

Evaluating the Potential Impact of the 2020/21 Budget Proposals

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 15% from £73.386 million to £61.788 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 £20 million but have also needed to find additional money to meet demands and pressures on services for example services for children who are looked after.

The council has always sought to preserve local service delivery in the face of budget pressures. 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 by reducing the amount we spend on things like buildings and energy costs.

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. Our commitment to social justice means that we also look at the potential impact on those in poverty. An approach we will continue to develop in response to the new socio-economic duty being consulted upon by the Welsh Government.

Where a budget proposal could alter a service, or the way in which it is delivered in 2020/21 a Future Generations Evaluation assessment of its potential impact has been completed. This assesses its potential impact on the national well-being goals and the ways of working enshrined in the Well-being of Future Generations Act and also the people and groups who possess the protected characteristics specified as part of our duty under the Equality Act 2010.

This document summarises the headline message from these assessments. The table below shows a summary of these main impacts while a summary of the main messages from these is presented as appendix 1. 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 has also drawn on 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.

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. This analysis will continue to evolve and be updated throughout public consultation in January 2020 and we expect this analysis to be built upon following public engagement and scrutiny.

| | 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 |
|--|-----|------------|----------------------|-------------------------------|-------------------------|------|--------------------|-----|--------------------|----------------|---------|--------------|-------------------------|---------------------------|
| Additional budget for pupils with additional learning needs (CYP 002) | | | | | | | | | | | | | | |
| Reduction in individual schools budgets (CYP 001) | | | | | | | | | | | | | | |
| Increase in charges for school meals | | | | | | | | | | | | | | |
| Uplift in income from Adult Services Contracts (SCH 001) | | | | | | | | | | | | | | |
| Increase fee levels for private care providers (SCH 002) | | | | | | | | | | | | | | |
| Continue to develop new model for care at home (CCH 002) | | | | | | | | | | | | | | |
| Practice change in adult social care (CCH 002) | | | | | | | | | | | | | | |
| Raising cap on non-residential social care charges (SCH 002) | | | | | | | | | | | | | | |
| Increase funding of placements for adults with disabilities (SCH 003) | | | | | | | | | | | | | | |
| Increase in fees and charges for social care (SCH 004) | | | | | | | | | | | | | | |
| Increasing demands and costs for children who are looked after (SCH 006) | | | | | | | | | | | | | | |
| Changes to passenger transport service (ENT 022) | | | | | | | | | | | | | | |
| Charges for highways services (ENT 020) | | | | | | | | | | | | | | |
| Increase in fees and charges for development management (ENT 021) | | | | | | | | | | | | | | |
| Efficiency in highways services (ENT 019) | | | | | | | | | | | | | | |
| Increase in council tax | | | | | | | | | | | | | | |

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

Our Corporate Plan objectives

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.

The 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

The council's strong record of delivery within a balanced budget has enabled us keep frontline services operating. We are clear that money should follow our core purpose of building sustainable and resilient communities and delivering the well-being objectives in the Corporate Plan.

We continue to develop our Medium Term Financial Plan to support us as far as possible to continue to deliver the aims and aspirations set out in this 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.

We are undertaking a mid-term review of the commitments in the Corporate Plan to ensure that the aspirations and activity set remain relevant and that they are deliverable with the resources we have available, which will continue to be an iterative and ongoing process as part of our financial planning.

The budget proposals are a broad mix of small adjustments designed to optimise efficiency and larger longer-term proposals. 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 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.

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
- 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 including the new skills at work programme which aims to upskill those in lower paid jobs to increase their career prospects

The Welsh Government is currently consulting on a new socio-economic duty which will place a legislative duty on council's to consider the need to reduce the inequalities that result from socio-economic disadvantage. Until the implications of this are fully understood we will continue to assess the impact of our budget decisions on those in poverty.

Approach / Methodology

As part of our impact evaluation we have looked to establish the financial impact of proposals on different people within our communities. This paper has been prepared alongside the budget proposals for 2020-21 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.

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.

When any change is looked at in isolation it 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)

All residents will also be impacted upon by inflation which will result in higher prices, the rate of inflation is presently 1.5%². 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.

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 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 is a dynamic process, and this assessment will continue to be updated as individual budget proposals are developed and shaped by consultation and any further 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.

There are increases in fees for social care services, both residential and non-residential. The cap on fees for domiciliary care has been raised. These will be received by proportionately more people with disabilities although there are means testing and caps on charges that limit the impact on those on the lowest incomes.

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 raising in the cap for domiciliary care of £10 per week, in line with Welsh Government guidance, 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.

There have also been increases in fees for local authority run residential care from £523.37 to £557.92. This will impact on proportionately more older people but these are means tested and so the impact on those on the lowest incomes will be mitigated.

Children and Young People – Around 14% of children in Monmouthshire live in poverty and this figure rises to 29% in the least well-off wards³. Continued economic and social pressures on families 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 school meals will result in an increase in annual costs of £9.50 for a family with one school age child rising to £28.50 for a family with three children⁴.

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 authority's approach to car parking charges is currently being reviewed.

The proposed council tax increase of 4.95% will result in an additional monthly cost of £6.35 on a Band D property.⁵ 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.

Mitigation

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.

