

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Low Risk Impact Assessments

- 1718-02 Additional Income from Planning Fees
- 1718-09a Highways – Jet Patcher
- 1718-09b Highways – Reduced Vehicle & Plant
- 1718-10a Street Lighting
- 1718-10b Street Lighting
- 1718-10c Street Lighting
- 1718-14 Increased Design team fee recovery
- 1718-15 Highway Service reductions
- 1718-20 Leisure Contract
- 1718-21 Countryside & Outdoor Recreation
- 1718-22 Concurrent Functions Grants
- 1718-23 Catering
- 1718-25 Arts
- 1718-26 Reduce funding support for Theatre provision
- 1718-27 Museums
- 1718-30 Small school closures
- 1718-31 Restructuring of school service
- 1718-33 Establish an internal supply insurance pool
- 1718-48 Reduce photocopying budget
- 1718-49 Reduce travel expenses
- 1718-56 Third Party Spend
- 1718-57 General supplies and services
- 1718-61 Removal of Pensioner Grant
- 1718-62 Budget Reductions across Central Areas

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	RPC	Head of Service	Sue Bolter	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Tony Thomas
Policy / Change Objective / Budget Saving		1718-02 Additional income from Planning Fees					
Outline Summary							
<p>To achieve additional income of £100k through Planning Application Fees.</p> <p>2016/17 has seen a spike in planning applications due to various legislative changes which has encouraged planning applications prior to implementation of legislation. Current market conditions remain favourable and adoption of the Local Development Plan will further enhance this</p> <p>Anticipated income for 2016/17 of £778k approximately. In 2017/18 we are expecting this to increase to £878k.</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Ken Yorston	Senior Manager Regulatory Services	2 nd December 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Delivering a greater level of work with the same level of resources will improve efficiency and generate additional income to meet budget requirements.	Good		Good	3 year Business Plan for Development Management (2017/18-2019/20)
Supporting people in the community	Adaptations of homes enable people to remain within their existing family home for longer and could encourage a live-in care situation. Home improvements improves energy efficiency and therefore the living conditions of the occupants' home. Affordable housing where large developments come forward have designated levels of affordable housing have to be provided, which enables start-up ownership or social housing.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Developing the economy	Increased construction work for small and large builders alike. Encouraged regeneration of town centres. Increased employment in commercial buildings. Improving retail within the area, thus keeping people spending money in the area.	Good		Good	
Learning	No impact	Neutral		Neutral	

3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	Due to the interest in wind farms in Powys, there is an industry to be capitalised on. All of these create employment opportunities for inhabitants in Powys. Solar, hydro and bio-mass energy also. Increased construction work for small and large builders alike. Encouraged regeneration of town centres. Increased employment in new factories. Improving retail within the area, thus keeping people spending money in the area. Improved connectivity will enable home working and environmental advantages	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<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>	Biodiversity is covered by the planning policies and would form a consideration for applications.	Unknown		Unknown	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	Housing developments taking into consideration health elements such as cycle routes and walking routes. Green spaces general areas.	Good		Good	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	Planning applications are always subject to public consultation and therefore people have the opportunity to comment on proposals within their communities.	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
<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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	Current policy allows for people to submit planning applications through the medium of Welsh. This will remain the same.	Neutral		Neutral	LDP
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	The planning committee is obliged to consider Welsh language implications, particularly in recognised Welsh speaking areas of Powys. There is a planning policy which covers the Welsh language issues in regard to Planning and Development Management (see LDP).	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Opportunities to promote the Welsh language</i>	The planning committee is obliged to consider Welsh language implications, particularly in recognised Welsh speaking areas of Powys. There is a planning policy which covers the Welsh language issues in regard to Planning and Development Management (see LDP).	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No impact	Neutral		Neutral	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Planning applications are always subject to public consultation and therefore people have the opportunity to comment on proposals within their communities.	Neutral		Neutral	
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Increased construction work for small and large builders alike. Encouraged regeneration of town centres. Increased employment in commercial premises. Improving retail within the area, thus keeping people spending money in the area.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	Whilst there is an anticipated workload for officers, it is anticipated that current staffing levels has the capacity to deliver increased workloads.	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Failure to achieve the projected level of income due to economic changes of circumstance			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Monitor budget across Regulatory Services (quarterly reviews with Portfolio Holder). Any budgetary concerns are identified at an early stage to counterbalance the budget across the service.			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Highways, Ecology Services, Environmental Health, Building Control, Land Drainage			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Current market conditions are indicating a positive trend in development and the authority has the capacity at the moment to support this trend going forward, without an impact on current service provision.		

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
Economic Development Strategy Older Persons Strategy RPC SIP

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Quarterly monitoring (as above)
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:			
Head of Service:			
Strategic Director:			
Portfolio Holder:	Clr Tony Thomas		27/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-09a Highways (Jet-Patcher)						
Outline Summary							
Highway Reductions – the introduction of ‘Jet-Patching’ process for road repairs to deal with increasing reactive repairs due to reduced planned maintenance and investment in highway network. This will provide a cost effective manner, producing budget savings through reduced material, plant & labour costs.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	03/10/16

2. How does your policy / change objective / budget saving impact on the council’s strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Jet-Patching as opposed to the current repair process will cost significantly less through reduced labour, plant and material costs.	Good		Good	Business Case, Trials, Learning from other users
Supporting people in the community	Neutral	Neutral		Neutral	
Developing the economy	Neutral	Neutral		Neutral	
Learning	Neutral	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	<p>This innovative process is much less labour intensive than traditional methods, and therefore reduces the resource requirement.</p>	<p>Poor</p>	<p>Workforce planning</p>	<p>Neutral</p>	<p>Knowledge of innovative process - Less material use, waste and pollution than traditional methods.</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>	<p>The proposal will decrease the requirement for less natural resources and will also reduce waste</p>	<p>Good</p>		<p>Good</p>	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</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>	<p>The proposal will decrease the requirement for less natural resources and will also reduce waste</p>	<p>Good</p>		<p>Good</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	Proposed changes provide some short and medium term benefits in maintaining highway network free of safety issues. Long term the enabled measures will abate some of the accelerated deterioration of the network currently being experienced and un-addressed.	Good		Good	
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	No impact	Neutral		Neutral	
Involvement: <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i> Communication and Engagement	No impact	Neutral		Neutral	
Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i>	The proposal will help to maintain a level of service that otherwise wouldn't be possible with the current level of budget cuts. By maintaining the level of service the Council will avoid costly claims against authority	Good		Good	
Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on Workforce	Less labour (jobs) will be required with the introduction of proposed new process.	Poor	Impact reduced by workforce planning and natural wastage	Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Medium	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Operating machines proves more costly than predicted resulting in reduced service output.			
Delivery times of equipment may not meet with deadline, resulting in not achieving full year saving			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk
Not making the proposed changes will result in greater risk of reduced services			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The overall impact of purchasing and adopting 'Jet-Patcher' process is positive with opportunity to maintain a level of service output whilst reducing costs considerably. There is less staff required due to the efficiency of the process, but the negative impact of this is off-set through workforce planning.		

8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Output and costs of the new process will be monitored from technical data and financial records
Please state when this Impact Assessment will be reviewed.
Annually

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Adrian Jervis		03/10/2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Clr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-09b Highways (Reduced Vehicle & Plant)						
Outline Summary							
Highway Reductions – Reduced Vehicle and Plant. Undertake a fundamental review of council vehicles, plant and equipment for highways maintenance operations, and reduce to provide a consistent core of essential equipment across operating basis over the county in line with reducing budgets and service changes.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	03/10/16

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This proposal will reduce operating costs for the Council to meet the budget requirements.	Good		Good	Financial data on vehicle & plant costs
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
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.	Less vehicles equate to less pollution and co2 emissions. Reducing budget expended on vehicles & plant preserves jobs.	Good		Good	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	
Opportunities to promote the Welsh language	No impact	Neutral		Neutral	
Welsh Language impact on staff	No impact	Neutral		Neutral	
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral	
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).					
Age	No impact	Neutral		Neutral	
Disability	No impact	Neutral		Neutral	
Gender reassignment	No impact	Neutral		Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	
Race	No impact	Neutral		Neutral	
Religion or belief	No impact	Neutral		Neutral	
Sex	No impact	Neutral		Neutral	
Sexual Orientation	No impact	Neutral		Neutral	
Pregnancy and Maternity	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					
Long Term: The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.	Reducing the essential core of equipment preserves more budget to spend on services and maintain employment.	Good		Good	
Collaboration: Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Involvement: The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</p> <p>Communication and Engagement</p>	No impact	Neutral		Neutral	
<p>Prevention: How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</p>	Avoid costly claims against authority	Good		Choose an item.	
<p>Integration: Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</p>	No impact	Neutral		Neutral	
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	No impact	Neutral		Neutral	
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	No impact	Neutral		Neutral	
<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	No impact	Neutral		Neutral	
<p>Impact on Workforce</p>	Spending less on equipment preserves more of limited budget for employing staff and delivery appropriate services for less.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Reduced vehicles means a reduced resilience in the service area to meet peaks in demand (eg flooding, snow & storms)			
The reduced fleet will have some negative impact on our resilience to deal with unusual peaks in demand on services (e.g. prolonged snow or flooding)			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk
Vehicle and plant hire arrangements			Low
More modern equipment			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Potentially. As with general public, impact of highway network availability during adverse weather etc.			
Hire arrangement and a network of subcontractors			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reducing highways operations vehicles and equipment to a core of essentials will produce large budget savings and help maintain delivery of services. The reduced fleet will have some negative impact on our resilience to deal with unusual peaks in demand on services (e.g. prolonged snow or flooding). This risk is mitigated to an extent by hire arrangement and a network of subcontractors etc.	

8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Future vehicle and plant requirements will be reviewed as further service changes are made.
Please state when this Impact Assessment will be reviewed.
Annually

10. Sign Off

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Position	Name	Signature	Date
Service Manager:	Adrian Jervis		03/10/2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Highways, Transport & Recycling	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-10a Street Lighting						
Outline Summary							
Introduce LEDs county wide to replace existing street lamps. Initial capital investment has been approved to purchase LED lamps, which will in the longer term reduce energy consumption and maintenance. The lamps will be replaced by our contractors on the county network.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Energy consumption and maintenance costs will be reduced.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	The introduction of LED lamps will reduce energy consumption	Good		Good	Project documentation – Business Case
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).	The introduction of LED lamps will reduce energy consumption	Good		Good	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	The introduction of LED lamps will reduce energy consumption	Good		Good	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The introduction of LED lamps will reduce the Council's running costs and will safeguard service delivery to ensure that the same level of street lighting can be maintained. This will negate the requirement to turn off existing street lamps.	Good		Good	
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact	Neutral		Neutral	
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	The LED lamps have a longer life expectancy, and the introduction of these will reduce maintenance requirements.	Good		Good	
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Medium	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Life expectancy of lamps not achieved			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Ensure purchased lamps have appropriate guarantee			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The introduction of LED lamps will have a positive impact for the Council as energy consumption will decrease, as well as maintenance costs. This will be achieved without any impact to or reduction of service levels.	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Energy bills and street lamp failures.

Please state when this Impact Assessment will be reviewed.

Six monthly following installation.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-10b Street Lighting – staff reduction						
Outline Summary							
Staff reduction through the removal of a vacant post within the service area. In recognition of the reduced maintenance requirements, this post will be removed as a result of the installation of LED lamps throughout the authority.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Service level will remain the service but with reduced staff costs	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	The proposal will reduce the requirement for skilled staff.	Poor		Poor	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The life expectancy of the equipment will increase which will safeguard service delivery in the longer term, and reduces the requirement for operatives to maintain the lamps.	Good		Good	
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact	Neutral		Neutral	
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Neutral		Neutral	
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	The post is currently vacant, so there will be no further impact on existing staff.	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Very limited staff resource could result in overburdening employees, which could impact on the ability maintain income levels from external customers			
Reliance on good attendance levels being maintained			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Deal with any occurrences via the sickness policy			Low
Monitor income achievement and react by taking on extra employees or use of contractors if required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Not recruiting to the vacant post will have no impact on current service delivery. Ongoing monitoring of workload and income levels will allow us to react accordingly and safeguard service delivery if required.	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Income levels, staffing levels, sickness levels

Please state when this Impact Assessment will be reviewed.

