

Evaluating the Potential Impact of the 2019-20 Budget Proposals

Draft for Consultation (Updated 21 January 2019)

Introduction

Monmouthshire receives the lowest funding per head of population of any local authority in Wales. This means that a higher proportion of the income we need to generate to provide services needs to come from council tax and charges for services.

Since 2013/14 the council's revenue support grant from central government has reduced by more than 14% from £73.386 million to £63.041 million, the largest percentage reduction of any local authority in Wales, the council has also experienced reductions in funding from other central government sources¹. Over this period we have delivered savings of £19 million but have also needed to find additional money such as providing care to increasing numbers of older people.

The council has always sought to preserve local service delivery in the face of budget pressures by reducing the amount we spend on things like buildings and energy costs. We know how important many of the things we do are to the people who live in our communities and have worked hard to maintain the things that matter.

We recognise that when we increase charges and put up Council Tax it can have a detrimental impact on those who can least afford it, this does not just mean those who are unemployed, many people experience in-work poverty while others are impacted upon by disability or other protected characteristics that affect their opportunities. Whenever we introduce changes to policy or charges we evaluate the impact of these upon different groups.

Future Generations Evaluations have been completed for each of the budget proposals that are being considered for 2019-20. These are shown in the table below while a summary of the main messages from these is presented as appendix 1.

	Age	Disability	Gender Re-assignment	Marriage or civil partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Welsh Language	Poverty	Safeguarding	Sustainable Development	National Well-being goals
Federated Schools Model										Green			Green	Green
Funding of Gwent Music Service	Red	Amber									Amber			
Charges for Breakfast clubs	Amber	Amber								Green			Green	Green
Funding reduction for at Mouton House School													Green	Amber
Changes to budgets for early years education														
Remodel Specific Learning Difficulty service	Amber	Amber											Amber	Amber
Car Parking Charges		Amber											Amber	Green
Increasing income from Development Management													Green	Green
Reduction in hours at household waste centres												Green	Green	Green
Changes to bags for household waste recycling scheme													Green	Green
Integrated Customer Communications	Green	Green				Amber		Amber		Green			Green	Green
Increases in discretionary fees and charges														
Practice Change in social care	Green	Green						Green					Green	Green
Reduction in officer and member travel costs														
Generating income from commercial property		Green											Green	Green
Processing of waste from street sweeping													Amber	
Improved value for money from transport contracts	Green	Green								Green			Green	Green
Tourism, leisure and culture services	Green												Green	Green

Key

Red – negative impact on this category that is difficult to overcome with mitigating actions

Amber – some potential negative impact which is lower risk or can be managed with mitigation

Green – impact is largely positive

White – no impact has been identified at this stage

This document brings together some of the headline messages and recognises that these will continue to evolve throughout public consultation in January and February 2019. Presenting the information at this stage provides an opportunity to demonstrate the dynamic and real-time nature of the approach and we expect this analysis to be built upon following public engagement. The summary does not highlight every single issue but should help reveal some of the key impacts of budget proposals and provide scope for continual learning and improvement as proposals are developed.

The document also presents an initial analysis of the cumulative financial impact of the budget proposals on households with different income levels and groups with protected characteristics as defined by the Equality Act 2010.

The council's strong record of delivery within a balanced budget has enabled us keep frontline services going and strengthen commitments to sustainability and resilience aligned to the well-being objectives as described in the Corporate Plan. Work has been done to cost the Corporate Plan and ensure that the clear ambition it describes remains affordable within the current financial climate. Throughout the process it is clear that money should follow purpose and priorities.

This evaluation is an early one, applying to budget *proposals* only at this pre-consultation, pre-decision stage. Open and robust scrutiny and challenge is essential as the proposals continue to be shaped in line with the priorities in the corporate plan and the issues that matter most to our communities.

Where a budget proposal could alter a service, or the way in which it is delivered in 2019-20, the Future Generations Evaluation assesses its potential impact on the national well-being goals, the ways of working enshrined in the act and also the people and groups who possess the protected characteristics specified as part of our duty under the Equality Act 2010.

