		The reduction in staff may see an impact on the provision of opportunities for pupils. This is be minimised by achieving the saving in the way that least impacts the school,
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No pupils who are currently accessing the school will see any change in provision. All pupils will continue to be supported to achieve 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?
Balancing short term need with long term and planning for the future	With the reduction in pupil numbers there is a need to reduce funding to the school to ensure best use of resources across the LA.	Full consultation will take place with regard to the changes. Any changes will be reviewed to minimize the impact to staff.



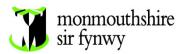
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Collaboration	Working together with other partners to deliver objectives	Partners such as Social Services and Health are key partners in securing success and they will be consulted at all stages and their views will discussed and considered when determining the most appropriate provision to meet the needs of the pupil.	
Involvement	Involving those with an interest and seeking their views	All partners and key stakeholders will be consulted. The views of children and young people will be listened to and will form a central part of the decision making process.	
Prevention	Putting resources into preventing problems occurring or getting worse	There is a need to reduce the funding as the pupil numbers are falling, therefore the use of the financial resource needs to be considered for the wider LA. If this is not considered other services will be impacted, with the school seeing a growing surplus which is not being put to best use.	



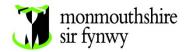
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	All partners will work together and therefore the partners will have a clear understanding of the needs of that pupil so that they can collectively act in the best interests of the child or young person in determining the most suitable provision. This will allow them to better meet the child or young person's educational needs as well as their wider social, emotional and community needs.	

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		Depending on the age profile of staff and their length of service, there could be an impact on younger members of staff.	Protection of employment policy will be followed.



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?
Disability		Pupils supported by the school have a range of needs. Any reduction in staffing could impact on the provision.	Careful consideration around the needs of the child and the wider provision before any decisions are made to make savings.
Gender reassignment	No impact		
Marriage or civil partnership	No impact		
Pregnancy or maternity	No impact		
Race	No impact		
Religion or Belief	No impact		
Sex	No impact		
Sexual Orientation	No impact		
	No impact		
Welsh Language			

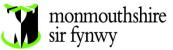


4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx and for more on Monmouthshire's Corporate Parenting Strategy see http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx

	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	All safeguarding arrangements will remain unchanged.		
Corporate Parenting			

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

Pupil data.		
Review of current and future needs.		
Current provision within our schools.		
Current and and future budgets.		

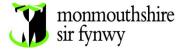


6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The positive impact is the proposal to identify needs at an earlier age and to educate pupils in their own communities, where possible. This will have a positive impact on the wellbeing of the pupils and their families. The main negative impact is the potential redundancies for staff where they cannot be redeployed.

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
Consultation with school and wider partners	January 2019	Finance and people services	

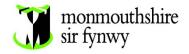


8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	December 2019

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	Initial draft.	30-11-18	



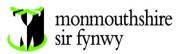


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

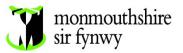
Name of the Officer Nikki Wellington Phone no: 01633 644549 E-mail: nicolawellington@monmouthshire.gov.uk	The proposal is to make staffing budget savings for early years. One post is grant funded and funded in the base budget, therefore this saving can be made. (For further information see Budget Proposal CYP007)
Name of Service CYP Finance	Date Future Generations Evaluation 29th November 2018

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.



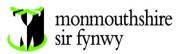
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The post enhances the service provided by the Early Years section. This will continue as the terms of the grant can support these two posts.	The grant funding has been in place for a number of years and has been agreed for 2019-20.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The posts support wellbeing in our young people and therefore this support can continue.	Monitor impact via service business plans and performance appraisals
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No impact	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact	N/A
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	No impact	N/A



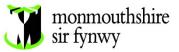
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No impact	N/A

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustai Developme		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 mi tigate any negative impacts or better contribute to positive impacts?
Long Term	Balancing short term need with long term and planning for the future	In the short term these posts can be funded via a grant.	If the grants are withdrawn the posts may need to be withdrawn, or core budget found to support these. Both these grants have been longstanding grants and support core areas of work.
Collaboration	Working together with other partners to deliver objectives	N/A	N/A



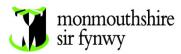
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mi tigate any negative impacts or better contribute to positive impacts?
Involvement	Involving those with an interest and seeking their views	N/A	N/A
Prevention	Putting resources into preventing problems occurring or getting worse	This proposal will stop the double funding of two posts.	None



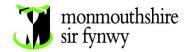
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mi tigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	The grants support the well-being agenda for early years.	None

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

	Describe any positive	Describe any negative	What has been/will
	impacts your proposal	impacts your proposal	be done to mitigate
Protected Characteristics	has on the protected	has on the protected	any negative
1 Totottoa Offaracteriotico	characteristic	characteristic	impacts or better
			contribute to
			positive impacts?



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	Neutral	Neutral	N/A
Disability	Neutral	Neutral	N/A
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	N/A
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
	Neutral	Neutral	N/A
Welsh Language			



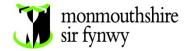
4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx and for more on Monmouthshire's Corporate Parenting Strategy see http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx

	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	All safeguarding arrangements will remain unchanged.	None	
Corporate Parenting	N/A	N/A	N/A

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

The grant terms and conditions will be used to assess the impact of the grant. The evidence for the proposal is the posts are currently funded via a grant and also there is a base budget within the directorate the fund these posts, hence these are double funded. There will be no impact on the service or the roles as the grant has already been provided for the 2019-20 financial year.