Quarterly

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-10c Street Lighting – Income generation						
Outline Summary							
Increase income levels by providing maintenance of street lighting within neighbouring counties for NMWTRA. Provide maintenance to Ceredigion and Wrexham where the Council isn't currently providing this service.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Generating income for the Council means we can safeguard services staff. This would not be possible without the extra income.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	The proposal will maintain employment within the Council.	Good		Good	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	The proposal will enable the Council to maintain the current skilled workforce within the service.	Good		Good	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	
Opportunities to promote the Welsh language	No impact	Neutral		Neutral	
Welsh Language impact on staff	No impact	Neutral		Neutral	
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral	
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).					
Age	No impact	Neutral		Neutral	
Disability	No impact	Neutral		Neutral	
Gender reassignment	No impact	Neutral		Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	
Race	No impact	Neutral		Neutral	
Religion or belief	No impact	Neutral		Neutral	
Sex	No impact	Neutral		Neutral	
Sexual Orientation	No impact	Neutral		Neutral	
Pregnancy and Maternity	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Generating additional income will safeguard the service and the staff within by reducing the requirement to decrease the level of service delivered.	Good		Good	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with NMWTRA to provide a required service.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	Greater demand on the workforce which could result in longer working hours.	Poor	Opportunity for increase in overtime payments for employees	Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Very limited staff resource could result in overburdening employees, which could impact on the ability to maintain income levels from external customers			
Reliance on good attendance levels being maintained			
Unable to fulfil our requirement to NMWTRA			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Deal with any occurrences via the sickness policy			Low
Monitor income achievement and react by taking on extra employees or use of contractors if required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
We have a good working relationship with NMWTRA, and taking advantage of additional income generation opportunities will safeguard the current level of service and maintain jobs.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
Service Provider Agreement

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Income levels, staffing levels, sickness levels
Please state when this Impact Assessment will be reviewed.
Quarterly

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



10. Sign Off

Position	Name	Signature	Date
Service Manager:	Adrian Jervis	Senior Manager Highways Operations	16 th November 2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Highways, Transport & Recycling	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-14 Increased Design team fee recovery						
Outline Summary							
<p>17/18 Raise Design Team income target by £25,000 from £390,914 to £415,914.</p> <p>Current turnover for the Engineering Design team is already forecast at a challenging £2.15M; approx. 50% of this income is from external sources, the rest is dependent upon internal or capital funds. This equates to an already demanding target of 18% 'profit'. The additional increase in target would increase the required 'profit' to 19.5% (assuming turnover remains at £2.15M).</p> <p>The proposal would look to increase margins through introducing more efficient ways of working and reducing overhead costs further (improve procurement of additional support).</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1.1	Shaun James	Senior Manager Highways Technical	15/08/2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Manage peaks in workload	Neutral	<ul style="list-style-type: none"> Improve resource management Continue to utilise partners and collaborations CWIC & WPAC Utilising Agency staff rather than 'embedded' framework consultant. Offering overtime to Staff. 	Neutral	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	No impact	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	No impact	Neutral		Neutral	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	Engineering Design provides support to Infrastructure Revenue and Capital schemes (internal & external). It is a universal service.	Neutral		Neutral	
<i>Disability</i>	As above	Neutral		Neutral	
<i>Gender reassignment</i>	As above	Neutral		Neutral	
<i>Marriage or civil partnership</i>	As above	Neutral		Neutral	
<i>Race</i>	As above	Neutral		Neutral	
<i>Religion or belief</i>	As above	Neutral		Neutral	
<i>Sex</i>	As above	Neutral		Neutral	
<i>Sexual Orientation</i>	As above	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	As above	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	In-house resource supplemented by support from others. Considered sufficient for short-term, however difficult to predict long term budget / capital investment	Unknown	Improve resource management. Continue to utilise partners and collaborations CWIC & WPAC. Utilising Agency staff rather than 'embedded' framework consultant. Offering overtime to Staff.	Unknown	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
High	Low	Medium

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Not achieving the required level of income. From reduced internal and external funding or alteration of payment mechanisms / benchmarking.			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Continue to monitor through financial forecasting			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Considered achievable, however reliant upon continued revenue and capital investment both internally and externally in order to sustain overall income levels.	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

N/A

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Maintain existing monitoring arrangements

Please state when this Impact Assessment will be reviewed.

Income levels will be monitored quarterly.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Shaun James		15/08/2016
Head of Service:	Nigel Brinn		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr John Brunt
Policy / Change Objective / Budget Saving	1718-15 Highway Service reductions						
Outline Summary							
Highway Reductions – Reduced Vehicle and Plant. Undertake a fundamental review of council vehicles, plant and equipment for highways maintenance operations, and reduce to provide a consistent core of essential equipment across operating basis over the county in line with reducing budgets and service changes.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Adrian Jervis	Senior Manager Highways Operations	03/10/16

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This proposal will reduce operating costs for the Council to meet the budget requirements.	Good		Good	Financial data on vehicle & plant costs
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
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.	Less vehicles equate to less pollution and co2 emissions. Reducing budget expended on vehicles & plant preserves jobs.	Good		Good	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	
Opportunities to promote the Welsh language	No impact	Neutral		Neutral	
Welsh Language impact on staff	No impact	Neutral		Neutral	
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral	
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).					
Age	No impact	Neutral		Neutral	
Disability	No impact	Neutral		Neutral	
Gender reassignment	No impact	Neutral		Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	
Race	No impact	Neutral		Neutral	
Religion or belief	No impact	Neutral		Neutral	
Sex	No impact	Neutral		Neutral	
Sexual Orientation	No impact	Neutral		Neutral	
Pregnancy and Maternity	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					
Long Term: The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.	Reducing the essential core of equipment preserves more budget to spend on services and maintain employment.	Good		Good	
Collaboration: Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement: The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves. Communication and Engagement	No impact	Neutral		Neutral	
Prevention: How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.	Avoid costly claims against authority	Good		Choose an item.	
Integration: Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on Workforce	Spending less on equipment preserves more of limited budget for employing staff and delivery appropriate services for less.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Reduced vehicles means a reduced resilience in the service area to meet peaks in demand (eg flooding, snow & storms)			
The reduced fleet will have some negative impact on our resilience to deal with unusual peaks in demand on services (e.g. prolonged snow or flooding)			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk
Vehicle and plant hire arrangements			Low
More modern equipment			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Potentially. As with general public, impact of highway network availability during adverse weather etc.			
Hire arrangement and a network of subcontractors			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reducing highways operations vehicles and equipment to a core of essentials will produce large budget savings and help maintain delivery of services. The reduced fleet will have some negative impact on our resilience to deal with unusual peaks in demand on services (e.g. prolonged snow or flooding). This risk is mitigated to an extent by hire arrangement and a network of subcontractors etc.	

8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Future vehicle and plant requirements will be reviewed as further service changes are made.
Please state when this Impact Assessment will be reviewed.
Annually

10. Sign Off

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Position	Name	Signature	Date
Service Manager:	Adrian Jervis		03/10/2016
Head of Service:			
Strategic Director:			
Portfolio Holder:	Cllr John Brunt		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving	1718-20 Leisure Contract						
Outline Summary							
The leisure contract was awarded to Freedom Leisure in April 2015, and service delivery was transferred in July 2015. As part of the tender process, year on year reductions in contract fees were identified. £350k savings are identified for 2017/18.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Stuart Mackintosh Jenny Ashton Nina Davies	Head of Leisure and Recreation Service Strategy & Development Manager Countryside Access Officer	18 th January 2017

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This will safeguard other services within the Council as it allows us to secure service provision at a reduced cost.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	No impact	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	Due to the reduced fee year on year provided to Freedom Leisure, the contract requires them to increase income through membership and participation.	Good		Good	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	Increasing fees and charges may result in a potential decline in some associations or groups booking facilities at the Leisure Centres.	Unknown		Unknown	
<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>	No impact	Neutral		Neutral	
<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>					

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	
<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	Due to the reduced fee year on year provided to Freedom Leisure, the contract requires them to increase income through membership and participation.	Good		Good	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The reducing contract cost will contribute towards safeguarding other services within the Council as it allows us to secure service provision at a reduced cost. The contract provides a facility for investment which enables direct contributions to maintenance costs to be re-invested into our buildings.	Good		Good	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with Freedom Leisure to provide a sustainable solution for continued delivery of services.	Good		Good	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Potential reduction in service delivery due to reducing external grants			
Freedom not being able to fulfil the requirements and deliver the contract			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Contract management process			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
n/a			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The tender process was carried out in a formal compliant way under EU legislation. The method statements provided as part of the procurement process outline how Freedom Leisure will manage the contract and deliver the service for the centres transferred as part of the process. This met with the Council's requirements as part of the continued delivery of services. Ongoing contract management will ensure that Freedom Leisure fulfil their obligations as specified within the contract entered into. As a result of this service provision will remain for the end user.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
Method Statements, Tender Process Documentation

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Formal quarterly meeting with Freedom Leisure, attended by Chair of Scrutiny, Portfolio Holder & Paul Griffiths Presentation to Scrutiny by Freedom Leisure WAO review Monthly meetings Monthly audit meetings Daily contract management
Please state when this Impact Assessment will be reviewed.
As above

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Jenny Ashton		18 th January 2017
Head of Service:	Stuart Mackintosh		18 th January 2017
Strategic Director:			
Portfolio Holder:	Cllr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving	1718-21 Countryside & Outdoor Recreation						
Outline Summary							
<p>The Service is charged with making savings across the 2015-19 3 year period. The Council have approved that the Service group will look to achieve this through limiting expenditure on countryside access work to statutory roles, and in encouraging volunteering. To also withdraw from outdoor recreation and play provision. Where transfer is not possible, dispose of asset or seek full cost recovery.</p> <p>The role of volunteers and the broad and longer-term aims of asset reduction and disposal are both considered through the Stronger Communities Programme Board, with update papers provided. A project board exist to review ongoing issues and opportunities in relation to the land asset area of work, being the most complex and multi-disciplinary.</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Stuart Mackintosh	Leisure & Recreation Services Manager	16/10/2015
V2	Stuart Mackintosh	Leisure & Recreation Services Manager	06/09/2016
V3	Stephan Butcher	Countryside & Outdoor Recreation Officer	15/12/2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	The proposal makes a direct saving	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Developing the economy	Reduced use of local contractors and through reduced contracting of the in-house LE service.	Very Poor	Redesign of how and where seasonal maintenance is procured. Use of lowest tender and quote to procure locally delivered works. Minimum specification and use of novel approach to limiting cost, e.g. Hay Meadows. Clubs, societies and Local Councils are, and have been, taking on management of public open spaces with negotiations ongoing. Further development and support for volunteers in direct management of public rights of way, to reduce costs and increase local action. This also applies to management and monitoring of local parks and gardens.	Unknown	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	No impact	Neutral		Neutral	
<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>	Reduced seasonal maintenance can have a positive impact upon biodiversity, such as the development of flower-rich hay meadows in Llandrindod and Newtown, and management of flower beds for insect pollinators in Llandrindod.	Good	Further development of volunteers and managing land in a less intensive way, benefits wildlife and also supports development of local action in managing community spaces.	Good	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	Potential for initial negative impact, should local councils and others chose not to support local community delivery of seasonal maintenance of public open spaces, and where access is impacted negatively.	Unknown	The broad principles of this approach have been set through the MTFP previously, with emphasis of local management of open green spaces. Council policy also supports the development and involvement of volunteers in community delivery.	Unknown	Previous Council Budget Seminar notes provided to members. MTFS 2012-15