Our objectives

The council's five organisational goals described in the Corporate Plan incorporate the council's well-being objectives but go further in reflecting the need for a deeper organisational and council business focus. Setting our goals in this plan and the actions necessary to deliver on them enables us to identify the future we want.

The goals are:

- Giving people the best possible start in life
- Enable thriving and well-connected county
- Maximising the potential of the natural and built environment
- Lifelong well-being
- A future focused council

Our plan has nine design principles that link to longer-term goals. We will be:

- Accountable - through setting out plans and goals in clear ways and ensuring we are open in all decision-making, engagement and evaluation of performance. We will give account of and be held accountable for the things we do and for the

things we do not do. The process of member and public scrutiny will continue to be an important feature in this.

- Responsible – we will safeguard and optimise public money. In so doing we will ensure that people are supported to act responsibly, and to take measured and supported risks, recognising that caution, inactivity and indecision can be as costly as uncalculated and ill-considered actions.
- Inclusive – we will help shape communities and create a sense of place – applying the principles of social justice and community resilience. We recognise that to deliver quality public services, wealth creation and tax yield is vital, and so we will focus on driving- up levels of business productivity as a means of supporting prosperity for all.
- Innovators – we will boost our productivity by not just doing the same old things better, but committing to doing fundamentally better things. Efficiency and effectiveness has to go beyond ‘back office’ savings and simply reducing spend. We will continue to invest in adapting our models for service delivery to deliver on outcomes, effective governance and smart use of public money.
- Learners – we will boost our capacity for research and development to ensure we understand the problems we need to solve and we will work in a ‘challenge-driven’ way to open up opportunities for the co-development of new, better and more cost-effective solutions.
- Good friends – we will honour commitments that we make to others. Where things don’t go well we will work them out together. Our desire for collaboration will be based on designing services that best suit the needs and aspirations of our public.
- Getting the basics right – we are focused on doing better things and getting right the most important aspects of our core business. This includes providing a high quality customer experience and ensuring that safeguarding continues to run through everything that we do.
- Community focused – we have high levels of social capital and will create the conditions that enable people to easily come together and develop solutions to build better communities. We recognise that communities are more vibrant when people work together and this makes a real difference to well-being.
- Future focused – we will ensure that we fully consider whether the decisions we take are consistent with the well-being of future generations and are: long-term; integrated; collaborative; preventative and have involved people.

Our purpose and mission remains one of *building sustainable and resilient communities that can support the wellbeing of current and future generations*. We share this core purpose with our Public Service Board and it is our guiding force in working towards the seven national Well-being Goals:

- A globally responsible Wales
- A Wales of vibrant culture and Thriving Welsh Language
- A Wales of cohesive communities
- A more equal Wales
- A health Wales
- A more resilient Wales
- A Prosperous Wales

Socio-economic impact of the budget

Almost any change to a council service has some socio-economic impact. This is because of the nature of our responsibilities and the extent to which some groups, communities and vulnerable people rely on public services. Our aim is to properly understand this impact so that we can identify appropriate mitigations wherever possible and minimise the impact on people in greatest need.

We provide and help fund a wide-range of services in communities to ensure support for communities. These include:

- Council Tax reduction scheme
- The single person Council Tax discount
- Financial Support for Monmouthshire Citizen's Advice Bureau has been confirmed for each of the next three years
- Community Connectors to help people to maintain their independence and prevent people becoming dependent on statutory health and social care
- Community hubs that provide advice and also host community learning opportunities that can help people with the digital skills necessary to maximise their own income opportunities

The proposals

The proposals are a broad mix of small adjustments designed to optimise efficiency and longer-term proposals aligned with our long-term objectives. The corporate plan gives us the framework to focus on the big challenges but we can never lose sight of the need to spend every pound wisely, nor the reality that the cumulative impact of many small changes can add up to a significant impact on some people within our communities and the need to ensure that there is some degree of mitigation against this for the most vulnerable.

The present list of draft proposals includes the following items which are also analysed using our Future Generations Evaluation tool.