- 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?
- 7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.



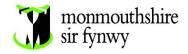
What are you going to do	When are you going to do it?	Who is responsible	Progress
Review of grant	31st March 2020	Early years	
impact		manager	

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:	March 2020.
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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
1.0	Budget Papers	29 th November 2018.	

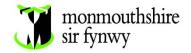




Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer: Sharon Randall-Smith	Please give a brief description of the aims of the proposal
Phone no: 01633 644549 E-mail: SharonRandall-Smith@monmouthshire.gov.uk	Our proposal is to remodel the SpLD Service to deliver more effective support for pupils with literacy difficulties in primary schools. This means that we would target our support towards literacy difficulties, rather than on the global definition of SpLD. As a result, we propose to reduce the SpLD team from the current 3.8 fte to 1.6 fte. Schools would still be able to access advice, support, guidance and training from the SpLD team.
	At present primary schools currently contribute to cost of the SpLD service through an SLA. Under this proposal, primary schools would no longer be required to buy into an SLA to access this support. Secondary schools could still commission bespoke advice and support as required and as they do under the existing arrangements.
	(Refer to Budget Proposal CYP009 for further information)
Name of Service CYP SpLD	Date Future Generations Evaluation 4 th December 2018

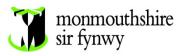
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan,



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.

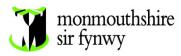
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	There will be an impact on staffing, given the narrower focus for the service and a reduction in funding. It will be necessary to make staffing reductions to balance the budget.	All employment protection policies will be followed.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There could be an impact on staff wellbeing while the process for staffing reductions is carried out. There may also be an impact on the pupils if staffing is reduced without sufficient notice.	All employment protection policies will be followed. The impact on pupils will be managed through by the SpLD Team Leader and staff at the school.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No impact	No impact
A globally responsible Wales	No impact	No impact



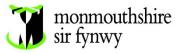
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Taking account of impact on global well-being when considering local social, economic and environmental 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	No impact	No impact
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Pupils may not make the expected progress if schools do not have the skills to effectively implement the SpLD Framework to meet the needs of this group of pupils	The SpLD team has delivered 'Identifying SpLD Dyslexia and Supporting Strategies within the Classroom' training to all thirty primary schools, one secondary school and our special school. The SpLD team will offer this training to the remaining schools and continue to provide ongoing advice, guidance and support to ensure schools maintain a high level of skill to support these pupils to fulfil their potential.

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable	Does your proposal demonstrate you have met	Are there any additional actions to be taken
Development Principle	this principle? If yes, describe how. If not	to mitigate any negative impacts or better
-	explain why.	contribute to positive impacts?
	. ,	

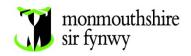


Sustainable Development Principle Balancing short term need with long term and planning for the future		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
		Following the publication of the Specific Learning Difficulties Framework Welsh Government Guidance in 2015, schools have developed the skills and capacity to support pupils with SpLD within their wider approach to providing support for pupils with ALN. This enables the SpLD team to focus on supporting literacy difficulties. As a consequence, this means that there is a need to reduce the size of the SpLD team to ensure the best use of resources across the LA.	Full consultation will take place with regard to the changes. Any changes will be reviewed to minimize the impact to staff or pupils.
Involvement	Involving those with an interest and seeking their views	All partners and key stakeholders will be consulted. The views of children and young people will be listened to and will form a central part of the decision making process.	Full consultation will take place and any changes will be considered in the light of feedback from key stakeholders.



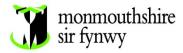
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Prevention	Putting resources into preventing problems occurring or getting worse	There is a need to continue to support schools by providing SpLD advice, guidance and training so that they have the skills and capacity to meet the needs of these learners within their wider arrangements for ALN. Therefore we will retain a proportion of the team to facilitate this support. If we don't continue to provide some support, there potentially could be an increased demand on other services including EPS and ALN.	Retaining 1.6 fte SpLD team will ensure that schools receive access to on-going advice, support and training as well as specialist assessments and some direct teaching.
Integration Considering imp wellbeing goals and on other boo	together	Schools and the SpLD will work together to ensure that practitioners receive appropriate training, support and advice to identify, understand and meet the needs of these learner and in doing so, ensure they achieve their potential academically, socially and emotionally.	The SpLD team will ensure that schools continue to receive suitable access to on-going advice, support and training as well as specialist assessments and some direct teaching.