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>As above</p>	<p>Unknown</p>	<p>As above. Local delivery has been pursued, with advice and some support in transition to local ownership and management of public green and recreational spaces for the last 3 years. It has proven a successful strategy to date.</p>	<p>Good</p>	<p>Ongoing cabinet support for community-based Expression of Interest applications; these include leases and full transfers of land. Development and launch of Countryside Volunteer scheme at Royal Welsh Show 2015. Development of team leaders in August-September 2015.</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>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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).					
<i>Age</i>	Distribution and profile of beneficiaries unknown in using public rights of way and public green spaces. However, previous PCC Residents Survey results have been analysed to reveal information on residents' profiles in using both local rights of way, parks and playgrounds and public green spaces.	Unknown		Unknown	
<i>Disability</i>	As above	Unknown	All refurbishment work will be DDA compliant.	Neutral	
<i>Gender reassignment</i>	As above	Unknown		Unknown	
<i>Marriage or civil partnership</i>	As above	Unknown		Unknown	
<i>Race</i>	As above	Unknown		Unknown	
<i>Religion or belief</i>	As above	Unknown		Unknown	
<i>Sex</i>	As above	Unknown		Unknown	
<i>Sexual Orientation</i>	As above	Unknown		Unknown	
<i>Pregnancy and Maternity</i>	As above	Unknown		Unknown	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal may well impact upon this theme.	Unknown	Local councils have the means to derive other sources of income through rateable charges, or through local devolution of amenities to the community groups, as has been pursued in Brecon and Radnor areas.	Unknown	Community Asset transfers, principally in Brecon and Radnor areas across 2012 - present
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	This proposal will ensure local discussions over management of amenity areas have to take place and that local community involvement in future ownership and management practices take place. This necessitates local joint working and delivery at the most local level, including a wide range of participants and volunteers. The predominant potential partners for taking on new roles and/or asset transfers tend to be local councils, which limits liability and long-term sustainability concerns, as they share local resident interests as a key driver.	Unknown	Discussions have taken place with a range of local councils and local groups in support of joint working above and managing green spaces at a very local level. The barrier to achieving this is an initial concern as to knowledge and belief in being able to do so, rather than the effectiveness of doing so.	Good	As above

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>As above</p>	<p>Unknown</p>	<p>The Service has been presented with budget reduction targets and therefore has considered options of reduced service or asset closure. As the assets are now largely open spaces and play facilities, these cannot be, nor should be, easily closed off to public use. Officers are seeking and reacting to all opportunities for transfer of either facility of management to others, so as to secure their ongoing future. Legal and Property Services are directly supporting change and in reviewing and supporting Expressions of Interest, where these are received from interested third parties.</p>	<p>Good</p>	
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>This proposal does directly address the prevention issue. By developing volunteering and by working directly with community groups to take on management and ownership of local recreational and green spaces, this ensures decisions as to appropriate levels of management and aftercare can be taken at a local level, with any fees and charges being managed locally. The alternative is a decline in maintenance and investment, or cessation of same.</p>	<p>Good</p>		<p>Good</p>	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above	Unknown		Unknown	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Mitigating actions include a phased approach to allow changes to be pursued and delivered over 3 years.			Low
Tendering of grounds maintenance has occurred and in management of volunteers has been retained and is being pursued as a long-term contributor to sustainable outdoor services, together with free advice being sought for local communities through PAVO. PAVO is also leading on a project to widen understanding and opportunities for volunteering through the Stronger Communities Programme Board, to which the Service contributes. Expression of Interests for assets is also now reviewed through a Strategic Asset Board, chaired by the Portfolio Holder for Property.			Low
Submission of business cases as may be appropriate in support of capital support for service change to facilitate local community delivery			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Yes, LE service who has been largely used as contractor to undertake seasonal grass cutting. A joint review and joint sourcing of local tenders for this work has been undertaken in winter 2015, and this new external working arrangement is now in place and has secured limited reductions in costs to the Outdoor Recreation Service. This approach contributes but does not remove the drive to transfer management and / or ownership of land and assets to others, in order to sustain public outdoor recreation facilities over the 3-year MTFS period and beyond.			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The broad approach highlighted under this heading is to develop and support volunteer involvement in managing public green spaces, playgrounds and parks, plus the maintenance of public rights of way. This theme also accepts that delivery will concentrate on the minimum statutory requirements to ensure places are safe and compliant, and that projects such as publishing walks leaflets, guided walks and improvements will not take place unless funded by others and anticipated to be undertaken by others. Seasonal maintenance will be managed to a minimum specification, and may not be undertaken at all if not considered critical to public safety.</p> <p>Community delivery of maintenance and ownership of parks, playgrounds and green spaces will continue to be promoted and pursued with vigour to ensure long-term sustainability of these areas, managed at the local level. In seeking a new way of working for outdoor recreational assets, initial capital investment may be necessary to secure long-term change and ownership of the situation at this local level. Sustained investment in training and development of volunteers is part of this theme for recreational assets and public rights of way. Overall assessment is that this is achievable and without significant detriment to public need, but requires consistent work with local groups to secure success.</p>	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

Information provided in previous EqIAs, has considered impacts upon local communities in transferring recreational assets. The Council Residents Survey 2013 is the last published sources of data available for broad analysis and has been used in this assessment.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Residents Surveys; monitoring of lease arrangements where applicable.

Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Stephan Butcher		15/12/2016
Head of Service:	Stuart Mackintosh		16-10-2015; Reviewed and updated V2 6/9/2016
Strategic Director:			
Portfolio Holder:	ClIrr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving	1718-22 Concurrent Functions Grants						
Outline Summary							
To cease payment of the Concurrent Functions Grants provided to town and community councils in some areas of Montgomeryshire. These grants give varying levels of support through local councils to local clubs and groups, or through the local councils themselves, for managing green spaces, sports facilities, play areas and other amenities in their communities. This is the removal of the remaining 50% of grants as the scheme ends on 31 st March 2017.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Stuart Mackintosh	Leisure & Recreation Services Manager	16 th October 2015
V2	Stuart Mackintosh	Leisure & Recreation Services Manager	15 th December 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	The proposal makes a direct saving	Good		Good	Strategic Director letters to T&C Councils
Supporting people in the community	No direct impact known	Neutral		Neutral	No response received from letters sent to Town and Community Councils.
Developing the economy	No direct impact known	Neutral		Neutral	
Learning	No direct impact known	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No direct impact known	Neutral		Neutral	
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).	No direct impact known	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No direct impact known	Neutral		Neutral	No response received from Town & Community Councils in respect of withdrawal of grant
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No direct impact known	Neutral		Neutral	
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.	No direct impact known	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No direct impact known	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No direct impact known	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No direct impact known	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No direct impact known	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No direct impact known	Neutral		Neutral	
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).					
<i>Age</i>	No direct impact known	Neutral		Neutral	
<i>Disability</i>	No direct impact known	Neutral		Neutral	
<i>Gender reassignment</i>	No direct impact known	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No direct impact known	Neutral		Neutral	
<i>Race</i>	No direct impact known	Neutral		Neutral	
<i>Religion or belief</i>	No direct impact known	Neutral		Neutral	
<i>Sex</i>	No direct impact known	Neutral		Neutral	
<i>Sexual Orientation</i>	No direct impact known	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No direct impact known	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The Council's vision statement states: - In the future, communities themselves will be responsible for some services as we continue to deliver some, but not all services. Our role will be different, we will be assisting and supporting but not necessarily delivering services. One of our challenges will be to help communities make the transition to this new world of public service where personal responsibility plays a big part. Our role will be to support people to take an active part in their communities.	Good	Local councils have the means to derive other sources of income through rateable charges, or through local devolution of amenities to the community groups, as has been pursued in Brecon and Radnor areas.	Good	
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The Council's vision statement states: - In the future, communities themselves will be responsible for some services as we continue to deliver some, but not all services. Our role will be different, we will be assisting and supporting but not necessarily delivering services. One of our challenges will be to help communities make the transition to this new world of public service where personal responsibility plays a big part. Our role will be to support people to take an active part in their communities.	Good	As Discussions have taken place with a range of local councils and local groups in support of joint working above, and the only obstacle is willingness to do so at a local level, rather than the effectiveness of doing so.	Good	
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Letters sent from Strategic Director to each affected Town & Community Council, informing them of the withdrawal of the grant	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Prevention: Understanding the root causes of issues to prevent them from occurring.	No direct impact known	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No direct impact known	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No direct impact known	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No direct impact known	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No direct impact known	Neutral		Neutral	
Impact on PCC Workforce	No direct impact known	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Loss of outdoor recreational facilities			
Failure to carry out maintenance of outdoor recreational facilities			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Phased reduction across two years ending 31 st March 2017			Low
Officer support will be available in terms of advice on procurement and tendering, grounds maintenance and in management of volunteers, together with free advice being available from PAVO. Such facilitation has been a normal activity in mid and south Powys as part of service redesign and community delivery of outdoor recreation assets.			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
None known			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The grant does indeed support localised recreational activity in some areas of Montgomeryshire, though very indirectly through part support for costs of grounds maintenance and other revenue costs supported by local councils in this part of Powys. To undertake a staged removal would make the situation of indirect support for such amenities equitable, since no such support exists in the mid or south of the county. The withdrawal of this grant for the majority of local councils is very unlikely to lead to facility closure or dramatic change as the funding levels are typically very small. Indeed, the proposal may stimulate closer working arrangements with local volunteers and clubs in their areas, as is the emerging case in mid and south Powys where outdoor recreational areas have been passed to local communities. The impact upon such facilities in Newtown and Welshpool, where funding levels account for nearly two thirds of the grant total, may demand a more locally targeted consideration of priorities for amenity management, though resilience to manage this change are likely to be greater.</p>	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
Information provided by Treasury Manager as summary of services supported through this grant application mechanism.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Review of grant support for outdoor recreational facilities prior to 2018-19, with associated community consultation.
Please state when this Impact Assessment will be reviewed.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



10. Sign Off

Position	Name	Signature	Date
Service Manager:			
Head of Service:	Stuart Mackintosh		15 th December 2016
Strategic Director:			
Portfolio Holder:	Cllr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Catering Service	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Rosemarie Harris
Policy / Change Objective / Budget Saving	1718-23 Full cost recovery on school meals and Council catering outlets						
Outline Summary							
<p>The service continues to monitor individual kitchen performance, measuring meal uptake, staff hours and food costs.</p> <p>The service will continue to ensure meals are provided in the most efficient way. Proposals that affect individual school provision will be subject to individual reviews and supporting business cases.</p> <p>School meal prices have recently risen by 5p, to contribute to the budget reduction for 16-17.</p> <p>Work has commenced on reviewing and monitoring income/expenditure in the 2 staff canteens. Following this exercise in winter 2016-17, should the canteens prove unable to cover all costs, a further Cabinet paper review will be undertaken to consider their future viability. This may lead to closure or franchising.</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V2	C Leighton and J Rawbone	C&C Development Manager and Principal Catering Manager	10 th August 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community to live fulfilled lives	No impact	Neutral		Neutral	
Developing the economy	Maintaining an in-house school meal provision throughout Powys retains the £ in Powys / Wales	Good	To further promote our in-house service / meal provision	Very Good	Continue to have a presence at parent evenings and monitor uptake levels
Improving learner outcomes for all, minimising disadvantage	Having one menu and a standard meal provision throughout all Schools minimises the identity of FSM pupils and encourages equality	Good	To continue to provide and promote the FSM provision	Very Good	Continue to have a presence at parent evenings and monitor uptake levels

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Remodelling council services to respond to reduced funding	Following full evaluation of the 2 staff restaurants an alternative provision may need to be implemented	Good	The Service is seeking to achieve full cost recovery in the 2 staff canteens, whilst offering PCC staff a lunchtime provision and security to canteen employees.	Good	Following the review and remodelling of the service provision and achievement of full cost recovery