Giving people the best possible start in life

School budgets continue to be protected. We continue to invest in new school buildings and will be bringing forward proposals for capital borrowing for a new secondary school in Abergavenny. This will be more energy efficient and provide an enhanced learning environment for pupils. We are proposing to reduce the funding to Mounton House School which has seen a tenfold reduction in the number of residential pupils and will be increasing charges for the childcare element of school breakfast clubs by 5 pence per session to ensure the financial viability of this much relied-upon service.

There is an emphasis on moving towards shared resources and systems building upon cluster working and beginning the move towards federated school models that will see head teachers overseeing multiple school sites. There will be some changes to services for pupils with specific learning disabilities as the central service becomes refocused around literacy with more specific support being delivered directly by schools.

We are also investing more money into children's social service to safeguard the most vulnerable with more children being subject to child protection procedures. We will also put funding in place to secure services that are focused on securing better long-term outcomes and more stable placements for the rising number of children who have been in care. This ensures we continue to protect our vulnerable young people while practice change will focus on preventative approaches that improve well-being and ensure resources can be focused on those in greatest need.

Enable thriving and well-connected county

The move to a dynamic purchasing system for transport will help secure value improved value for money for local transport provision.

Some changes such as car parking charges increases will impact more on people with a disability who may be more dependent on private cars. The removal of free car parking for blue badge holders will have a negative financial impact on people with a disability.

Maximising the potential of the natural and built environment

We will move to new collection methods for household recycling. This means we will have a better quality recycled product which can be sold for a higher price than we get using the current approach, it will also result in a reduction in single use plastics and save money. We will be reducing the opening hours of household waste recycling centres which will result in savings

We have borrowed money for investing in street lighting and will be looking to extend the length of time over which this loan is repaid to Welsh Government.

Lifelong well-being

Practice change in adult social services will continue to develop services which are person-centred reducing dependency and empowering individuals and families to achieve their own outcomes. This is expected to deliver financial benefits as well as positive outcomes for individuals but the rising numbers of older people in our county alongside increased numbers of children on the child protection register mean that social care will continue to experience financial pressure.

Increased charges for non-residential social care will have a financial impact which will be experienced by a higher proportion of older people.

A future focused council

We will be moving forward with the development of a chatbot and will increase the range of ways in which people can get in touch with the council. This will help release efficiency in telephony software and free up staff to focus on the issues that matter most to people as simple queries can be handled by the chatbot.

The proposals highlighted above are supplemented by small-scale ongoing efficiencies and back office improvements including leveraging the benefits of technology with no discernible negative impact on the well-being goals or for people with protected characteristics.

These emerging proposals are a contributor to the aspirations in our corporate plan and our purpose of building sustainable and resilient communities. We recognise that they are not without challenges, however they will enable us to focus our finite resources on the areas that matter most to people and enable us to build a sustainable service offer for current residents and businesses as well as future generations.

The Cumulative Financial Impact

When the changes proposed locally are looked at in isolation they may not seem significant but the cumulative impact of multiple changes can sometimes mount up placing pressures on some groups in society. Monmouthshire is often perceived as affluent with the county having the lowest proportion of households with income below £20,000 per year and the highest proportion earning over £40,000. However there are still many families living on low incomes. The net annualised income in Monmouthshire after housing costs is £25,618. The England and Wales figure is £27,124. This is measured at middle super output area and ranges from £12,500 (Blackpool MSOA) to £57,000 in (Elmbridge MSOA in the South East of England)

This paper has been prepared alongside the budget proposals for 2019-20 to assess the cumulative financial impact of the budget. It also brings together the most significant issues identified by the Future Generations Evaluations completed for each of the proposals to understand whether any groups will experience a detrimental position as a result of the cumulative impact of separate proposals.

This enables the local authority to identify where we may need to mitigate against negative impacts on certain groups of people. Mitigating actions could include re-shaping services to target them more efficiently and to reduce the potential of disproportionate impacts on groups with protected characteristics as defined by the Equality Act 2010 of those in poverty.