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: $\frac{http://hub/corporatedocs/Equalities/Forms/AllItems.aspx}{alanburkitt@monmouthshire.gov.uk} \ or \ contact \ Alan \ Burkitt \ on \ 01633 \ 644010 \ or \ alanburkitt@monmouthshire.gov.uk$

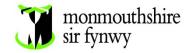
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Neutral	The age profile and experience of staff and their length of service, there could be an impact on younger members of staff	Protection of employment policy will be followed.
Disability	Neutral	Pupils and schools supported by the SpLD service have become accustomed to a wider range of support and this may have a negative impact for some pupils where there is less expertise in schools.	The SpLD Service has delivered 'Identifying SpLD Dyslexia and Supporting Strategies within the Classroom' training to all thirty primary schools. The service will ensure that any schools requiring additional training will be supported.
Gender reassignment	Neutral	Neutral	N/A
Marriage or civil partnership	Neutral	Neutral	N/A
Pregnancy or maternity	Neutral	Neutral	N/A
Race	Neutral	Neutral	N/A
Religion or Belief	Neutral	Neutral	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?
Sex	Neutral	Neutral	N/A
Sexual Orientation	Neutral	Neutral	N/A
Welsh Language	Neutral	Neutral	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	Neutral	Neutral	NA
Corporate Parenting	Neutral	Neutral	NA



5. V	Vhat evidence and	l data has in	formed the dev	velopment of v	our proposal?
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Pupil progress data	
Pupil standardised data	
Specific Learning Difficulties Framework Guidance 175/2015	

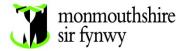
6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The positive impact is the proposal will enable the SpLD service to focus on supporting pupils with literacy difficulties and continue to provide advice, support training and guidance to schools and that schools will be able to access this service without a cost. The main negative impact is the potential redundancies for staff where they cannot be redeployed,

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

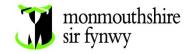
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.



The impacts of this proposal will be evaluated on:	July 2019

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	Initial draft.	04-12-18	

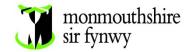




Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer	Please give a brief description of the aims of the proposal
Eve parkinson	Continue to review and implement practice change across social care and health.
Phone no: 07970433277 E-mail: eveparkinson@monmouthshire.gov.uk	Over recent years introduction of new ways of working have realised savings in adult services, this is an on-going journey and further savings are expected to be realised. These will be achieved by;
	 Place based working in collaboration with third / independent sector Preventative innovations Ensuring all assessments and interventions are person centred with a focus on well-being therefore reducing dependency and empowering individuals / families / communities to realise and achieve their own outcomes.
	(See Budget Proposal SCH001 for further information)
Nameof Service	Date Future Generations Evaluation form completed
Adult Services	
	29 th November 2018

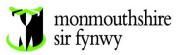
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan,



Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc

10. 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.

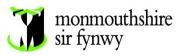
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Utilisation of skilled workforce Community and individual assets	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Focus is on health and well – being of individuals / families / communities	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Development of place based services to contribute to healthy inclusive communities	
A globally responsible Wales Taking account of impact on global well-being when considering local	N/A	



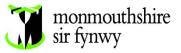
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	N/A	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Focus on supporting people to achieve what matters to them	

11. 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?
Balancing short term need with long term and planning for the future	Effective practice change will ensure the long term sustainability of the service	



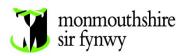
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Working with health / third sector / independent sector / other areas in MCC / other partners e.g. education / police etc		
Involvement	Involving those with an interest and seeking their views	Will have a direct positive impact on those in receipt of services		
Prevention	Putting resources into preventing problems occurring or getting worse	Focus on health and well-being supporting people to be as independent as possible, included and with a sense of purpose		



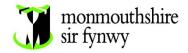
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	As outlined	

12. 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	Describe any positive impacts your proposal has on the	Describe any negative impacts your proposal has on the	What has been/will be done to mitigate any negative impacts or
Characteristics	protected characteristic	protected characteristic	better contribute to positive
			impacts?



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	Efficient and resilient service delivery will enable us to continue to meet the needs of older people through a 'what matters' approach.	N/A	
Disability	Efficient and resilient service delivery will enable us to continue to meet the needs of those with additional needs through a 'what matters' approach.	N/A	
Gender reassignment	N/A	N/A	
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	

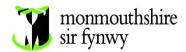


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	N/A	N/A	
Welsh Language			

13. 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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	N/A	
Corporate Parenting	N/A		

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

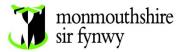


Practice change over previous	ous years
	– FGWBA, Parliamentary review
200al and national initiative	1 SVB/1, 1 amamonal y review
15. SUMMARY: As a result of o	completing this form, what are the main positive and negative impacts of your proposal,
	completing this form, what are the main positive and negative impacts of your proposal, anged the development of the proposal so far and what will you be doing in future?
how have they informed/ch	

What are you going to do	When are you going to do it?	Who is responsible	Progress
On-going			

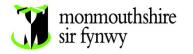
17. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	1 st September 2019 – SCH DMT
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18. 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.	Budget mandate for SLT		This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.





Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer

Tyrone Stokes

Phone no: 01633 644589

E-mail: tyronestokes@monmouthshire.gov.uk

Please give a brief description of the aims of the proposal

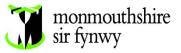
The additional income from non-residential charging for the below: -

1. Anticipating Welsh Government increasing the current weekly maximum charge from £80 to £90 in 2019/20 and then £100 in 2020/21

Currently when assessing clients through the means tested criteria set out in the SSWB Act 2014, the maximum weekly charge we can enforce for non-residential services is £80. The Government pledge was to increase the maximum charge to £100 per week by 2020. This proposal is to model if the Government rose next year the maximum to £90 per week, and then the following year to £100 per week, what additional income that would generate, based on our current client base and their ability to pay the increased charge.

