

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

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| Project Description (key aims): Medium Term Financial Strategy (MTFS) 2020-21 to 2023-24 | |
| Section 1 Complete the table below to assess how well you have applied the 5 ways of working. | |
| Long-term | <p>1. How does your project / activity balance short-term need with the long-term and planning for the future?</p> <p>The development of the MTFS aims to balance short-term needs in terms of meeting savings targets, while safeguarding the ability to meet longer-term objectives. It provides a financial basis for decision making and aims to ensure that the Council's finances can be as healthy as they can be for future generations. It does this by:</p> <ul style="list-style-type: none"> • Outlining the impact of a number of different funding scenarios (Best, Most Likely and Worst) to provide an element of flexibility to the Council. • Adhering to a clear set of MTFS principles that drive expenditure decisions. • Ensuring that the majority of savings are generated from making smarter use of resources with front line service reductions kept to a minimum and only as a last resort. • The development of a 10 year capital programme which reflects the Council's affordability in terms of capital receipts and borrowing and investment in capital schemes that support the Council's corporate priorities and benefits the County Borough over a longer period. • Front line services have been protected as far as possible. |
| Prevention | <p>2. How does your project / activity put resources into preventing problems occurring or getting worse?</p> <p>The MTFS attempts to balance investment in preventative measures against costs of reacting to unanticipated situations in statutory services. Each budget reduction proposal is weighed in terms of the impact on other areas of the Council, on the public and on the Well-being of Future Generations. Where a budget cut in one area of non-statutory prevention would lead to increased costs in another, this is not considered to be good financial management. A number of budget pressures target investment in public realm, and additional learning needs in school settings rather than more costly out of county placements, and budget reductions are achieved through remodelling of existing service provision to prevent more costly long term residential placements. In addition, the Council's capital programme targets significant investment in refurbishing or replacing highways, buildings and other infrastructure to prevent longer term maintenance costs.</p> |

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| Integration | <p>3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?</p> <p>The Medium Term Financial Strategy is closely aligned to the Council’s Corporate Plan, with explicit links between resources and corporate priorities. The MTFS has been guided by the 3 Wellbeing Objectives outlined in the Corporate Plan. The development of the Corporate Plan and MTFS are both the responsibility of Cabinet and the Corporate Management Board.</p> |
| Collaboration | <p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p> <p>A number of budget reduction proposals are achievable through inter-agency working, with the Third Sector, Social Enterprises, other local authorities and partners. These include joint services across local authorities, and with the Health Service, and new models of working internally, such as the Corporate Landlord model which aims to provide a resilient service that maximises the use of and improves the quality of the Council’s assets going forward. A number of services already collaborate with other partners and these continue to improve performance whilst operating with reducing resources.</p> |
| Involvement | <p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p>A full consultation “Shaping Bridgend’s Future” was launched on 9 September 2019 and ran until 3 November 2019. This covered a range of budget proposals under consideration as well as seeking public views on resource allocation, priorities and the principles around budget protections and taxation levels. Details of the consultation were promoted to/shared with the following stakeholders: general public/residents, Citizens’ Panel members, elected members, BCBC employees, Bridgend businesses, town and community councils, school governors, Bridgend Community Cohesion and Equality Forum (BCCEF) members, local interest/community groups, BAVO, Bridgend College, partners, secondary schools (inc. head teachers) and media outlets.</p> <p>The consultation included an online survey, attendance at a diverse range of external stakeholder groups and social media debates. Members have had the opportunity to take part in a budget workshop also. The results were collated and presented to Cabinet on 17 December 2019 in order to further inform decisions on the MTFS.</p> |

| Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals | | |
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| Description of the Well-being goals | How will your project / activity deliver benefits to our communities under the national well-being goals? | Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)? |
| <p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p> | <ul style="list-style-type: none"> • Improved educational outcomes for children and young people leading to a well-educated and skilled population to meet future skills needs. • Improve future outcomes for young people including educational attainment, cohesive safe communities are more attractive and easier places to do business. • Increase productivity, employment and skills. Encourage a lower carbon economy. | <p>The majority of savings will be generated from making smarter use of resources with front line service reductions kept to a minimum and only as a last resort.</p> <p>The MTFS will be aligned with the Corporate Plan to achieve the Council's current Wellbeing Objectives:</p> <p><u>Supporting a successful economy</u> - taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.</p> <p><u>Helping people to be more self-reliant</u> - taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.</p> <p><u>Smarter use of resources</u> – ensuring that all its resources (financial, physical, human and technological) are</p> |