This assessment is carried out against the backdrop of the welfare reforms, nationally, the biggest financial losses to benefit claimants arise from reforms to welfare benefits and the transition to Universal Credit. This analysis does not attempt to model the impact of these at a local level. Various studies have been done to understand this impact nationally².

All residents will also be impacted upon by inflation which will result in higher prices, the rate of inflation is presently 2.2%.³ The extent to which higher prices are off-set by wage rises will vary by household and is not included within this assessment, nor is any impact on prices or incomes that could arise from Britain exiting the European Union in 2019.

The Legal Context

The Equality Act 2010 came into operation on the 6th April 2011. It replaced 116 previous different pieces of law relating to equality, and put them all together into one piece of legislation. The Act strengthens the law in important ways, and in some respects extends current equality law to help tackle discrimination and inequality.

The Council, as a public body in Wales, has a requirement under the Act to meet both general and specific duties.

The general duties are that in exercising its functions the Council must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not;

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Protected characteristics are: Age; Sex; Gender re-assignment; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnership.

The Well-being of Future Generations Act creates a legal framework for better decision-making by public bodies in Wales by ensuring that we take account of the long-term, help to prevent problems occurring or getting worse, take an integrated and collaborative approach, and considers and involves people of all ages. This supports existing commitments such as the Welsh language, equalities and the UN Convention on the Rights of the Child.

Together, the seven well-being goals and five ways of working provided by the Act are designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Approach / Methodology

As part of our impact evaluation we have looked to establish the financial impact of proposals on different people within our communities. We have used UK level data to identify the estimated number of households in different income bands. This shows gross household income at a UK level. This was not available at a local level, we were also unable to access local data, in bands, that identified disposable income after housing costs.

This assessment identifies areas where there is a risk that changes resulting from individual budget proposals may have a significantly greater impact on particular groups when looked at together with other proposals.

This is a dynamic process, and as individual budget proposals are developed, shaped by consultation and then implemented they will be subject to further assessment and mitigating actions will need to be considered.

The Impact and Mitigation

The table shown as appendix one provides a simple overview where proposals have been identified as having a positive or negative impact on those with protected characteristics, those in poverty, safeguarding and the ways of working and national well-being goals.

Disability

The definition of disability is when a person has a physical or mental impairment which has a long term adverse effect on that person's ability to carry out day to day activities. Disabled people may feel the impact of several proposals and below is a summary of the main proposals that may have an impact.

The impact of the introduction car park charges for blue badge holders will impact more on people with a disability, although a potential mitigation has been proposed that blue badge holders are allowed an additional hour to allow for any potential mobility issues. People with a disability, and are in possession or with access to a car, may park more frequently than the 6 hours per week used in this model. It must not be forgotten that disabled people do not just use disabled bays to go shopping (any day of the week - twice). They may also use them for leisure (any day of the week up to 2 – 3 days), work (mostly Mon – Fri up to 5 days), education (Mon – Fri probably 5 days) and medical purposes (Mon – Fri less than once per week). As a result the impact could be higher than for other car park users. When talking about the number of people potentially being impacted we have the following figures for Blue Badge holders in the county:

2016 – 2017 – 1,588

2017 – 2018 - 1,595

1/04/2019 to present day 1,283

Age

Older people – People in later life may be more likely to use some council services as they are more likely to acquire a disability and so may be more vulnerable than the general population to changes in those services. This impact will be worsened for those on low incomes. Below is a summary of the main proposals that may impact on some older people. The increase in charges for domiciliary care of £10 per week will result in a cost to a household where one adult is in receipt of care of an additional £520 per year. However, as these services are means tested only those who are assessed as being able to afford this will pay this increase. The data for Monmouthshire reveals that 1009 people pay for their domiciliary care and of those 241 are deemed free having been means tested. However we must reassess all clients annually which must be done by the 1st April 2019. At that time we will assess who is chargeable and how much they will

be charged and also how will they be affected by the proposed increased charges. In determining people's ability to pay they will only pay what they can afford in line with the charging policy their level of disposable income)

Children and Young People – Around 14% of children in Monmouthshire live in poverty and this figure rises to 29% in the least well-off wards⁴. Continued economic and social pressures on families, including the potential negative impact of welfare reforms (Universal Credit), are likely to put increased pressure on some families. Below is a summary of the main proposals that impact on children and young people.