2. Introducing a flat rate charge for respite care

At present we charge for respite care based on a person's means tested ability to pay and the unit is per night's stay of £11.95, our current hourly rate charge for non-residential care. There is an inequity with this charge as a night stay can be up to 12 hours, but the current charge is based on an hour's non-residential charge. This proposal is to introduce a flat charge equivalent to the maximum non-residential weekly charge, or their means tested assessed charge, whichever is the lower.

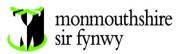


	(See Budget Proposal SCH002 – SCH003 for further information)	
Name of Service Finance	Date Future Generations Evaluation form completed	
T manoc	27 th November 2018	

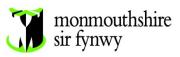
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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 Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the maximisation of income generation from means tested services to meet budget and provide additional funds for future stability.	Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay
A resilient Wales Maintain and enhance biodiversity and ecosystems that support	N/A	



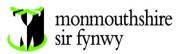
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?	
resilience and can adapt to change (e.g. climate change)			
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Ensures the financial viability of future non residential services, allowing clients to remain within their own homes and their Community, promoting greater independence and wellbeing	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	People can remain within their Community, friends and neighbours for as long as possible.		
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	Ensuring the future sustainability of the service through increased income generation will enable our service to continue to support the	Ensure the SSWB Act charging legislation is adhered too to ensure that those with reduced	



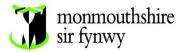
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
People can fulfil their potential no matter what their background or circumstances	development of opportunities for people to reach their potential and live a good life.	affordability are still able to access the services they need.

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?	
Long Term	Balancing short term need with long term and planning for the future	Will sustain non-residential, community based services while remaining within financial resource	As non-residential services are means tested, clients will only pay what they can afford. If clients find themselves in financial hardship their charge will be reviewed on request.	
Collaboration	Working together with other partners to deliver objectives	As this is a Welsh Government policy, we will work with Welsh Government to report back any difficulties while administering any changes on our citizens.		



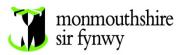
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Involvement	Involving those with an interest and seeking their views	All service users are being reassessed to determine who will be affected and by how much.	Those who cannot afford the increased charge can ask for a review.	
Prevention	Putting resources into preventing problems occurring or getting worse	Will balance financial resources to ensure non-residential, community services are maintained and invested in that promotes well-being and allowing people to remain within their Community for as long as possible.		



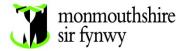
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	In line with Welsh Government policy for non-residential services.	

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

	Describe any positive	Describe any negative impacts	What has been/will be done to
Protected	impacts your proposal	your proposal has on the	mitigate any negative impacts or
Characteristics	has on the protected	protected characteristic	better contribute to positive
	characteristic		impacts?



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	Older people, predominantly 65+ are still able to access the services they need through sustainable service delivery	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Disability	Ensuring a sustainable and resilient service to continue to deliver to those with additional needs	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Gender reassignment	N/A	N/A	
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	

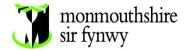


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	N/A	N/A	
Welsh 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

	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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Corporate Parenting	N/A		

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



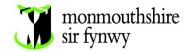
From the introduction of the SSWB Act 2014, and the replacement of its charging regulations which came into force from 1st April 2016, the Government announced the maximum weekly charge for non-residential services would rise to £100 by 2020. Each year Welsh Government have increased the maximum weekly non-residential charge by £10 per week. Initial discussions with Welsh Government have indicated, but we are awaiting official announcement, that the maximum weekly charge will increase again by £10 per week in 2019/20 to £90 and then 2020/21 to £100.

- 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?
 - Positive impact on adhering to the charging legislation contained in the SSWB Act
 - Negative impact will be some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.

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
Inform service users affected	Once Welsh Government announce new maximum weekly charge	SCH Finance Manager	On target

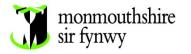
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.



The impacts of this proposal will be evaluated on: 1st June 2019	SCH DMT
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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	DMT	21st Nov 2018	



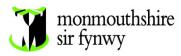


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

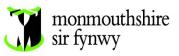
Name of the Officer Ceri York Phone no: 01633 644933 E-mail:	Please give a brief description of the aims of the proposal Following a review of operational practice a range of efficiency activity has been identified across the budget areas which will deliver a range of modest budget savings. These will be achieved by: Increased income generation Reduction in staffing costs following end of current two year detriment Increased effectiveness of rotas and staff deployment (See Budget Proposal SCH006 – SCH008 for further information)
Nameof Service Commissioning	Date Future Generations Evaluation form completed
	27 th November 2018

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.



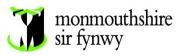
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	More effective use of staffing resources to ensure the future sustainability of the service for current and future generations	N/A
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	Efficient use of resources will enable us to continue to support people through a 'what matters' approach, enabling the positive identification of all areas of wellbeing physical and mental health.	N/A
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Our 'what matters' approach concentrates on stregthening community connections and works to develop a range of opportunities for people to remain resilient. Effective use of resources will unable us to continue to achieve this positive impact	N/A
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	



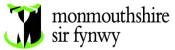
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language 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	An effective and efficient service will continue to support the development of opportunities for people to reach their potential and live a good life.	N/A

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?
Balancing short term need with long term and planning for the future	Whilst these proposals will be achieved in the short term, without an expectation of a long term adverse impact, the efficient use of resources will enable us to strengthen the long term sustainability of the service.	Co- producing approaches with 3rd Sector , citizens and providers is key to ensuring we have a sustainable future for care provision.