3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
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.	Maintaining an in-house school meal provision throughout Powys provides skills and jobs to local people	Good	To retain staff through better communication and ongoing training	Very Good	Reduction in turnover of staff More use of staff evaluation
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).	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The provision of school meals and the increased uptake in line with the Welsh Government healthy eating measure (2009) promotes a healthy school meal across Powys helping to tackle national obesity</p>	<p>Neutral</p>	<p>The 5p increase is less than previous price increases applied and represents a 2% increase. It is not anticipated to have major impact on uptake, which will continue to be monitored.</p>	<p>Neutral</p>	<p>Impact on uptake based upon previous price changes, has not led to significant reduced uptake. Uptake has risen, alongside uptake of FSMs which the Service believe is related and correlates with the activity of the Service to meet with schools, school councils, parent evenings, and ad-hoc promotions and special events.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</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>	<p>As much as is viable the Service sources local Welsh suppliers and considers the economic impact</p>	<p>Good</p>	<p>The 5p increase is less than previous price increases applied and represents a 2% increase whilst continuing to source local Welsh Suppliers.</p>	<p>Very Good</p>	<p>Continue to actively participate in tender / contract procedures to ensure the social, economic and environmental well being</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>Use of the Welsh language, for food names etc. during service is encouraged throughout the catering team</p>	<p>Good</p>	<p>Within the Welsh medium schools we encourage the whole school approach to supporting the use of the Welsh language</p>	<p>Good</p>	<p>Continue to fully support the use of the Welsh language</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	Our menu is in both Welsh and English, all information sent out is also in both languages. Our internal documentation for food safety is not bilingual, however staff are given the option of having this in other languages including Welsh	Neutral	To continue to be supportive of the Welsh language wherever and whenever requested or required	Good	Continue to fully support the use of the Welsh language
<i>Opportunities to promote the Welsh language</i>	Opportunities for staff to use Welsh language during service is encouraged and supported	Good	Work with schools to support the use of Welsh language during lunchtime service	Good	Continue to fully support the use of the Welsh language
<i>Welsh Language impact on staff</i>	Within the Welsh medium schools the use of the Welsh language is essential on catering JD/PS	Poor	Offer staff training to meet the criteria level	Good	Continue to fully support the use of the Welsh language
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	To operate catering machinery individuals are required to be 18 or over as stipulated under HSE guidance	Poor	This does not exclude potential employees under 18, working in the kitchen as trainees. Their induction allows that they can observe all activities involving machinery	Neutral	For trainees full workplace assessments are carried out, prior to work placement
<i>Disability</i>	Adaptations are made where reasonably practical to include disabilities, this can include supporting employees with food hygiene utilising 1 to 1 support and online resources	Good	Workplace assessments are carried out to access level of capabilities in line with Food safety and Health & safety. Support and training are encouraged throughout the catering service	Good	Copies of individual staff risk assessments / workplace assessments are held on personal files
<i>Gender reassignment</i>	The catering service conforms to all policies, procedures and legislation within gender reassignment	Very Good		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Pregnancy and Maternity</i>	All reasonable adaptations are put in place during pregnancy Temporary positions are created to cover maternity leave	Very Good		Very Good	
<i>Equality Impact on PCC Staff</i>	The catering service conforms to all policies, procedures and legislations	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	The proposal has mixed implications. However, the work to be applied to manage the proposals will directly address the short-term need to secure savings, plus the long-term need to manage the longer-term means to reduce costs in a sustainable way.	Neutral		Very Good	
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	Work has already been started across the sector to ensure effective collaboration. The proposal will enforce the need to strengthen links within the schools sector and with the service's new partner of Monmouthshire County Council.	Neutral	Links continue between the Catering Services in Powys and Monmouthshire CCs. This allows for production of joint menus and nutritional analysis The Service continue to work closely with schools, to promote uptake and theme days. Efficiencies are created where exports are necessary or the cleaning service require vans late afternoon by utilising the vans to maximise resources.	Good	An average of 6 theme days will be completed in 2016 (euro 16 and Olympics). Launch of new joint menu with Mons CC in November 2015. Supported by Portfolio Holder and CX (Mons CC).

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Involvement: <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i></p> <p>Communication and Engagement</p>	Proposal will not negatively impact on this theme, but does re-inforce the need to continue to work with schools, school councils and partnership working with Mons CC and others.	Poor	Area staff meet with schools and school councils, and attend parents' evenings to promote and seek increasing uptake. Joint involvement of Mons CC in creation of new menu.	Good	As above
<p>Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p>	The use of local authority networking looking at best practice and lessons learnt and using this information to benefit our own activities/efficiencies. Early identification of problems are promptly and proactively addressed so issues are not escalated.	Good	Continually evaluate and monitor the service and seek to further improve communications to all stakeholders.	Very Good	Use of service data, customer feedback Service Risk register Service Impact assessment
<p>Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p>	The use of integrating with Monmouthshire and other local authorities in Wales means we share common objectives and legislation to deliver school meals across Wales. Our goals include maximising FSM uptake and promoting the healthy eating measure in maintained schools (Wales) 2009	Good	Attend APSE, LACA and cross boundary meetings to share and promote good practice and common problems or issues	Very Good	Success in LACA and APSE awards. Principal Catering Manager is Vice chair of LACA Wales Service Development Manager is secretary for APSE Wales

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	All catering positions in Powys are advertised and the recruitment policy is followed for shortlisting and appointment of positions. Applicants with disabilities are considered and reasonable adjustments are made to enable individuals to be in work and paid employment. Maintaining one menu and one meal price throughout all primary schools in Powys to minimise impact in rural areas and where families have several children.	Good	Continue to offer all positions to the people of Powys regardless of socio economic background and circumstances	Very Good	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	All catering employees undergo full induction training which covers child protection and are made aware of who to report any concerns to. In addition wherever possible catering staff attend child protection training level 2 at individual schools. All school based catering employees are required to have a DBS every 3 years	Very Good		Very Good	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Very Good		Very Good	
Impact on Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



The risks presented are minimal to the catering service delivery or the council with careful planning, monitoring and managing of the service			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓
Mitigating Actions			Residual Risk
Review of County Council canteen arrangements			Low
School meal prices have recently risen by 5p, to contribute to the budget reduction for 16-17			Low
The service continues to monitor individual kitchen performance, measuring meal uptake, staff hours and food costs.			Low
The service will continue to ensure meals are provided in the most efficient way.			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Work will be completed on reviewing and monitoring income/expenditure in the 2 staff canteens.</p> <p>Following this exercise in December 2016- January 2017, should the canteens prove unable to cover all costs, a further Cabinet paper review will be undertaken to consider their future viability. This may lead to closure or franchising.</p>	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

Kitchen activity record sheets
 Percentage uptake of FSM's
 Increased uptake and income on theme days
 Early indication from the introduction of cashless, is resulting in increased uptake in particular within high schools

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Monitoring of roll numbers
 Monitoring of uptake at all schools for both free and paid meals
 Monitoring of labour hours per meals served and addressing any shortfalls
 Arrange for a suite of reports to monitor catering performance under cashless

Please state when this Impact Assessment will be reviewed.

August 2017

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Cheryl Leighton and Jason Rawbone		
Head of Service:	Stuart Mackintosh		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr Rosemarie Harris		24/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving		1718-25 Arts: Theatre funding reduction to a minimum, but sustainable ongoing position will deliver modest additional savings from alternative delivery arrangement					
Outline Summary							
<p>i) The externalisation of Powys Dance has provided the means to make savings over the course of the MTFs. Savings will contribute to targets for 2016/17 and also meet the 2017/18 and 2018/19 targets, as the costs of the SLA with Powys Dance reduces over time. These reducing costs will be taken as savings. Powys Dance received the news on 23 September 2015 that the Arts Council of Wales believes the organisation should be considered as a priority for support from April 2016 onward as part of the Investment Review of the Revenue Funded Organisation (RFO) portfolio. This means that the reducing support provided by the Council will threaten less the sustainability of the new Trust.</p> <p>ii) Reductions in the Music Development Fund have necessitated a move to a Powys Young People Music Development Fund (PYMDF) being set up in order that less funding is more equitably and strategically distributed.</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Lucy Bevan	Arts & Culture Commissioning Officer	12/01/2107

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Reductions in the Music Development Fund have necessitated a move to a Young People Music Development Fund (PYMDF) being set up in order that less funding is more equitably and strategically distributed. Responsibility for young people's music services devolved entirely to voluntary & private sector, at less cost to Council but with continued modest strategic influence	Good	The delivery of a grant funding scheme aims to ensure as 'equitable as possible' spread of support to music organisations across the county despite less resources being available. Increased joint working and sharing of resources between organisations.	Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community	Reduced access to music making opportunities for young people and potentially less public performances in local communities.	Poor	Develop PI collection associated with PYMDF and analysis of audience & participation for Music Development activities. Modest funding more strategically awarded, organisations encouraged and supported to seek additional external funding (e.g. Sustainability School for the Arts training programme & Arts & Business Board Development programme).	Neutral	
Developing the economy	Less support available to assist small voluntary organisations delivering music services putting strain on their own resources and operational capacity. Contribution of small organisations to the local economy reduced as capacity and activity is reduced.	Poor	Some Council funding support helps organisations to lever funding from elsewhere and the Arts Service continues to provide advice and guidance on business development, alternative sources of funding & operational matters.	Neutral	
Learning	Significant reduction in opportunities to learn and play musical instruments to disadvantaged young people and families as barriers such as transportation availability & support, cost of fees & tuition etc. increase.	Poor	Council owned musical instrument stock has been gifted (as asset transfer) to youth music organisations to assist them in supporting more young people to learn by making instruments available. Criteria of grant funding criteria – that activity adheres to the principles of accessibility, inclusion & equality.	Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	<p>Reducing opportunities for jobs for music professionals, less young people attaining in the playing and performing of music and achieving national standard and inclusion in National Youth Orchestras. Powys Dance continuing training and mentoring of dance practitioners and maintaining activity levels – classes, production etc.</p>	<p>Poor</p>	<p>Schools Services have opportunity to boost creativity within the curriculum through WG requirement for 'Creative Arts' and the Creative Plan for Learning. Powys Dance maintaining similar levels of employment.</p>	<p>Neutral</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>	<p>No impact.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Participatory activities involving creativity benefitting mental health and activities such as dance and performing art contributing to active & healthy lifestyles.</p>	<p>Poor</p>	<p>Powys Dance maintaining if not developing programme of activities reaching out to target groups Dementia / Parkinson's.</p>	<p>Neutral</p>	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>People's recreational & cultural lives supported by availability of cultural provision in local communities. Where provision reduces, benefits diminish.</p>	<p>Poor</p>	<p>Arts & Cultural Service support for arts development initiatives and support for sustainability of arts sector providers continuing.</p>	<p>Neutral</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>		<p>Neutral</p>		<p>Neutral</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>					