Families with school-aged children

A five pence increase in the charge for before and after school clubs will result in an increase in annual costs of £9.75 for a family with one school age child rising to £27.25 for a family with three children⁵. Data indicates that as a result of the previous introduction of the £1 charge for the child care element there has been a reduction in the demand for the service of 21% from the autumn term 2017-18 to the autumn term 2018-19.

Those who make use of car parks will be impacted on by increased charges. For a person parking twice a week for three hours per day the resultant increase will be £52 per year.

All protected characteristics will be impacted to a greater or lesser extent by the proposal to increase Council Tax by 5.95% dependent upon their income.

Other protected characteristics

There is very limited reference to some of the protected characteristics within the individual assessments that have been developed alongside the budget proposals, in particular:

Marriage and civil partnership and pregnancy and maternity are essentially work place regulations. Sex (gender), race, gender reassignment, sexual orientation, religion and belief also have limited references attributed to them and this may be for a two reasons:

- because these groups are not affected by the proposals or
- because we have gaps in our information due to people perceiving that the characteristic is of a personal and sensitive nature and are therefore unwilling to respond.

We welcome any views on the impacts of our proposals on these protected groups as part of our consultation on the budget and will continue to look at national information and relevant studies to improve our knowledge and understanding of how changes can adversely impact on these groups.

The proposed council tax increase of 5.95% will result in an additional monthly cost of £7.64 on a Band D property.⁶ This will impact on all groups, while this modelling has been based on a Band D property those with higher incomes typically live in larger properties and therefore will pay higher council tax. However it is acknowledged that some people may have a large house and low income. This can often be true of older people. The council tax reduction scheme offers some mitigation, council tax is means tested and those in receipt of universal credit, pension credits, job-seekers allowance

and other benefits are able to apply for a reduction which can be as much as 100%. Single person households are eligible for a 25% reduction on council tax.

Mitigation

Families who are eligible to receive free school meals do not have to pay the charge for the childcare element of breakfast clubs. The eligibility level is presently set at an income of £16,190. From April 2019 Welsh Government will introduce an earnings threshold which will mean that households on Universal Credit who have annualised net earnings from employment or self-employment of £7,400 or less will be entitled to free school meals⁷. The net earnings amount does not represent a household's total income as it does not include income from benefits, which significantly increase a household's overall income. A typical family earning around £7,400 per annum would, depending on their exact circumstances, have a total household income of between £18,000 and £24,000 once benefits are taken into account.

Charges for social services are linked to peoples' ability to pay and service users will be required to undergo a means tested assessment of their financial ability to meet a reasonable charge calculated for these services.

A person on 'passported benefits' (Pension Credit, Guarantee Credit, Income Support, Jobseekers Allowance - income related, Employment and Support Allowance - income related) will receive the maximum Council Tax Reduction. If there are non-dependant adults in the household there may be a deduction from the maximum Council Tax Reduction entitlement based upon their circumstances. The Council Tax reduction scheme is based on people's individual circumstances and cannot be easily modelled on theoretical cases. Those in receipt on benefits will usually be eligible for a reduction unless they have capital over £16,000.

Monmouthshire parents and carers will be able to access the new the Childcare Offer from January 2019 with the Welsh Government funded scheme providing 30 hours a week of free education and childcare for eligible working parents of three and four year olds, for up to 48 weeks of the year.

There will be a range of additional mitigations that are not fully modelled here, for example the St David's Grant, now part of the Children's and Communities' Grant which has been increased and will benefit care leavers.