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| | | <p>used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council’s priorities.</p> <p>Funding will be targeted in line with these priorities and in line with the 13 MTFS Principles.</p> |
| <p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p> | <ul style="list-style-type: none"> • Break long term cycles to secure better outcomes for people and communities. • Stronger individuals and communities are more resilient to change. • Communities place a greater value on their environment and more people get involved in local issues and recognise the importance of green space in wellbeing and as a prevention factor. • Healthy active people in resilient communities, volunteering, keeping young people in the local area, reducing travel to work, increased use and awareness of green spaces. | <p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p> |
| <p>A healthier Wales A society in which people’s physical and mental well-being is maximised and in</p> | <ul style="list-style-type: none"> • Improved future physical and mental well-being, by reducing health harming behaviours. | <p>The impact on local communities will be monitored through the wide range of</p> |

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| <p>which choices and behaviours that benefit future health are understood.</p> | <ul style="list-style-type: none"> • Promote more involvement in communities to benefit mental health, social and physical activity. • Focus on healthy lifestyles and workplaces, increased income linked to health. | <p>services that will continue to be provided by the Council or its partners.</p> |
| <p>A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p> | <ul style="list-style-type: none"> • Helping all children and young people to reach their full potential, by improving their early years experiences and ensure access to information to help make informed decisions. Improving outcomes for teenage parents and their children. • Recognising that communities are becoming more diverse. Addressing barriers that some groups have in feeling part of communities. • Address income inequality and health inequality, focus on disability, older people and other equality groups. Focus on increasing income and reducing the skills gap. | <p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p> |
| <p>A Wales of cohesive communities Attractive, viable, safe and well-connected communities.</p> | <ul style="list-style-type: none"> • Increased number of confident secure young people playing an active positive role in their communities. • Healthy active people in resilient communities, keeping young people and skills in the local area, tackling poverty as a barrier to engagement in community life a supportive | <p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p> |

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| | <p>network, developed through initiatives at work, can help to support staff through challenging times in their lives.</p> | |
| <p>A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p> | <ul style="list-style-type: none"> • Cultural settings provide support sensitive to our increasingly diverse communities and help us identify opportunities to increase the number of Welsh speakers. • Importance of culture and language as a focus for communities coming together. • Bringing more people from different cultures together. More people identifying with their community. • Encourage take up of sports, arts and recreation initiatives through the workplace. • Ensure Welsh culture and language are a part of this. Welsh language skills are beneficial to businesses and in increasing demand. | <p>Compliance with the Welsh Language act and specific Welsh Language Standards will be monitored as part of the annual report.</p> |
| <p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> | <ul style="list-style-type: none"> • Diverse, confident communities are resilient to change. Promotes a better knowledge of different cultures and a better knowledge of the local environment. • Healthy lifestyles include cultural activities that promote | <p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p> |

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| | understanding of diversity of communities, different cultures, races. Promote apprenticeships to people from different backgrounds. | |
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| Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts | | | |
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| Protected characteristics | Will your project / activity have any positive impacts on those with a protected characteristic? | Will your project / activity have any negative impacts on those with a protected characteristic? | Is there any way to maximise any positive impacts or minimise any negative impacts? |
| Age: | Unknown - The impact, positive or negative, will depend on the nature of the service delivered, the specific budget reduction proposed or budget pressure funded and the service user. | | This will vary according to the service provided and will be considered through individual Equality Impact Assessments (EIAs). |
| Gender reassignment: | See above | | This will vary according to the service provided and will be considered through individual (EIAs). |
| Marriage or civil partnership: | See above | | This will vary according to the service provided and will be considered through individual (EIAs). |
| Pregnancy or maternity: | See above | | This will vary according to the service provided and will be considered through individual (EIAs). |
| Race: | See above | | This will vary according to the service provided and will be considered through individual (EIAs). |
| Religion or Belief: | See above | | This will vary according to the service provided and will be |

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| | | considered through individual (EIAs). |
| Race: | See above | This will vary according to the service provided and will be considered through individual (EIAs). |
| Sex: | See above | This will vary according to the service provided and will be considered through individual (EIAs). |
| Welsh Language: | See above | This will vary according to the service provided and will be considered through individual (EIAs). |

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| Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive members and/or Chief Officers | |
| Council | |
| Compiling Officers Name: | Deborah Exton |
| Compiling Officers Job Title: | Interim Deputy Head of Finance |
| Date Completed: | 10/12/19 |