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Opportunities for persons to use the Welsh language</i>	Powys Dance delivers bilingual community dance services throughout the county.	Neutral	PYMDS able to support activity delivered through the medium of Welsh.	Good	
<i>Treating the Welsh language no less favourable than the English language</i>	Standards will remain in place and all promotional material available bilingually.	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	Some Welsh language performances delivered.	Neutral	Use of SLA's & grant schemes to encourage / require supported organisations to promote Welsh language e.g. theatre programming presenting Welsh language performances.	Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	Participation in dance and music activities is encouraged and supported by Powys Dance and youth music organisations making provision available & accessible across the county and to a wide range of communities	Neutral		Neutral	
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).					
<i>Age</i>	Music services for young people reduced access.	Poor		Poor	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Less access for young people to music learning and skill development opportunities and to realise their own ambitions.	Very Poor		Very Poor	
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The Councils Arts & Cultural Service increasingly depends on external delivery of arts activity to meet shared objectives. Collaboration in delivery methods e.g. externally funded co-production projects is increasingly routine (commissioning model). Shared project development including raising additional external funding.	Very Good		Very Good	
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact	Neutral		Neutral	
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Neutral		Neutral	
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	Arts Council of Wales providing funding to arts sector and the setting & implementation of objectives & outcomes is integrated.	Good		Good	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact.	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Continued diminished funding and the resultant strain on organisations could lead to loss of services and externally provided activities. Young people will suffer from lack of professionally supported extra-curricular music activities crucial to developing interest, skill and talent – lack of attainment and progression opportunities. Importantly, diminishing Council funding leads to the loss of confidence of major funding bodies and Trusts in investing in Powys if match funding (Council sourced) is insufficient or unavailable.			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Arts & Cultural Service to continue trajectory of: - <ul style="list-style-type: none"> seeking & securing additional external funding to resource services, projects and activities providing developmental support to external arts sector providers increase type, quality and range of partnership working & collaborative arrangements, including regionally 			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Regeneration, Tourism, Schools Service, Youth Service.			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Assessment of the impact of reduced funding available for youth music concludes that a modest negative impact may be observed including the loss of some provision, however efforts of the Arts Service in working closely with external arts organisations and the sector, will attempt to mitigate such impact by seeking and putting in place adaptive delivery models with alternative resources – this comes with a far greater reliance on volunteer support.</p> <p>The impact of reduced Council funding to Powys Dance is not considered as a significant risk nor likely to negatively impact on the individuals and communities making use of their services, due to the innovative approach taken to business planning and development undertaken by the newly established CIO – staff and Board members.</p>	

8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:			
Head of Service:			
Strategic Director:			
Portfolio Holder:	Clr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving	1718-26 – Reduce Funding support for Theatre provision						
Outline Summary							
Following lengthy and extensive consultation with the affected Theatres and allied partners in 2013-15, and following County Council Scrutiny review, Cabinet were presented with a full Decision paper in early 2015, and decided to substantially modify an earlier MTFP target to remove all funding to the Theatres.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Stuart Mackintosh	L&R Services Manager	29/10/2015

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Managed and operated independently of the Council, the theatre venues already represent excellent models of community management and service delivery with some but not sole reliance on Council funding.	Good		Good	Cabinet Report C65-2015

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community	<p>Access to theatre provision for residents of Powys and visitors to the county contributes to the social, economic and cultural health of communities and to the well-being of individuals.</p> <p>The theatre venues each provide a wide range of activities and events in which people are involved actively as participants, audiences, volunteers, employees, artists, arts practitioners and learners.</p> <p>Community organisations and groups access professional performing arts facilities to present their work and generate income from ticket sales to support their activities. Groups who regularly perform include male voice choirs, bands, YFC groups, Urdd, schools, amateur dramatic groups, and community choirs – all bringing in a wide range a local community members as audiences.</p> <p>Enhancing levels of participation, especially among those in the community who are disengaged or ‘hard to reach’, can contribute to reducing ‘downstream’ healthcare costs.</p> <p>Community safety: the arts have an extensive record of engaging young people at risk and reducing anti-social behaviour.</p>	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Developing the economy	<p>The theatres contribute significantly to community and economic regeneration through: -</p> <p>Creating employment – 34 full time jobs, occasional & part-time and contracted work opportunities for local people, including arts professionals. <i>‘A successful venue not only employs its own staff, but contributes to an environment in which businesses can develop, directly by providing facilities that enable the growth of entrepreneurial business, and indirectly by regularly drawing people to a town’.</i></p> <p>- Encouraging tourism – contributes to local tourism offer, drawing audiences into Powys from across all borders.</p> <p>Bringing business into Powys – conferences, corporate events, companies and arts professionals touring to the county,</p> <p>- Boosting house prices & population– having an arts centre, theatre venue or other cultural facility has a positive impact on property prices and is important in encouraging people into the area as visitors or new residents.</p> <p>- Procuring and purchasing local services and supplies – materials; bar & catering supplies; building & operational maintenance; contracted & commissioned services / local businesses – benefit from associated trade brought into the area e.g. shops, hotels, guest houses & campsites, restaurants and cafes.</p>	Neutral		Neutral	‘Playing to Strengths’ Noble Openshaw Report

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
	- Leverage of external funding and investment.				
Learning	<p>The theatres, regionally spread across Powys, contribute to improving learner outcomes for all on an equitable and inclusive basis through:</p> <ul style="list-style-type: none"> - Providing education, training and skills development opportunities – technical theatre apprenticeships, professionally delivered, inclusive educational outreach programmes involving primary and secondary and special schools contributing to curricular and non-curricular learning. - Providing technical, marketing and management training to local amateur theatre groups, YFC, schools, youth and community groups - Schools across Powys visiting the theatre venues to participate in educational activities, to attend shows and to perform. <p><i>‘Young people who participate in the arts are not just gaining direct skills, but also those indirect attributes (articulacy, confidence, self-awareness, team-working etc.) which enhance their ability to benefit from other forms of education’.</i></p>	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	<p>Using tried and tested Activity Based Costing methodology, we have identified specific actions that individual venues can take to improve their trading positions, but we have been unable to identify any opportunity that offers the prospect of significant improvements in earned income. Trading – whether mainstream cinema or volunteer-run bar can, with these actions, be at best expected to return reduced losses. We have not found anywhere the possibility of generating additional net income in the tens of thousands of pounds. With one minor exception, once all relevant costs are taken into account, every aspect of venue business makes a loss before applying grant funding.</p>	<p>Poor</p>		<p>Poor</p>	<p>Cabinet Report C65-2015 – Appendix C</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>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The potential loss of local access to community events and activities.</p>	<p>Poor</p>		<p>Poor</p>	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<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>	<p>Loss of theatre provision in the county will require residents to travel significant distances to access theatre venues outside of the county to experience professional performing arts.</p>	<p>Neutral</p>		<p>Neutral</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>Welsh speakers will be affected through the loss of local access to professional Welsh language performing arts productions, Welsh language community events and activities.</p>	<p>Poor</p>		<p>Poor</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>As above</p>	<p>Poor</p>		<p>Poor</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above</p>	<p>Poor</p>		<p>Poor</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>The potential loss of local access to professional performing arts productions, community events and activities.</p>	<p>Poor</p>		<p>Poor</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>					

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Age	The assessment indicates that the protected characteristics groups particularly affected includes all people. However, all communities across the county will potentially be equally affected. Access to cultural events and community activities will affect all existing and potential audience members and participants. In particular, those disadvantaged by the loss of theatre provision locally and in their communities would include: - disabled people, unemployed, low income families and individuals, children & young people, Welsh speakers, elderly people and those without access to independent transport.	Poor		Poor	
<i>Disability</i>	As above	Poor		Poor	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No impact	Neutral		Neutral	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Arts Council of Wales have been consulted on the savings proposals and the Council's Arts Service is involved on an ongoing basis in joint strategic planning.	Good		Good	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Joint consultation meetings with representatives from the theatres' boards of management and with theatre staff have taken place since spring 2014 with the aim of sharing information and inviting discussion. These have been followed by further individual meetings with each of the venues throughout the autumn of 2014 enabling detailed information to be shared, issues to be explored and considered, and an understanding to be gained of each venues approach to addressing the risks associated with the budget cuts. Arts Council of Wales Officers have been involved in these meetings.	Good		Good	
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Arts Council of Wales have been consulted on the savings proposals.	Good		Good	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The assessment indicates that the protected characteristics groups particularly affected includes all people. However, all communities across the county will potentially be equally affected. Access to cultural events and community activities will affect all existing and potential audience members and participants. In particular, those disadvantaged by the loss of theatre provision locally and in their communities would include: - disabled people, unemployed, low income families and individuals, children & young people, Welsh speakers, elderly people and those without access to independent transport.	Poor		Choose an item.	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Low	Low

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
The risk associated with a reduced grant support to the theatres is that this might fundamentally impact upon their ability to continue.			
This will inevitably lead to inequality of access for Powys residents due to issues of availability and affordability of transport, financial costs involved, time constraints and lifestyle limitations.			
Loss of jobs and employment opportunities			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Extensive meetings and consultations over an 18 month period			Low
Actions taken as a result of a formal review in 2013 – 15, with significant changes in funding arrangements approved by Cabinet			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Regeneration Service. This was considered and recommendations made by Scrutiny and Cabinet to merge different budget headings as a result of the Theatre funding review. No negative or other impact.			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The current level of Council financial support represents good value for money. Any further reduction in public funding to the theatre venues is likely to result in closure thereby removing valued cultural and social community resources along with the associated economic and regeneration benefits the organisations contribute to the county.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
The 3 documents considered and approved by Cabinet are public documents and accessible on the PCC website under 'Meetings' and 'Cabinet', with Cabinet meeting held on March 24 th 2015.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Meetings take place with the Theatres and the Arts Service on a regular basis.
Please state when this Impact Assessment will be reviewed.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



10. Sign Off

Position	Name	Signature	Date
Service Manager:	Lucy Bevan		29/10/15
Head of Service:	Stuart Mackintosh		29/10/15
Strategic Director:			
Portfolio Holder:	Cllr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Museum Service Leisure and Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving		1718-27 Museums: Explore Trust type model whilst devolving Llanidloes, Presteigne and Newtown to local delivery or failing that alternative provider, de-commission					
Outline Summary							
<u>All-Wales Position</u>							
An Expert Review of Local Museum Provision in Wales was commissioned by the Deputy Minister for Culture Sport and Tourism in 2014. It was published in August 2015, and a response is now awaited from Welsh Government, and due autumn 2016. The Review considered options for future service delivery under a number of headings:							
<ul style="list-style-type: none"> • Do nothing • Legislation and state care (comparisons with European nations and regions of a similar size to Wales) • Devolution (to museum specific trusts/charities) and • Partnerships (joint working, regional partnerships). 							
<u>Powys Museum Service</u>							
In 2015 Powys County Council commissioned a report from an external specialist to evaluate future option for Powys Museum Service: “Appraisal of Trust Options for Powys Museum Service”, Oct 2015. This report notes that the recommendations of the Expert Review will require considerable resources and a long term commitment from Welsh Government, and could take 5 years to implement. Whilst we wait for that to conclude Powys County Council has made the decision to investigate different delivery options to enable its Museum Service to continue to operate and develop within the current challenging financial climate.							
Moving the Museum Service to a fully devolved charitable trust type model could offer the following benefits:							
<ul style="list-style-type: none"> • Independence from the Council allowing quicker decision making and more flexible working • Trustees with specialist knowledge and experience • Savings in NNDR • Grant opportunities which would not be available to the County Council 							
The Council currently has 5 museums in Powys:							
<ol style="list-style-type: none"> 1. Brecknock Museum and Art Gallery (Shire museum) 2. Llanidloes Museum (local/town museum) 3. Powysland Museum and Cottages (Shire museum) 4. Radnorshire Museum (Shire museum) 5. The Judge’s Lodging, Presteigne (visitor attraction) 							
In 2016 Newtown Textile Museum which was previously owned and operated by the Council was transferred to a local community group. The Judge’s Lodging in Presteigne is owned by the Council but operated by the Presteigne Shire Hall Museum Trust, and discussions are currently being held about a possible CAT transfer. Plans to co-locate Llanidloes library with Llanidloes museum in the Town Hall will be implemented in 2016.							