The Cumulative Financial Impact

A household with an income of £15,000 per year, with two children would see their costs rise by £121 per year or £2.32 per week assuming they were assessed for and received a council tax reduction of 25%. This would equate to 0.80% of their income. The increase has been kept to a level which should remain affordable. At present poverty in the UK is assessed as being someone who is earning 60% of the national median wage – in the UK this is presently £18,868.⁸ It is unlikely that someone in this financial position would be paying for their social care. In September 2018 The Social Metrics Commission, an independent Commission, published a new approach to poverty measurement that is intended to better reflect the nature and experiences of poverty that

different families in the UK have. At present we do not have local data produced using this method to inform this analysis.

A household with an income of £30,000 per year and two children would pay the increase in council tax, alongside higher charges for the childcare element of breakfast and after school clubs. Alongside other increased charges they could be paying an additional £163 per year, or £3.14 per week. This would equate to 0.54% of their income.

A household with an income of £50,000 per year would pay the same increases, assuming they lived in a Band D property. This would equate to 0.33% of their income.

A household with an income of £70,000 would experience increased charges equating to 0.23% of their income on the same assumptions. However as incomes rise it would be expected that many household will be living in more expensive properties and would be paying higher rates of council tax.



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

<p>Name of the Officer: Matthew Gatehouse</p> <p>Phone no: 01633 644397 E-mail:</p>	<p>Please give a brief description of the aims of the proposal: To deliver a balanced budget while continuing to make progress against the council's well-being objectives and delivering the long-held purpose of building sustainable and resilient communities</p>
<p>Name of Service area: Chief Executive's</p>	<p>Date: 11 November 2018</p>

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	Councils provide many universal services such as highways and waste collections which bring multiple benefits to all age groups. Proposals on changes to waste arrangements will impact equally on all age groups. However many of our services are delivered to proportionately higher numbers of younger and older people. Changes with a particular impact on these age groups include practice change in adult social services which are person-centred with a focus on well-being reducing dependency and empowering individuals and families to achieve their own outcomes	Increased charges for non-residential social care will have a financial impact and will be experienced by a higher proportion of older people.	Ensure the Social Services and Well-being Act charging legislation is adhered too, so service users are means tested to determine their ability to pay.

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	Any changes to social care arrangements are likely to have a particular impact on people who have disabilities.	<p>Any changes to social care arrangements are likely to have a particular impact on people who have disabilities, this includes increased charges as described above. Some changes such as car parking charges increases will impact more on people with a disability who may be more dependent on private cars. The removal of free car parking for blue badge holders will have a negative financial impact on some people with a disability with limited financial resources.</p> <p>Pupils and schools supported by the Specific Learning Disability Service (SpLD) have become accustomed to a wider range of support and the proposed re-modelling of the service may have a negative impact for some pupils where there is, in the short-term, less in-house expertise</p>	<p>Mitigation on car parking charges will be sought through discounts and different pricing structures. For example an additional free hour of parking for Blue Badge holders.</p> <p>For social care charging increases we will ensure that service users are means tested to determine their ability to pay.</p> <p>The Specific Learning Disability Service will ensure that any schools requiring additional training will be supported.</p>
Gender reassignment	At this stage none of the proposals have identified a particular impact, either positive or negative, on people who have undergone or are considering gender reassignment.	None identified	

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	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. At this point of the analysis there are no proposals which have been assessed as having either a positive or negative impact on this group	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions are necessary
Pregnancy or maternity	In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth. None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary
Race	There are no proposals identified that will have a specific positive outcome that will differ by race.	Proposals to increase back office efficiency may have an element of artificial intelligence or AI. Research has shown that AI 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 and 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?
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.	No mitigating actions necessary
Sex	The council has already carried out a full pay evaluation exercise. However proposals to raise pay levels for the lowest paid workers as result of a national pay settlement, will have a positive impact on pay differentials between the highest and lowest paid workers and any male/female pay differentials		
Sexual Orientation	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary
Welsh Language	Proposals relating to more efficient use of telephony include the use of a chatbot. This has been developed to be bilingual and respond to queries using the Welsh language.		All signage and material arising from budget proposals will be compliant with the Welsh Language measure 2011

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?
Poverty	Although Poverty isn't a protected characteristic, it is important to assess and understand the impact of our proposals on those in poverty, especially if there is a cumulative impact from a number of proposals. This is in line with our Social Justice policy.	An increase in council tax will have a financial impact on all households. The impact will be felt more acutely by those on lower incomes. Also charging blue badge holders for parking will also have a negative financial impact upon some disabled people with limited financial resources	There are a range of mitigations in place. These include a council tax reduction scheme and the waiving of charges on breakfast clubs to those eligible for free school meals.