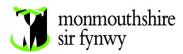
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Our service delivery relies on collaborative approaches to ensure that care is co-designed around a place based approach and is delivered in partnership with contibruting services.	Keeping positive relationships is key across all partners and stakeholders.	
Involvement	Involving those with an interest and seeking their views	These proposals will have no direct or indirect impact upon the people who receive services or the staff teams. Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.		
Prevention	Putting resources into preventing problems occurring or getting worse	Increased efficiency of rotas and staff deployment will enable us to focus our finite resources where it is most needed, focusing on enablement and prevention.	Monitoring progress to ensure the right resource is available to deliver will be a priority.	



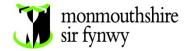
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	The range of operational efficiences will deliver budget savings via more robust service management and increase in income generation. The service will continue to operate as usual delivering support to people to maintain and achieve their well being goals.	

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	Describe any positive impacts your proposal has on the	Describe any negative impacts your proposal has on the	What has been/will be done to mitigate any negative impacts or
Characteristics	protected characteristic	protected characteristic	better contribute to positive
			impacts?



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	Efficient and resilient service delivery will enable us to continue to meet the needs of older people through a 'what matters' approach.	N/A	
Disability	Efficient and resilient service delivery will enable us to continue to meet the needs of those with additional needs through a 'what matters' approach.	N/A	
Gender reassignment	N/A	N/A	
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	The end of the detriment period will result on all team members receiving equal renumeration. The majority of the workforce is female.	N/A	
Sexual Orientation	N/A	N/A	

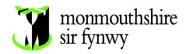


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	N/A	N/A	
Welsh Language			

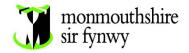
4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx and for more on Monmouthshire's Corporate Parenting Strategy see http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx

	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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	N/A	
Corporate Parenting	N/A		

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



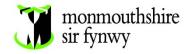
 Budget outturn and project Staffing establsihmnet data Staff absence data Service activity data Staffing rotas 			
	completing this form, what are langed the development of the armonisation of pay grades		
7. ACTIONS: As a result of cobelow, if applicable.	empleting this form are there a		undertaking? Please detail them
What are you going to do	When are you going to do it?	Who is responsible	Progress
	s of this proposal will need to let, and where you will report th		Please specify the date at which



The impacts of this proposal will be evaluated on:	1 st Septemeber 2019 – SCH DMT
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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.	Budget mandate for SLT		This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.



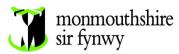


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

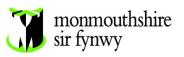
Name of the Officer	Please give a brief description of the aims of the proposal	
Tyrone Stokes	To maximize the cost recovery from cases that have identified eligible Continuing Health Care need.	
Phone no: 01633 644589 E-mail: tyronestokes@monmouthshire.gov.uk	(See Budget Proposal SCH009 for further information)	
Name of Service	Date Future Generations Evaluation form completed	
Finance		
	29 th November 2018	

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.



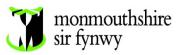
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Ensure Social Care budgets are efficiently used for their intended purpose	Continuing Health Care (CHC) practitioner will co-ordinate and/or complete the necessary assessments for CHC application, and exercise knowledge and skills to resolve any potential disputes
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/a	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Identify Continuing Health Care needs from the outset of a person's assessment of need	In house skills to carry out this function to best effect.
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	Adhere to the Continuing Health Care guidance.	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and	N/A	



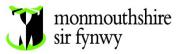
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Our integrated approach to delivering care supports development opportunities for people to reach their potential and live a good life.	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustai Developme		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?
Long Term	Balancing short term need with long term and planning for the future	Maximising cost recovery will strengthen the long term sustainability of the service.	Co- producing approaches with 3rd Sector , citizens and providers is key to ensuring we have a sustainable future for care provision.
Collaboration	Working together with other partners to deliver objectives	Shared responsibility and collaborative delivery of care to ensure that we work together to meet the needs of service users	



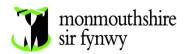
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Involvement	Involving those with an interest and seeking their views	Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.		
Prevention	Putting resources into preventing problems occurring or getting worse	Maximising cost recovery will ensure that our Social Care budgets are efficiently used for their intended purpose and focused on prevention and enablement		



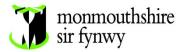
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	These are considered alongside other bodies in any developments and delivery.	