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1.0	Catherine Richards	Principal Lead Museums, Archives and Information Management	26 Oct 2015
V2.0	Catherine Richards	Principal Lead Museums, Archives and Information Management	31 Aug 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> <i>(after mitigation)</i> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Powys County Council is investigating different delivery options to enable its Museum Service to continue to operate and develop within the current challenging financial climate. At the moment the Trust type option seems the most viable.	Good		Good	One Powys Plan Appraisal of Trust Options for Powys Museum Service, Oct 2015
Supporting people in the community	The budget saving does not impact significantly on this priority. Powys Museums hold, care for and continue to develop collections for the county which represent our rich and diverse culture. These in turn enrich the lives of people in our communities and help them live fulfilled lives.	Good		Good	A Museums Strategy for Wales 2010-2015 Appraisal of Trust Options for Powys Museum Service, Oct 2015
Developing the economy	The budget saving does not impact significantly on this priority. A Trust would manage Powys Museums and their facilities and collections efficiently and effectively to continue to provide a service which is relevant, robust and sustainable, making a valued contribution to the economy	Good		Good	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Learning	The budget saving does not impact significantly on this priority. Powys Museums will continue to contribute to living communities, promote the values of a fair and just society and provide lifelong learning opportunities for all.	Good		Good	As above

3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
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.	Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions. To further help with financial sustainability a Trust must consider how it can further increase the income our museums already generate.	Good		Good	A Museums Strategy for Wales 2010-2015 Appraisal of Trust Options for Powys Museum Service, Oct 2015
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).	Technological innovations provide opportunities to engage new users and present different challenges for preservation. Environmental sustainability issues will influence how our museums use energy efficiently through investigating low or zero carbon technologies in our buildings.	Good		Good	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The potential of our museums is immense, both in formal and informal learning. Developing a framework for delivery of learning services is key to maximising the resources available. Volunteering contributes to community wellbeing and improves our museum services in addition to enabling personal development and involvement with heritage.</p>	<p>Good</p>		<p>Good</p>	<p>A Museums Strategy for Wales 2010-2015 Appraisal of Trust Options for Powys Museum Service, Oct 2015</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Dismantling barriers to access, developing the learning potential of our museums, and engaging existing and new users are critical issues to be addressed if Powys Museums are to fulfil their potential as organisations that contribute to their local communities.</p>	<p>Good</p>		<p>Good</p>	<p>As above</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>	<p>Powys museums promote the cultural life of our county, they encourage active participation in culture, protect our heritage, help expand our international profile and contribute to our tourism industry.</p>	<p>Good</p>		<p>Good</p>	<p>As above</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>Providing museums for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.</p>	<p>Good</p>		<p>Good</p>	<p>As above</p>
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>As above</p>	<p>Good</p>		<p>Good</p>	<p>As above</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Opportunities to promote the Welsh language</i>	As above	Good		Good	As above
<i>Welsh Language impact on staff</i>	As above	Good		Good	As above
<i>People are encouraged to do sport, art and recreation.</i>	Powys museums enable people to explore collections for inspiration, learning and enjoyment.	Good		Good	As above
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).					
<i>Age</i>	Powys museums welcome increased use of our services by existing and new audiences regardless of their background or circumstances. It is important that the demographic of our communities is understood and this is used to inform forward planning. Understanding and dismantling barriers, real or perceived, that deter those who do not currently visit our museums, or do not participate in our activities is crucial if Powys Museums are to be fully inclusive.	Good		Good	A Museums Strategy for Wales 2010-2015 Appraisal of Trust Options for Powys Museum Service, Oct 2015
<i>Disability</i>	As above	Good		Good	As above
<i>Gender reassignment</i>	As above	Good		Good	As above
<i>Marriage or civil partnership</i>	As above	Good		Good	As above
<i>Race</i>	As above	Good		Good	As above
<i>Religion or belief</i>	As above	Good		Good	As above
<i>Sex</i>	As above	Good		Good	As above
<i>Sexual Orientation</i>	As above	Good		Good	As above
<i>Pregnancy and Maternity</i>	As above	Good		Good	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	The change object will enable a sustainable future for the Museum Service. No change means the service is vulnerable to severe budget cuts which eventually will make the service non-viable.	Good		Good	Expert Review of Local Museum Provision in Wales 2015
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	Following the Trust type model will mean working in partnership with other organisations will be essential to deliver improved outcomes.	Good		Good	As above
Involvement (including Communication and Engagement): <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i>	Service users will continue to be asked for views and comments on service delivery through feedback forms and visitor surveys. Evaluation of these views will contribute to continual improvement.	Good		Good	As above
Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i>	An external provider will provide the resources for a future for the Museum Service. It will be a single purpose organisation with a focus on the functions of the service delivered.	Good		Good	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p>	<p>To encourage the development of a sustainable organisation over the next five years and beyond, the Museum Service will have to consider diverse ways of working. This will include developing partnerships with a variety of organisations, working across boundaries, and making innovative use of limited resources.</p>	Good		Good	As above
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>The Museum Service provides a range of formal and informal learning opportunities to visitors, volunteers and staff to increase their knowledge and enjoyment of the museums' collections, enabling them to become advocates for the Museum Service. Learning and volunteering opportunities help people gain employment mitigating the impact of poverty.</p>	Good		Good	As above
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Opportunities for participation are encouraged within all our museums. Developing our work with children, young people and adults with health and social care needs is crucial, and an area that needs further investigation.</p>	Good		Good	As above
<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	<p>The Museum Service is currently providing a work placement for a young adult who was formerly a looked after child, and will continue to provide opportunities in partnership with Children's Social Services as part of their Traineeship Scheme for Young People Leaving Care</p>	Good		Good	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
Impact on PCC Workforce	A Trust type model will possibly see museum service staff transferred to a new organisation	Good		Good	As above

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Need at least 6 to 9 months to set up a trust and register as a charity.			
Inability of local authority to guarantee a stable grant and / or an inflation allowance for a specified number of years (due to changing wider financial changes).			
A new trust will have no reserves to fall back on at least initially.			
As more trusts are set up (standalone or including museums) it is becoming more difficult to access new streams of external funding as grant funds, private and commercial giving all become more Competitive			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Time to set up the trust needs to be taken into account including agreement over collection and building issues (lease, maintenance). Also developing a robust business plan especially in relation to income generation and the management of major risks (particularly around funding). Time is also needed to recruit trustees and a chair.			Low
Need a strong board of trustees with business focus, mixed with local expertise			Low
Will need to build up a reserve and develop a reserves policy (to cover a certain level of operating expenditure)			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Brecknock Museum shares the Cultural Hub with Brecon Library. Llanidloes Museum will co-locate with Llanidloes Library in Llanidloes Town Hall. Future delivery of the library service is also under review and so the Trust option for the Museum Service may impact on these co-locations with the Library Service. Co-located services however will bring positive impacts rather than negative impacts.			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
<p>Maintaining the status quo for Powys Museum Service is clearly not viable in the current (and continuing) financial climate within local government. Whilst there are no easy solutions, there are a number of options – established or developing – that might be considered to ensure the long term sustainability of the Museum Service outside the immediate control of the county council.</p>		

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
n/a

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Any external delivery model for Powys Museum Service will be subject to a Service Level Agreement between the Council and the new provider. This agreement will be subject to regular review and will set out the roles and responsibilities of both parties.
Please state when this Impact Assessment will be reviewed.
Annually

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Catherine Richards		
Head of Service:	Stuart Mackintosh		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Clr Graham Brown		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Schools	Head of Service	Ian Roberts	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Arwel Jones
Policy / Change Objective / Budget Saving	1718-30 Small school closures						
Outline Summary							
The proposal is to reduce the schools delegated budget to reflect the net reduction in budget requirement following the formal closure of Schools, Streams and units in the previous financial year.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Gareth Jones	Senior Manager – Central Services	28 th October 2015
V2	Gareth Jones	Senior Manager – Central Services	17th December 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	All transformation proposals will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding. The proposal will: i) Reduce overall surplus capacity ii) Deliver a more cost-effective delivery of learning iii) Provide an infrastructure that is resilient to future demographic or financial challenges	Good		Good	Consultation reports Schools service asset management plans

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community	Although the relevant education provision in the affected school will be removed, provision would be available in neighbouring larger schools / streams / units, which are more viable and will ensure a greater level of stability and resilience in terms of the provision of primary education. However, in smaller communities the school may be the only facility and the potential loss of community facilities for the village will impact on this priority.	Poor	The school buildings are owned by either the council or the Church in wales. Following any decision to close the school, the authority would engage in discussion with the Church and community in relation to future use of the school building.	Neutral	Consultation reports School service Asset management plan
Developing the economy	Concern has been expressed that the removal of a school from a community will have an impact on job opportunities in the village. Pupils will be transferred to neighbouring larger schools / streams / units where the quality of education is at least as good as the current provision, enabling them to develop skills that will prepare them to enter the workforce.	Neutral	The authority will utilise its schools redeployment policy to ensure that staff in the affected schools have opportunities to be appointed to other posts within other schools/ streams /units	Neutral	Consultation reports
Learning	All proposals aim to ensure that high quality education is accessible to all, and that it is affordable and sustainable with a focus on high quality leadership, teaching and learning. All children and young people (including those in receipt of free school meals and with additional learning needs) will be supported to achieve their full potential at the named receiving school or any other school pupils might wish to transfer to.	Good	In all School closures, transition plans would be put in place to support pupils with their move to alternative provision, to ensure that disruption is minimised and to ensure that all pupils achieve their full potential.	Good	Consultation Plans Estyn reports

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	<p>All transformational proposals will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding. Pupils will be transferred to neighbouring larger schools / streams / units where the quality of education is at least as good as the current provision, enabling them to develop skills that will prepare them to enter the workforce.</p>	Good		Good	Consultation reports Estyn reports
<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>	<p>The authority supports the Welsh Government's aspiration for 21st Century Schools which are for:</p> <ul style="list-style-type: none"> - learning environments that will enable the successful implementation of strategies for improvement and better educational outcomes - greater economy and efficiency for learning environments through better use of resources - a sustainable education system in Wales that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings <p>It is the authority's long term strategy to improve all its learning environments. However, the authority recognises that there will be additional travel involved for pupils.</p>	Neutral	<p>The authority has commissioned a review of those assets that were graded C or D in terms of condition, suitability and sustainability, and following receipt of this, will be considering an investment strategy to improve the sustainability and suitability of these buildings.</p>	Good	Schools Service Asset Management Plan

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Concerns are often raised in relation to the impact of the proposal on the well-being of pupils due to the proposed change of school and circumstances.</p>	<p>Poor</p>	<p>Full support will be provided to pupils transferring to the named receiving school or any other school to aid their transition.</p>	<p>Neutral</p>	<p>Consultation reports</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Concern has been raised in relation to the impact of the proposal on the affected community and community activities in the area. In particular in small communities concern is expressed when the school is the only community building in the local community.</p>	<p>Poor</p>	<p>The school buildings are owned either by the authority or Church in Wales. Following any decision to close a school, the authority would engage in discussion with the community and Church in relation to future use of the school building.</p>	<p>Neutral</p>	<p>Consultation reports Service asset management plan</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>	<p>The authority's view is that the proposals made seek to improve the learning opportunities and outcomes for all children, and that the proposal has the best interests of the child at heart. During the consultation processes, pupils are given the opportunity to contribute to the discussion, meeting the requirements of the UN Convention on the Rights of the Child for children to be heard.</p>	<p>Good</p>		<p>Good</p>	<p>Consultation reports</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>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>The authority when considering any transformation proposals ensures that the individual pupils access to 1st or 2nd language Welsh provision is maintained, with those pupils directly affected through the closure of a Welsh Stream being able to access 1st language Welsh provision in a larger Welsh medium school or stream.</p>	<p>Neutral</p>		<p>Neutral</p>	<p>Welsh in Education Strategic Plan (WESP)</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	As above	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	As above	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	As above	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	All schools offer a range of extra-curricular opportunities which provide opportunities for pupils to take part in sport, art and recreation, a wide range of activities are also provided at the named receiving school. As a larger school, it is likely that a wider range of activities would be available at the named receiving school. However, due to additional travel children living in the affected community may be unable to access activities provided after school due to their reliance on home to school transport.	Neutral	The authority will work with the Head teacher and Governing Body of the named receiving school and other schools pupils may wish to transfer to, to ensure that participation in all school activity is maximised for all learners.	Neutral	Community Impact Assessments Consultation reports
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).					
<i>Age</i>	The school transformation proposals does not impact on a specific group than any other group or the general population. Each consultation proposal is supported by a specific impact assessment for the individual proposal.	Neutral		Neutral	Consultation reports
<i>Disability</i>	As above	Neutral		Neutral	Consultation reports
<i>Gender reassignment</i>	As above	Neutral		Neutral	Consultation reports
<i>Marriage or civil partnership</i>	As above	Neutral		Neutral	Consultation reports
<i>Race</i>	As above	Neutral		Neutral	Consultation reports
<i>Religion or belief</i>	As above	Neutral		Neutral	Consultation reports
<i>Sex</i>	As above	Neutral		Neutral	Consultation reports
<i>Sexual Orientation</i>	As above	Neutral		Neutral	Consultation reports
<i>Pregnancy and Maternity</i>	As above	Neutral		Neutral	Consultation reports