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	<p>Examples of proposals that impact positively on this goal include the acquisition of commercial assets which will generate a financial return and where possible support the creation or retention of employment in the county and in the wider Cardiff Capital Region.</p> <p>An increase in car park charges will result in people paying more to park near retail and business centres. However the proposals must</p>	<p>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 in certain car parks.</p> <p>Changes to recycling arrangements will allow the service to operate more efficiently now and in the future. Higher quality recycled material will allow county to move closer towards a circular economy model.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	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. These are services that might otherwise be under greater financial pressure from the budget setting overall.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Proposals to reduce the amount of travel by officers and members of the council through better use of communications technology such as Skype will reduce our impact on the environment through a reduction in harmful emissions which have a negative impact on biodiversity.	Better use of technology. Use of more efficient vehicles such as hybrid pool cars is already in place.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Charges for breakfast clubs will be for the childcare element for pupils that are not entitled to free school meals ensuring access to a healthy meal.	Examples of proposals within the budget include practice change in Adult Social Services which focus on prevention and person centred well-being.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Place-based approaches proposed as part of practice change proposals in adult social care will contribute to healthy inclusive communities.	We will apply to open and operate a Post Office in Usk hub to mitigate the closure of the current service and local bank. Some communities may be opposed to commercial development or regeneration schemes In such cases we

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?
		will involve people with proposals subject to planning and local consultation.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Efforts to reduce pollution and increase recycling and featured in a number of proposals and these will have a small but important positive impact on CO2 emissions and waste which will contribute to global environmental efforts.	Wales has an enviable record in sustainable waste management. Changes to the scheme for recycling will ensure that waste is dealt with in the right place which important to keep these services viable and contributing positively towards being globally responsible.
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	Proposals relating to more efficient use of telephony include the use of a chatbot. This has been developed to be bilingual and respond to queries through the medium of Welsh.	The proposals to reduce funding of the Gwent Music Service could have a negative impact and this will need to be managed carefully considering any proposals to ensure the impact on opportunities is minimized.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The council has already carried out a full pay evaluation exercise. However proposals to raise pay levels for the lowest paid workers, as a result of the national pay settlement from April 2018, will have a positive impact on pay differentials between the highest and lowest paid workers and any gender pay differentials as identified in the council's.	Increased charges for some services enable the council to provide other services such as transport which benefit people on low incomes and which has positive environmental impacts. Many of the council services that are sustained through charging provide a valuable safety net and contribute to more equal 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?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Increases in fees and charges 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.</p> <p>Commercial proposals aligned with the council's commercial strategy support the development of whole life costing principles, implementation of renewable technologies and low zero carbon technologies to reduce energy consumption.</p>	<p>Mitigating arrangements are in place to minimize the impact of increased fees of charges on people on low incomes such as free access to breakfast clubs for those eligible for free school meals and the council tax reduction scheme.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The budget includes a range of collaborative proposals. This includes working with health the voluntary sector and private companies including the development of a dynamic purchasing system for transport developed in collaboration with other councils in Gwent.</p>	<p>No specific further actions are proposed at this stage</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals will form part of the budget exercise and will be subject to a public consultation exercise. This will include sessions with existing groups such as the Access for All forum that represents people with disabilities.</p>	<p>Ensure that proposals and the accompanying Future Generations evaluations are used during, and updated as a result of, consultation and engagement.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Practice change in adult social services which person centred with a focus on well-being reducing dependency and empowering individuals and families to achieve their own outcomes.</p> <p>Proposals to improve increase recycling and the capture of energy from residual waste prevent the use of landfill which is costly financially and environmentally</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The council works across many areas and many of these proposals can have positive and potentially negative impacts on another. It is important that as individual proposals are developed we seek to balance competing impacts, for example environmental schemes and more strategic use of section 106 funding can help mitigate the impact of new developments in the built environment on the natural environment.</p>	<p>The council's Corporate Plan contains a table which highlights which of the objectives impacts on each of the 7 national well-being goals and any detailed proposals brought forward following this consultation will need to assess the impact of that proposal on the well-being goals.</p>