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	Identifies the need to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible



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?
Disability	Identifies the need to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible
Gender reassignment	N/A	N/A	
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	N/A	N/A	



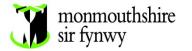
4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx 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	The needs of vulnerable adults will be identified to ensure they receive the appropriate care provision	Possible delay in care plan approval	The established CHC practitioner role plays an active role in making the CHC process as minimal disruption to the person as possible
Corporate Parenting	N/A		

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

Past and current caseloads and outcomes achieved in cost recovery	

- 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?
 - Positive impacts 1) that the social care budget only supports those people with social care need, 2) service users have the correctly identified care provision
 - Negative impact could be a delay in funding body agreement



7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

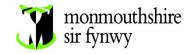
What are you going to do	When are you going to do it?	Who is responsible	Progress
Maintain the current CHC caseload tracker to inform workload and priorities	Already in existence	CHC practitioner	On target

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: 1st June 2019	SCH DMT

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	DMT	21st Nov 2018	





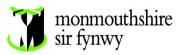
Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

Name of the Officer	Please give a brief description of the aims of the proposal
Tyrone Stokes Phone no: 01633 644589	As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2019/20.
E-mail: tyronestokes@monmouthshire.gov.uk	
Name of Service	Date Future Generations Evaluation form completed
Finance	
	29 th November 2018

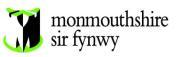
NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, 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.

	Does the proposal contribute to this	What actions have been/will be taken to
Well Being Goal	goal? Describe the positive and negative	mitigate any negative impacts or better
Wen Being Cour	impacts.	contribute to positive impacts?



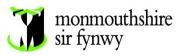
Well Being Goal A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth,	Does the proposal contribute to this goal? Describe the positive and negative impacts. Allows for the fees and charges we levy to be uplifted to reflect current prices, or for means tested services, to only pay for what they can afford, in line with benefits and pensions	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay.
provides jobs A resilient Wales	predicted uplift N/a	
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Ensure the financial viability of future adult care services, allowing us to continue to support people through a 'what matters' approach, enabling the positive identification of all areas of wellbeing physical and mental health.	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.
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	Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.



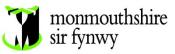
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language 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	Adherence to the charging legislation of the Act will ensure that there people from all backgrounds and circumstances are able to access care and support	Ensure the SSWB Act charging legislation is adhered to so that service users continue to be able to access the services they need.

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?
short need long and plant	ncing t term d with term ning for uture	When reviewing what fees & charges to uplift we have considered the long term sustainability to decide which ones to increase or not	



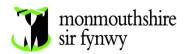
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Our service delivery relies on collaborative approaches to ensure that care is co-designed around a place based approach and is delivered in partnership with contibruting services.	Maintiainin positive relationships with all partners and stakeholders to ensure we continue to deliver a collaborative service.	
Involvement	Involving those with an interest and seeking their views	Our approach to adult services fundamentally involves at its core the people we support and those charged with supporting people with us.	Continue to deliver services through a 'what matters' approach	
Prevention	Putting resources into preventing problems occurring or getting worse	Securing the financial stability and sustainability of services will enable us to focus resources where they are most needed to deliver preventative care.		



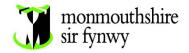
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	These are considered alongside other bodies in any developments and delivery.	

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	Older people, predominantly 65+ are still able to access the services they need through sustainable service delivery	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.



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?
Disability	Ensuring a sustainable and resilient service to continue to deliver to those with additional needs	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Gender reassignment	N/A	N/A	
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	N/A	N/A	



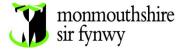
4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx 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	Our approach to delivering adult care services always considers safeguarding factors and works with people to minimize risks.	May pay more for their services	Charges are means tested, with any hardship cases reviewed as they are presented to the Authority.
Corporate Parenting	N/A		

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

Proposed increases by Department of Works and Pensions on benefits and State Ritrement Pension uplifts and Consumer Prices Index as at October 2018.

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?



- Positive impact will be ensuring we at least keep in line with inflation
- Negative impact will be some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

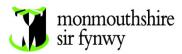
What are you going to do Inform service users affected	When are you going to do it? Following consultation and agreement through the budget setting process	Who is responsible SCH Finance Manager	Progress On target

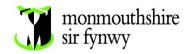
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on: 1st June 2019	SCH DMT
The impacts of the proposal times of anatom on a canonic zone	••·· • · · · · · · · · · · · · · · · ·

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	DMT	21st Nov 2018	





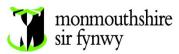


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

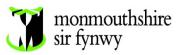
Name of the Officer completing the evaluation	Proposal Name:	
Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.go.uk	Acquisition of Investment Properties (See Budget Proposal RES003 RES004 for further information)	
	Please give a brief description of the aims of the proposal	
	To acquire commercial assets to generate a net revenue stream for the Council	
Name of Service	Date Future Generations Evaluation form completed	
Landlord Services	29.11.18	

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

19. 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.