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The School Transformation Programme considers the general long term forecasts for the Powys population, where it is identified that the population figures for school aged children will continue to fall.</p> <p>The proposals will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding.</p> <p>Pupils will be transferred to neighbouring larger schools where the quality of education is at least as good as the current provision, enabling them to develop skills that will prepare them to enter the workforce.</p>	Good		Good	School Service Asset Management Plan Pupil projections
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>The named receiving schools will continue to work in collaboration with other schools in the cluster and regionally, and with other partners, to ensure that every pupil is fully supported.</p>	Neutral		Neutral	
<p>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</p>	<p>A wide range of meetings take place with all proposals including statutory meetings with the Governing Body, Staff, Pupils, Parents and community when determining the proposals. Consultation on the proposals take place in accordance with the School Organisation Code, which included consultation meetings with staff, governors and parents / community, as well as a meeting with the school council.</p>	Neutral	<p>If the proposals are implemented, there will be an opportunity for any parent to seek election to the governing body, and there will be an opportunity for all parents to continue to engage with the school and governing body.</p>	Neutral	Consultation reports

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>The reasons for the proposals to close a school / stream / unit are many and complex and can include:</p> <ul style="list-style-type: none"> - A school / stream / unit has low numbers on roll for the three previous years. - A level of significant surplus places at the school - The funding per pupil is more than 120% of the council's average <p>The proposals will normally provide better value for money for the council in the long term, by ensuring more equitable distribution of funding and a more sustainable model of education.</p>	Good		Good	
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>With the majority of the transformation proposals, most of the issues raised during the consultation exercises are not supportive of the proposal.</p> <p>The service has undertaken some post implementation reviews of the impact and there is generally positive integration into the receiving schools community</p>	Poor	<p>The authority should undertake a timely post implementation review, through communication with the affected families.</p>	Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Free transport will be provided to all qualifying pupils affected by any proposal. However, it is acknowledged that it may be more difficult for the parents of pupils on low incomes that live in affected communities, due to the additional travel required of parents in order to attend activities at the school, or to collect pupils from after school activities.	Poor	The authority will work with the Head teacher and Governing Body of the named receiving schools and other schools pupils may wish to transfer to, to ensure that participation in all school activity is maximised for all learners and their families.	Neutral	Equality Impact assessments
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Safeguarding is of the utmost importance and safeguarding measures are in place in the named receiving schools and any other schools pupils may wish to transfer to.	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	All named receiving school will be supported in meeting the needs of looked after children, therefore the authority would have no major concerns about looked after children moving schools.	Neutral		Neutral	
Impact on PCC Workforce	The deletion of all posts in the affected schools.	Poor	There may be opportunity for additional posts in the receiving schools. The Council would look to utilise the redeployment policy where possible (Redundancy Policy).	Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Description of risks			
The main risk to transformation proposals is that of legal challenge to the authority on the proposals made			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
As the efficiency target is planned to be achieved in the first full school year following implementation of the proposals, the decision to implement the proposal has been made prior to the commencement of the relevant financial year			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Each school transformation proposal is subject to a strict school organisation process with a statutory process that is required to be followed. The identified efficiencies are planned to be implemented and achieved in the financial / school year following the enactment of the proposals	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



8. Is there additional evidence to support the Impact Assessment (IA)?

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

Cabinet reports on school closure and other transformation proposals

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

None, except for following school closure procedures.

Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Gareth Jones		
Head of Service:	Ian Roberts		
Strategic Director:	Jeremy Patterson		
Portfolio Holder:	Cllr Arwel Jones		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Schools	Head of Service	Ian Roberts	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Arwel Jones
Policy / Change Objective / Budget Saving		1718-31 Restructuring of school service					
Outline Summary							
The review and restructuring of the central Schools Service for the 2017-18 and 2018-19 financial years, the proposal will be met by a review of the non-staffing costs incurred across the central service budgets and the reduction of budget requirements where appropriate. Some of the required savings over the two years may be achieved through a re-evaluation of person specifications and Job Descriptions as individual members of the central team retire or move to new post in or external to the authority. As the level of required efficiency is low this is not expected to impact negatively on the delivery of the service to Schools and the Powys Community.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Gareth Jones	Senior Manager – Central Services	28 th October 2015
V2	Gareth Jones	Senior Manager – Central Services	22 nd November 2016
V3	Gareth Jones	Senior Manager – Central Services	16 th December 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral	Schools Service Management team meeting minutes
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral	Schools Service Management team meeting minutes.
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).	As above	Neutral	As above	Neutral	As above
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above	Neutral	As above	Neutral	As above
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above	Neutral	As above	Neutral	As above
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.	As above	Neutral	As above	Neutral	As above
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.					
<i>Opportunities for persons to use the Welsh language</i>	As above	Neutral	As above	Neutral	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	As above	Neutral	As above	Neutral	As above
Opportunities to promote the Welsh language	As above	Neutral	As above	Neutral	As above
Welsh Language impact on staff	As above	Neutral	As above	Neutral	As above
People are encouraged to do sport, art and recreation.	As above	Neutral	As above	Neutral	As above
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).					
Age	As above	Neutral	As above	Neutral	As above
Disability	As above	Neutral	As above	Neutral	As above
Gender reassignment	As above	Neutral	As above	Neutral	As above
Marriage or civil partnership	As above	Neutral	As above	Neutral	As above
Race	As above	Neutral	As above	Neutral	As above
Religion or belief	As above	Neutral	As above	Neutral	As above
Sex	As above	Neutral	As above	Neutral	As above
Sexual Orientation	As above	Neutral	As above	Neutral	As above
Pregnancy and Maternity	As above	Neutral	As above	Neutral	As above

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral	Schools Service Management team meeting minutes
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above	Neutral	As above	Neutral	As above

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	As above	Neutral	As above	Neutral	As above
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	As above	Neutral	As above	Neutral	As above
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	As above	Neutral	As above	Neutral	As above
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above	Neutral	As above	Neutral	As above
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above	Neutral	As above	Neutral	As above
Corporate Parenting: Enabling our looked after children to fulfil their potential.	As above	Neutral	As above	Neutral	As above
Impact on PCC Workforce	The impact on the workforce will be minimal as the £25k saving for 2017/18 will be achieved through achievement of non-staffing efficiencies. It is not expected that any compulsory redundancies will be required.	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Loss of Knowledge, Experience and Capacity			
Failure to meet statutory duties			
Reduction of support to schools			
Impact on Learner Outcomes			
Failure to maximise grant and other funding opportunities			
Financial risk of requiring consultants to cover knowledge gap in interim period.			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Succession planning			Low
The level of efficiencies required represents a small percentage of the overall staffing budget. The service is currently planning how it will deliver its services post change, and will ensure that critical services continue to be delivered.			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The impact on the workforce will be minimal as the £25k saving for 2017/18 will be achieved through achievement of non-staffing efficiencies. The service has a number of staff approaching retirement age and will review the person specification and job descriptions at the point of each staff change. It is not expected that any compulsory redundancies will be required. It is also not anticipated to impact on the delivery of services.</p> <p>Some of the required savings over the two years may be achieved through a re-evaluation of person specifications and Job Descriptions as individual members of the central team retire or move to new post in, or external to the authority.</p>	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
n/a

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Service Management Team – the service reviews its efficiencies and budgets on a monthly basis.

Please state when this Impact Assessment will be reviewed.

Monthly

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Gareth Jones		
Head of Service:	Ian Roberts		
Strategic Director:	Jeremy Patterson		
Portfolio Holder:	Clr Arwel Jones		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Schools	Head of Service	Ian Roberts	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Arwel Jones
Policy / Change Objective / Budget Saving	1718-33 Establish an internal supply insurance pool on a stop loss insurance basis						
Outline Summary							
<p>Many schools in Powys purchase a “supply insurance scheme” to cover the cost of staff that are absent due to sickness through a number of Insurance companies. Each of these scheme will have specific exemptions for areas such as stress and also includes a charge for an insurance tax.</p> <p>Discussions have been held with officers from the authority’s insurance broker and a neighbouring authority on the potential to establish an internal supply pool insurance arrangements.</p>							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Gareth Jones	Senior Manager – Central Services	28 th October 2015
V2	Gareth Jones	Senior Manager – Central Services	22 nd November 2016

2. How does your policy / change objective / budget saving impact on the council’s strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This proposal meets the aims of this council priority	Good	Develop detailed proposals for scheme prior to consultation with schools	Good	Pembrokeshire Supply Pooling arrangements
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	The establishment of an internal supply pool will allow the authority to have a single agreed set of regulations for all supply insurance cover provision, without the risk currently associated with individual school supply policies., The establishment of the central pooling arrangement will reduce the need for further efficiencies from schools budgets.	Good	Develop detailed proposals for scheme prior to consultation with schools	Good	Pembrokeshire Supply Pooling arrangements

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No impact	Neutral		Neutral	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	The proposal allows the authority to apply its own rules around staff included to be covered under the scheme, as opposed to the current system where some staff are excluded by individual insurance companies	Good	Develop detailed proposals for scheme prior to consultation with schools	Good	Pembrokeshire Supply Pooling arrangements
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	The proposed scheme will cover maternity costs and therefore excludes any equality issues if the authority decided to delegate responsibilities	Good	Develop detailed proposals for scheme prior to consultation with schools	Good	Pembrokeshire Supply Pooling arrangements

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The pooling arrangement would allow the authority to develop a mutual fund which would allow the assurance of cover to schools on a long term basis.	Good	Develop detailed proposals for scheme prior to consultation with schools	Good	Pembrokeshire Supply Pooling arrangements
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The proposal is to link into a mutual fund that has been developed by Pembrokeshire LA for their schools.	Good	As above	Good	As above
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Some initial discussions have been undertaken with schools. Further work is required once the proposals have been developed.	Good	As above	Good	As above
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	The mutual fund would eliminate the issue of staff not being covered under a scheme mid illness.	Good	As above	Good	As above
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Schools not wishing to join the scheme			
Scheme not financially viable			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Further develop proposals with Pembrokeshire			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Yes – some data exchange would be required from the Establishment Services to Pembrokeshire LA			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The implementation of a mutual supply fund would provide additional financial planning and security to schools	

8. Is there additional evidence to support the Impact Assessment (IA)?

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

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Supply sickness monitoring reports
Project review meetings

Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Gareth Jones		
Head of Service:	Ian Roberts		
Strategic Director:	Jeremy Patterson		
Portfolio Holder:	Clr Arwel Jones		26/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Legal Services	Head of Service	Clive Pinney	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Wynne Jones
Policy / Change Objective / Budget Saving	1718-48 Reduce photocopying budget						
Outline Summary							
Reduce Members photocopying budget by using ModernGov agenda management system. This allows Members to view agendas and documentation electronically, and will reduce the number of paper copies required.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Steve Boyd	Cabinet Manager	20 Oct 2015
2	Steve Boyd	Cabinet Manager	19 th September 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This proposal contributes to the savings target set.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No impact	Neutral		Neutral	
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).	Reducing the amount of printing undertaken for Members will positively contribute to reducing our carbon footprint.	Good		Good	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	Using ModernGov to reduce photocopying costs meets the current requirements of the Council and contributes to reducing the amount of paper copies required, which in turn contributes to meeting our savings target.	Good		Good	
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i>	Cabinet and Members have been consulted through the budget workshop process	Good		Good	Cabinet report and workshop documentation
Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i>	No impact	Neutral		Neutral	
Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	Reduction in output required from Reprographics	Unknown		Unknown	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Member non-compliance			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
Member training on use of ModernGov including how to make notes electronically on documents			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Will reduce workload within Reprographics			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Using ModernGov will help the Council to work towards reducing the Members photocopying budget as it will enable all agendas and attachments to be viewed electronically.		