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	Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential. The proposals in the budget include those focused on children and preventative services that reduce loneliness and isolation.	There is a risk that any budget proposals that increase in costs will have a disproportionate impact on people on low incomes and therefore will widen inequality.	The council is committed to aligning evidence based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential and live the lives they want to live. Mitigation is in place to reduce the financial burden on people who can least afford it. This includes the council tax reduction scheme and free access to before and after school clubs for children eligible for free school meals.
Safeguarding	Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect. Specific Proposals include the strengthening of the councils legal service since lawyers sits at the heart of all child protection work around the Court system.	There are no specific negative impacts identified at this stage	Safeguarding is at the heart of everything the council does. All staff are trained to a level that is appropriate to their role.

Corporate Parenting	Further investment is being made into children's social services including securing longer-term funding for the MySupportTeam (MyST) works with looked-after children and young people whose needs are such that they require significant support to keep them safe, maintain secure relationships and stable placements and improve their life chances.	There are no specific negative impacts identified at this stage	Put long-term funding in place to continue the service when external funding sources come to an end
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5. What evidence and data has informed the development of your proposal?

The proposals are based upon a wide range of data and evidence and this will be contained within the evaluations of each of the individual proposals. Future monitoring will be done in accordance with the evaluation arrangements recently developed by the council's democratic services committee. This will allow members to assess whether any changes resulting from the implementation of the recommendation have had a positive or negative effect.

Data sources include for example:

- Quantitative data such as user numbers, measuring whether changes have had a positive or negative impact on the number of people using the service, in some cases, such as preventative services less users will be a positive
- Qualitative data that gives people views of the service which includes analysis of complaints
- Data derived from national sources such as stats Wales and the National Survey for Wales which allow us to measure whole population

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?

. These will be added following the budget consultation.

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
A final action list will be added following consultation – existing actions are highlighted within the individual assessments		

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	Cabinet	19/12/18	Improved summary to increase accessibility and understanding of cumulative impact
1.1	Public Consultation	n/a	Updates made following internal challenge of the document

¹ Available at <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Settlement/Central-Government-Support/standardspendingassessmentsandcentralgovernmentsupport-by-authority> . Mark Howcroft will provide an update and check these figures prior to publication

² In 2017, the Equality and Human Rights Commission commissioned Aubergine Analysis and Landman Economics to work with the National Institute of Economic and Social Research (NIESR) to carry out a cumulative impact assessment (CIA) of the distributional impacts of tax and spending decisions on people sharing different protected characteristics. They identified that the proportion of children in poverty in Wales would rise from 29.6% to 37.4% and from 17.6% to 18.6% for adults.

³ Consumer Price Index, January 2019. <https://www.ons.gov.uk/economy/inflationandpriceindices>

⁴ Figures quoted are before housing costs. Equivalent rounded after housing cost figures are 22% and 43% http://www.endchildpoverty.org.uk/wp-content/uploads/2018/01/Wales_LA-and-ward-data.xlsx

⁵ Calculated on a daily increase of £0.05 per child for 195 days.

⁶ Stats Wales <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Council-Tax/Levels/counciltaxlevels-by-billingauthority-band>

⁷ <https://beta.gov.wales/written-statement-revised-eligibility-criteria-free-school-meals-wales-due-rollout-universal-0>

⁸ In September 2018 The Social Metrics Commission, an independent Commission, published a new approach to poverty measurement that is intended to better reflect the nature and experiences of poverty that different families in the UK have. At present we do not have local data produced using this method to inform this analysis.