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. Single person households are eligible for a 25% reduction on council tax.

There will be a range of additional mitigations that are not fully modelled here.

The Cumulative Financial Impact

This is currently being modelled and will be presented to councillors with the final budget proposals when they are presented for decision in the New Year.

Appendix 1



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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: 10 December 2019</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? |
|---------------------------|---|---|---|
|---------------------------|---|---|---|

| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
|---------------------------|--|---|--|
| Age | <p>Local Authorities provide many universal services such as highways and waste collections which bring multiple benefits to all age groups. However many of our services are delivered to proportionately higher numbers of younger and older people.</p> <p>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 which is a positive outcome.</p> <p>Deployment of early intervention and preventative services for children who are looked after can reduce the likelihood of placements breaking down and lead to better and more stable long-term outcomes.</p> | <p>Increasing the cap on fee levels for non-residential social care in line with Welsh Government Policy will have a financial impact for those who pay which will include a higher proportion of older people.</p> <p>There will be an increase in fees and charges for both residential and non-residential social care which will have a disproportionate increase on older people.</p> <p>A change to the routes that are run by the grassroutes bus scheme may negatively impact on the services users preferred times, this service is used by a higher proportion of older people.</p> <p>A reduction in individual schools budgets will have a disproportionate impact on younger people.</p> <p>A five pence increase in the charge for school meals will result in an increase in cost for those with school-aged children.</p> | <p>Ensure the Social Services and Well-being Act charging legislation is adhered to, so service users are means tested to determine their ability to pay.</p> <p>There is no increase in the charges for community meals.</p> <p>Funding used to support pupils with additional learning needs will not be reduced.</p> <p>Further payments will be made to schools to enable them to afford staffing costs. Overall the schools budget will increase by over £1.5 million, although this is still a real-terms reduction.</p> |

| 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 | <p>Any changes to social care, including practice change and new ways of working with independent care agencies are likely to have a particular impact on people who have disabilities.</p> <p>Additional funding of placements for adults with physical and learning disabilities, including college places, will have a positive impact on their long-term well-being.</p> | <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.</p> <p>There are some reductions in disability service budgets but these are focused on back office efficiencies and will not impact directly people who use services.</p> <p>There will be an increase in fees and charges for both residential and non-residential social care which will have a disproportionate increase on people with disabilities.</p> <p>Changes to the routes that are currently run by grassroutes bus scheme may negatively impact on a higher proportion of older people who use this service and may also be disabled.</p> | <p>For social care charging increases we will ensure that service users are means tested to determine their ability to pay.</p> <p>Funding for pupils with additional learning needs will be excluded from any reductions in schools budgets</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 of the budget proposals have been identified as having either a positive or negative impact 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? |
|-------------------------------|---|---|--|
| 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. | None identified | No mitigating actions necessary |
| 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 | | None identified | All signage and material arising from budget proposals will be compliant with the Welsh Language measure 2011 |
| 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 as any bills will form a higher proportion of their household expenditure. Increases in school meal charges will have a more significant impact on those on lower incomes. | There are a range of mitigations in place. These include a council tax reduction scheme. Free school meals are available for those on incomes below a certain level. |



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? |
|--|--|--|
| <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> | <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.</p> | |
| <p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p> | <p>The council has recently declared a climate emergency. At this stage the action plan is not sufficiently developed to model the financial consequences of the authorities aspirations to reduce its carbon emissions.</p> | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | | <p>Examples of proposals within the budget include practice change in Adult Social Services which focus on prevention and person-centred well-being.</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Place-based approaches proposed as part of practice change proposals in adult social care will contribute to healthy inclusive communities.</p> | <p>Some communities may be opposed to commercial development or regeneration schemes In such cases we will involve people with proposals subject to planning and local consultation.</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? |
|---|---|---|
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>We continue our efforts to reduce pollution and increase recycling and these will have a small but important positive impact on CO2 emissions and waste which will contribute to global environmental efforts.</p> | <p>Wales has an enviable record in sustainable waste management and we will continue to progress this in our approaches to waste management and carbon reduction.</p> |
| <p>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</p> | <p>More efficient use of telephony include continuing the use of a chatbot. This has been developed to be bilingual and respond to queries through the medium of Welsh.</p> | |
| <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p> | <p>The council has already carried out a full pay evaluation exercise.</p> | <p>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.</p> |

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>Mitigating arrangements are in place to minimize the impact of increased fees of charges on people on low incomes</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.</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>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.</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. |
| 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 | |

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 |
|---|---------------------------------------|--------------------|
| <p>Existing actions are highlighted within the individual assessments.</p> <p>The assessment will continue to be updated as individual budget proposals are developed and shaped by consultation.</p> | <p>As part of budget consultation</p> | |

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 | 20/12/19 | |
| | | | |
| | | | |

¹ Available at <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Settlement/Central-Government-Support/standardspendingassessmentsandcentralgovernmentsupport-by-authority> .

² Consumer Price Index, October 2019. <https://www.ons.gov.uk/economy/inflationandpriceindices>

³ 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

⁴ Calculated on a daily increase of £0.05 per child for 190 days.

⁵ <https://www.monmouthshire.gov.uk/app/uploads/2018/03/202Charge-per-band-2018-19-3.pdf>