8. Is there additional evidence to support the Impact Assessment (IA)?

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monthly budget reports, number of cartridges requested for home use.
Please state when this Impact Assessment will be reviewed.
Monthly

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Steve Boyd		19 th September 2016
Head of Service:	Clive Pinney		
Strategic Director:	Jeremy Patterson		
Portfolio Holder:	Clr Wynne Jones		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Legal Services	Head of Service	Clive Pinney	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Wynne Jones
Policy / Change Objective / Budget Saving	1718-49 Reduce travel expenses						
Outline Summary							
Reduce Members travel expenses by increased use of video conferencing, skype, car sharing, reduction in meetings and reduction in membership of committees.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Steve Boyd	Cabinet Manager	20 Oct 2015
2	Steve Boyd	Cabinet Manager	19 th September 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	This proposal contributes to the savings target set.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No impact	Neutral		Neutral	
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).	Reducing the amount miles travelled by Members will positively contribute to reducing our carbon footprint.	Good		Good	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> <small>(after mitigation)</small> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	No impact	Neutral		Neutral	
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	No impact	Neutral		Neutral	Cabinet report and workshop documentation

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.	Cabinet and Members have been consulted through the budget workshop process.	Good		Good	Cabinet report and workshop documentation
Prevention: How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.	No impact	Neutral		Neutral	
Integration: Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Members not car sharing			
No reduction in the number of meetings			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
None			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Encouraging Members to car share and reducing the number of committee meetings as well as the membership of these meetings will reduce the number of miles being claimed by our Members. This will have a positive impact on the savings target.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
n/a

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monthly budget reports
Please state when this Impact Assessment will be reviewed.
Monthly

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Steve Boyd		19 th September 2016

Head of Service:	Clive Pinney		
Strategic Director:	Jeremy Patterson		
Portfolio Holder:	Clr Wynne Jones		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Business Services	Head of Service	Mark Evans	Strategic Director	David Powell	Portfolio Holder	Cllr Wynne Jones Cllr Rosemarie Harris
Policy / Change Objective / Budget Saving		1718-56 Third Party Spend					
Outline Summary							
Reduction in 3 rd Party spend in respect of Hired and Contracted Services. To utilise budget monitoring data including year on year spend on hired and contracted services to analyse and identify budget lines across the service area that can be potentially reduced based on usage and requirement going forward. It is important to note that this analysis has already been carried out and the savings target applied for this proposal will be realised from quarter one of the 17/18 Financial year.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V 1.0	Mark Evans	Head of Business Services	January 2017

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Review current needs and levels of 3 rd Party hired & Contracted Services based on budget analysis and comparators reducing where relevant.	Good	Through effective budget monitoring and spend controls we will reduce baseline budget and achieve savings without impacting on staffing.	Good	Budget analysis and spend control
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No impact	Neutral		Neutral	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	No impact	Neutral		Neutral	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No impact	Neutral		Neutral	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact	Neutral		Neutral	
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Neutral		Neutral	
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
No risks			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
None required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The budget monitoring, comparators and periodic analysis of 3 rd party spend across Business Services will ensure we deliver the specific savings for 17/18 and potentially beyond.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
The reduction in the respective baseline budget and therefore savings is based on comparing baseline budget against actual spend and reacting to trends and organisational change that impacts on the support service provision.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Quarterly in alignment with the corporate service area performance monitoring which includes budget.
Please state when this Impact Assessment will be reviewed.
Quarterly in alignment with the corporate service area performance monitoring which includes budget.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



10. Sign Off

Position	Name	Signature	Date
Service Manager:	BSMT Members		
Head of Service:	Mark Evans		
Strategic Director:	David Powell		
Portfolio Holder:	Cllr Wynne Jones Cllr Rosemarie Harris		25/01/2017 24/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Business Services	Head of Service	Mark Evans	Strategic Director	David Powell	Portfolio Holder	Cllr Wynne Jones Cllr Rosemarie Harris
Policy / Change Objective / Budget Saving	1718-57 General supplies and services						
Outline Summary							
To utilise budget monitoring data including year on year spend on supplies and services to analyse and identify budget lines across the service area that can be potentially reduced. The reduction in the respective baseline budget and therefore savings is based on comparing baseline budget against actual spend and reacting to trends and organisational change that impacts on the support service provision. It is important to note that this analysis has already been carried out and the savings target applied for this proposal will be realised from quarter one of the 17/18 Financial year.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V 1.0	Mark Evans	Head of Business Services & Customer Services	12 th January 2017

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Review current needs and levels of supplies and services based on budget analysis and comparators reducing where relevant.	Good	Through effective budget monitoring and spend controls we will reduce baseline budget and achieve savings without impacting on staffing.	Good	Budget analysis and spend control
Supporting people in the community	No Impact	Neutral	No Impact	Neutral	No Impact
Developing the economy	No Impact	Neutral	No Impact	Neutral	No Impact
Learning	No Impact	Neutral	No Impact	Neutral	No Impact

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	No Impact	Neutral		Neutral	
<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>	No Impact	Neutral		Neutral	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	No Impact	Neutral		Neutral	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	No Impact	Neutral		Neutral	
<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>	No Impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	
Opportunities to promote the Welsh language	No impact	Neutral		Neutral	
Welsh Language impact on staff	No impact	Neutral		Neutral	
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral	
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).					
Age	No impact	Neutral		Neutral	
Disability	No impact	Neutral		Neutral	
Gender reassignment	No impact	Neutral		Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	
Race	No impact	Neutral		Neutral	
Religion or belief	No impact	Neutral		Neutral	
Sex	No impact	Neutral		Neutral	
Sexual Orientation	No impact	Neutral		Neutral	
Pregnancy and Maternity	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No Impact	Neutral		Neutral	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No Impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No Impact	Neutral		Neutral	
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No Impact	Neutral		Neutral	
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No Impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No Impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No Impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No Impact	Neutral		Neutral	
Impact on PCC Workforce	No Impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
No risk			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
None required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The budget monitoring, comparators and periodic analysis of Supplies and Services will ensure we deliver the specific savings for 17/18 and potentially beyond.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
The reduction in the respective baseline budget and therefore savings is based on comparing baseline budget against actual spend and reacting to trends and organisational change that impacts on the support service provision.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Quarterly in alignment with the corporate service area performance monitoring which includes budget.
Please state when this Impact Assessment will be reviewed.
Quarterly in alignment with the corporate service area performance monitoring which includes budget.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



10. Sign Off

Position	Name	Signature	Date
Service Manager:	BSMT Members		
Head of Service:	Mark Evans		
Strategic Director:	David Powell		
Portfolio Holder:	Cllr Wynne Jones Cllr Rosemarie Harris		25/01/2017 24/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Business Services	Head of Service	Mark Evans	Strategic Director	David Powell	Portfolio Holder	Cllr Wynne Jones
Policy / Change Objective / Budget Saving	1718-61 Removal of Pensioner Grant						
Outline Summary							
Removal of £128k additional pensioner grant. A non-ring fenced RSG amount was being used as a discretionary grant to pay certain low income pensioners an additional reduction towards their council tax over and above the amount they received for the main Council Tax Reduction Scheme. An amount of between £10 and £85 was awarded to approx. 1500 pensioners depending on their circs.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	David Morris	Professional Leads – Income and Awards	28/10/15

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Reduced funding from central gov funds and need for reduced cost of services means removing this discretionary amount will help PCC meet its reduced budget requirements	Good		Good	
Supporting people in the community	A reduction for up to 1500 pensioners of between £10 and £85 per annum towards their council tax costs. Small value on an individual level.	Good	Other mandatory reductions (e.g. Council Tax Reduction Scheme) and discretionary schemes are available if hardship occurs	Good	Policy and legislation
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
<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>	No impact	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	No impact	Neutral		Neutral	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>Treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral		Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Neutral	
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).					
<i>Age</i>	The scheme did disproportionately provide more help to pensioner. Removal of the scheme will mean pensioners can access the same schemes as all other age ranges.	Good		Good	
<i>Disability</i>	No impact	Neutral		Neutral	
<i>Gender reassignment</i>	No impact	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	No impact	Neutral		Neutral	
<i>Religion or belief</i>	No impact	Neutral		Neutral	
<i>Sex</i>	No impact	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	No impact	Neutral		Neutral	
Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i>	No impact	Neutral		Neutral	
Involvement (including Communication and Engagement): <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i>	No impact	Neutral		Neutral	
Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i>	No impact	Neutral		Neutral	
Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	£128k is being removed from low income pensioners	Good	Other schemes including discretionary hardship schemes are still available	Good	Policy and legislation
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
No risk			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
None required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Removal of this discretionary scheme will impact some pensioner but the value level to each is minimal and other schemes are still available	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
N/A

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
None
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	David Morris		15/10/15
Head of Service:	Mark Evans		15/10/15
Strategic Director:	David Powell		
Portfolio Holder:	Clr Wynne Jones		25/01/2017

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	Financial Services	Head of Service	Jane Thomas	Strategic Director	David Powell	Portfolio Holder	Clr Wynne Jones
Policy / Change Objective / Budget Saving	1718-62 Budget Reductions across Central Areas						
Outline Summary							
Budget Reductions across Corporate Budget headings – to identify savings across Corporate budget headings. Insurance policies were re-tendered in October 2016 and we have seen a substantial reduction in the level of premiums paid. The £103k saving is being met from this reduction.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1.1	Jane Thomas	Professional Lead for Finance	11/12/15
1.2	Jane Thomas	Acting Head of Financial Services	9 th December 2016

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Insurance re-tendering secured savings on the premiums paid.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	No impact	Neutral		Neutral	
Learning	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement (after mitigation) Please select from drop down box below	Source of Outline Evidence to support judgement
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.	No impact	Neutral		Neutral	
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).	No impact	Neutral		Neutral	
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact	Neutral		Neutral	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
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.	No impact	Neutral		Neutral	
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.					
<i>Opportunities for persons to use the Welsh language</i>	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	
Opportunities to promote the Welsh language	No impact	Neutral		Neutral	
Welsh Language impact on staff	No impact	Neutral		Neutral	
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral	
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).					
Age	No impact	Neutral		Neutral	
Disability	No impact	Neutral		Neutral	
Gender reassignment	No impact	Neutral		Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	
Race	No impact	Neutral		Neutral	
Religion or belief	No impact	Neutral		Neutral	
Sex	No impact	Neutral		Neutral	
Sexual Orientation	No impact	Neutral		Neutral	
Pregnancy and Maternity	No impact	Neutral		Neutral	

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.	No impact	Neutral		Neutral	
Collaboration: Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement (after mitigation)</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Involvement (including Communication and Engagement): The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.	No impact	Neutral		Neutral	
Prevention: How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.	No impact	Neutral		Neutral	
Integration: Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	No impact	Neutral		Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral		Neutral	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
Impact on PCC Workforce	No impact	Neutral		Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
No increased risk identified			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk (after mitigation)
None required			Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The same level of cover has been provided at a lower premium cost, following a re-tendering exercise. A cost benefit analysis was undertaken to identify the appropriate excess levels.	

8. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
None

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
To be determined
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Anne Phillips		
Head of Service:	Jane Thomas		
Strategic Director:	David Powell		
Portfolio Holder:	Clr Wynne Jones		25/01/2017

FORM ENDS