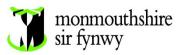
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Assets will be acquired that support revenue and capital generation and where possible support the creation or retention of employment.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Where assets are acquired we will review existing infrastructure to identify opportunities to reduce running costs through improved M&E installations, reduce the carbon footprint and where possible implement renewal technologies	If re-development of assets is necessary we work with the LPA to mitigate any impacts of the proposals on the local environment and wildlife.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Not identified at this time as it will be dependent on each individual asset. At Castlegate we are intending to install showers to encourage active travel	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	We will where opportunities present and the proposal are viable seek to acquire assets within Monmouth shire and CCCR boundaries	Some communities may be opposed to commercial development or regeneration schemes. Whilst we will be seeking to acquire existing assets we may need to consider other ways of enhancing the value through intensification, change of use or redevelopment. If these options were exercised they would be subject to planning and local consultation.
A globally responsible Wales	Where possible we will consider ways to	
Taking account of impact on global well-being when considering local	develop local supply chains, utilizing local materials and reduce our carbon emissions	



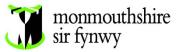
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
social, economic and environmental wellbeing	through the implementation of energy efficient and renewable technologies.	
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	Welsh language reception facilities and signage within operational buildings.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances		

20. 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?
Balancing short term need with long term and planning for the future	The strategy supports the development of whole life costing principles, implementation of renewable technologies and low zero carbon technologies to reduce energy consumption. Rationalisation of the operational portfolio will continue and emerging polices support a commercial approach utilizing assets for income generation that can also support economic and regenerative activities	



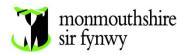
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Opportunities will be identified as asset investment properties are identified.		
Involvement	Involving those with an interest and seeking their views	Opportunities will be identified as asset investment properties are identified.		
Prevention	Putting resources into preventing problems occurring or getting worse	We are intending to acquire assets to generate a net income which will be used to subsidise front line service provision and the consequences of the austerity programme.		



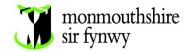
Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Integration Considering impact on all wellbeing goals together and on other bodies	The proposal of investing in commercial assets is intended to generate revenue streams and capital appreciation and where possible support the economy of Monmouthshire and the CCCR by providing commercial space. We will also consider investments /loans that meet our criteria and improve infrastructure for local communities e.g. broadband and retain local businesses within our county.	

21. 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	Neutral	Neutral	



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?
Disability	Assets that are acquired if not meeting accessibility requirements will be upgraded to ensure that they do.	Neutral	
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	
Sexual Orientation	Neutral	Neutral	
Welsh Language	Ensure that signage is compliant with the Welsh Language measure 2011	Neutral	



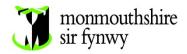
22. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx 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	Neutral	Neutral	
Corporate Parenting	Neutral	Neutral	

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

- · Review of practice within other Authorities
- Feedback from Economy & Development Select Committee
- Proffessional advice from investment and legal advisors
- · Learning from the acquisition of Castelgate

24. 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?



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- Create an additional revenue source for the Council without impacting on services or being an additional cost to tax payers.
- Potential to support the local economy and jobs by acquiring assets within Monmouthshire and the Capital City region

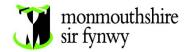
Negative Impacts

- Competing with the private sector
- Risks associated with property market
- 25. 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

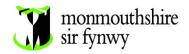
26. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	
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27. 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
	County Council	10th May	



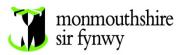


Equality and Future Generations Evaluation

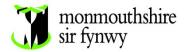
Name of the Officer completing the evaluation	Please give a brief description of the aims of the proposal
Rob O'Dwyer	Reducing the mileage and travel costs of our organisation by utilising existing technologies that provide effective alternatives to travelling and taking a
Phone no: 07786114512	planned approach to reducing and monitoring travel.
E-mail: robertodwyer@monmouthshire.gov.uk	(Refer to budget proposal RES005 for further information)
Name of Service area	Date
Resources/Business Transformation	30/10/18

1. 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.

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	None	None	NA
Disability	Greater use of technology such as Skype to reduce requirement for travelling to meetings and to deliver services across the county		



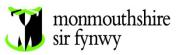
Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	.None	None	NA
Marriage or civil partnership	None	None	NA
Pregnancy or maternity	Greater use of technology such as Skype to reduce requirement for travelling to meetings and to deliver services across the county	Neutral	NA
Race	.Neutral	Neutral	NA
Religion or Belief	Neutral	Neutral	NA
Sex	Neutral	Neutral	NA
Sexual Orientation	Neutral	Neutral	NA
Welsh Language	Neutral	Neutral	NA



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?
	Neutral	Neutral	NA
Poverty			

2. 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. There's no need to put something in every box if it is not relevant!

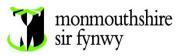
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive impact in that it will ensure a greater level of efficiency in our use of resources and enable us to be more productive and efficient.	Engagement with staff to understand service requirements and to ensure there is sufficient flexibility where required in higher risk areas.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Reduce our impact on the environment through a lower carbon footprint as an organisation	Monitoring of mileage to ensure travel is reduced and that the wider benefits are recognized and applauded to give positive feedback to staff.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Potential to encourage/enable alternative methods of travelling where appropriate.	Positive links must be developed to staff benefits (cycling scheme) and active travel policy



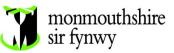
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Better use of Council resources contributes to our ability to focus on supporting cohesive communities	Effective monitoring of spend to reduce additional costs
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	This proposal aims to reduce our impact on the environment. A reduction in travel will reduce our carbon footprint.	Seek to measure the carbon footprint reduction and share messages with staff to increase value and drive and build momentum.
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	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Reducing our spend in service areas enables us to remain sustainable and able to continue to deliver services to all those who need them.	Continue to provide services for those who require them

3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable	Does your proposal demonstrate you have met	Are there any additional actions to be taken
Development Principle	this principle? If yes, describe how. If not	to mitigate any negative impacts or better
	explain why.	contribute to positive impacts?
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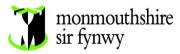


Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
Long Term	Balancing short term need with long term and planning for the future	Our proposal aligns with the Future Monmouthshire principle that focuses on keeping our services going now, through more effective use of resources, to enable us to grow service models that are fit for the future.	Monitor and evaluate and understand potential for wider engagement with such a scheme. Continue to understand how we further leverage the benefits.
Collaboration	Working together with other partners to deliver objectives	Working with neighboring authorities to share best practices.	No
Involvement	Involving those with an interest and seeking their views	Continued engagement with all stakeholders identified to ensure that any solutions identified are workable and sustainable based on varied stakeholder perspectives.	No



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?
Putting resources into preventing problems occurring or getting worse	Focus this proposal is to maximize the use of resources to ensure we are a fair and more equitable organisation	No
Integration Considering impact on all wellbeing goals together and on other bodies	We will explore all opportunities that may arise to share models and services with neighboring authorities, with the potential to share transport opportunities.	No

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

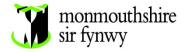


	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
	There are no impacts on either social however, we recognise that some so with higher levels of risks and thus, or	ervices have a closer proximity to sa	feguarding issues and so will operate
Social Justice	No social justice implications have been identified at this time.		
Safeguarding	No safeguarding implications have been identified at this time.		
Corporate Parenting	No corporate Parenting implications have been identified at this time		

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

Review of current and previous year's mileage and fares for travel spend.
Looking at good practice in other organisations e.g. Lloyds Bank

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?



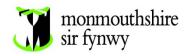
. The main positive impact of this proposal will be more effective use of resources that will enable our services to be sustainable for the future. At this stage no
negative impacts have been identified. We recognize the need for early engagement and involvement with staff to ensure the reduction in spend can be
achieved through solutions that are workable for the service.

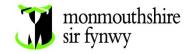
7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
If proposal is accepted we will commence the actions outlined in the proposal and engage with colleagues	19/20	Rob O'Dwyer

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Budget Consultation	Not yet considered by councilors	





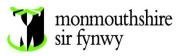


Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

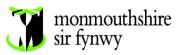
Name of the Officer Peter Davies Phone no: 01633 644294 E-mail: peterdavies@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges to explore scope to increase this for 2019/20. Full details of all proposals can be found under Efficiency Saving Proposal RES006 – Resources Fees and Charges (inc associated spreadsheet)
Name of Service Resources	Date Future Generations Evaluation form completed 5th December 2018

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.



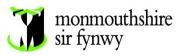
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works	The 10% increase in fees for burial costs and associated hardship can be offset against access to a means tested gov.uk support https://www.gov.uk/funeral-payments
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	
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	Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales	
A Wales of vibrant culture and thriving Welsh language	N/A	



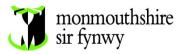
Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	N/A	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Prince	iple	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?
Balance short to need we long to and planning the fut.	erm rith rm	Fee increases have been considered in the context of whole life cost analysis over the long term in order to ensure sustainable and cost effective service delivery now and in the future.	Continuous whole life cost analysis informed via regular measurement of impact and return on investment



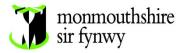
Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Collaboration	Working together with other partners to deliver objectives	Fee increases are considered in conjunction with opportunities to deliver services more efficiectly in collaboration with existing and new partners		
Involvement	Involving those with an interest and seeking their views	Proposals are informed by market testing and customer engagement and consultation	Specific consultation of proposed increases as part of MCC 19/20 budget setting process	
Prevention	Putting resources into preventing problems occurring or getting worse	Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future		



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?
Integration Considering impact on all wellbeing goals together and on other bodies	The proposal will generate additional revenue and ultimately support the economy of Monmouthshire	

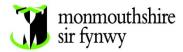
3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language 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	Neutral	Neutral	



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?
Disability	Neutral	Neutral	
Gender reassignment	Neutral	Neutral	
Marriage or civil partnership	Neutral	Neutral	
Pregnancy or maternity	Neutral	Neutral	
Race	Neutral	Neutral	
Religion or Belief	Neutral	Neutral	
Sex	Neutral	Neutral	
Sexual Orientation	Neutral	Neutral	
	Neutral	Neutral	
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



	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	Neutral	Neutral	
Corporate Parenting	Neutral	Neutral	

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

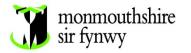
- · Review of competitors charges
- · Review of practices within other public sector organisations
- · Current spend and income data
- Feedback Select Committees, SLT and Cabinet
- · Professional advice from investment and legal advisors
- 6. SUMMARY: As a result of completing this form, what are the 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?

Benefits

- Create an additional revenue source for the Council without impacting on services or being an additional cost to tax payers.
- Ensuring services are delivered in line with inflation

Negative Impacts

Increased costs for customers



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
Public consultation	January 2019	Chief Officer for Resources	On target
Inform service users affected	Following consultation and agreement through the budget setting process	Resources Finance Manager	On target

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: 1st June 2019	Resources DMT

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	Resources DMT	21st Nov 2018	