

# Cyngor Sir Powys County Council

## **Impact Assessment (IA)**

*The integrated approach to support effective decision making*



### Medium Risk Impact Assessments

- 1718-05 Withdraw from Village Halls
- 1718-12 Staff Reduction – Natural Wastage and ongoing Staff Restructure
- 1718-13 Fleet / Transport
- 1718-19 Business Support (New Model)
- 1718-37 Reduce in admissions to residential care
- 1718-38 Right sizing high cost placements
- 1718-39 LD Supported Living
- 1718-40 Community Care Packages
- 1718-42a Bannau / Camlas
- 1718-42b Bannau / Camlas (Income)
- 1718-44 Fostering Team – realignment
- 1718-45 Children's Services New Model
- 1718-54 Income Saving from PWC Review

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Regeneration, Planning and Commissioning	<b>Head of Service</b>	Sue Bolter	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	Cllr Tony Thomas
<b>Policy / Change Objective / Budget Saving</b>		1718-05 Withdraw from Village Halls					
<b>Outline Summary</b>							
The Village Hall Revenue scheme supports a wide range of Community Centres and Village Halls across the County, the proposal is to withdraw from the scheme and make the saving over a two year period. This IA refers to the removal of the existing 50% grant that will be removed 31 <sup>st</sup> 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	Jenni Thomas	Regeneration Manager	15/10/15
V2	Jenni Thomas	Regeneration Manager	08/12/16

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?	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 deliver the budget reductions required. However there could be an impact on the community delivery project.	Good		Good	Customer feedback
Supporting people in the community	Local village hall / community centres are integral to the community for community activities developed and run by volunteers and providing the facilities for a range of services (statutory and non-statutory). Reducing funding will potentially lead to these services and projects being unable to be provided locally. Other council provision delivered at these halls may not be able to continue.	Very Poor	A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close. No other revenue funding available.	Poor	Annual statistical information from each form within the revenue scheme, including audited accounts

**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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Developing the economy</b>	More money is kept within the local area as services are available locally. Functions held in the halls use local traders i.e. catering	Very Poor	A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close with the resulting in loss of local trade.	Poor	Annual statistical information from each from within the revenue scheme, including audited accounts. Annual log of activities and usage hours.
<b>Learning</b>	Courses are run within local halls by NPTC Group, PAVO, YFC, WI etc. If the charges were increased to cover greater cost the groups may be forced to cease courses.	Very Poor	A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close. Signposting organisations to other funding opportunities to enable courses to run.	Poor	Annual log of activities and usage hours.

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>Courses are run within local halls by NPTC Group, PAVO, YFC, WI etc. If the charges were increased to cover greater cost the groups may be forced to cease courses.</p>	<p>Very Poor</p>	<p>A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close. Signposting organisations to other funding opportunities to enable courses to run.</p>	<p>Poor</p>	<p>Annual log of activities and usage hours.</p>
<p><b>A resilient Wales:</b> 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><b>A healthier Wales:</b> 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>A range of activities, including fitness classes are held in the halls providing physical and mental wellbeing.</p>	<p>Very Poor</p>	<p>A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close.</p>	<p>Poor</p>	<p>Annual log of activities and usage hours.</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>Halls provide a community hub and make the area more attractive to people.</p>	<p>Very Poor</p>	<p>A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close, potentially leading to rural isolation. Withdrawal of funding will encourage communities to be more pro-active and undertake fund-raising which would have a positive impact on community cohesion.</p>	<p>Neutral</p>	<p>Annual log of activities and usage hours.</p>
<p><b>A globally responsible Wales:</b> 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><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>Some areas have a majority of Welsh speakers and the availability of local halls allows people to use the Welsh Language and maintain the Welsh Culture.</p>	<p>Poor</p>	<p>A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close.</p>	<p>Neutral</p>	<p>Welsh language usage data</p>
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Some areas have a majority of Welsh speakers and the availability of local halls allows people to use the Welsh Language</p>	<p>Poor</p>	<p>As above</p>	<p>Neutral</p>	<p>Welsh language usage data</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>The closure of local halls may make it more difficult for people to participate through the Welsh language.</p>	<p>Poor</p>	<p>As above</p>	<p>Neutral</p>	<p>Welsh Language usage data</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>Halls provide opportunities for cultural, arts and sports activities.</p>	<p>Poor</p>	<p>As above</p>	<p>Neutral</p>	<p>Activity logs and usage data</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).					
Age	Potentially older people would be less able to access services and activities.	Poor	Review of day time activities project is currently undertaking work to understand users and groups that are held at village halls	Poor	
Disability	Potentially people with disabilities would be less able to access services and activities.	Poor	As above	Poor	
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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	If a hall closes then it is likely to remain closed with the resulting loss to the community.	Very Poor	A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts, however some halls may become unsustainable and be forced to close.	Poor	Activity logs and hours used data
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Various groups and agencies are involved in the running of the halls and the activities working together to provide services for the communities. The potential closure of the halls will impact on this	Poor	As above	Neutral	Annual statistical information from each from within the revenue scheme, including audited accounts. Annual log of activities and usage hours.

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	Letters previously sent to all village hall committees informing them of the future cessation of funding. A second letter confirming withdrawal of funding has also been sent.	Good		Good	
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Neutral		Neutral	
<b>Integration:</b> <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	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Services provided in the halls are usually relatively cheap to attend, both in terms of admission and travel costs. Reducing availability may have an impact on people's ability to access these.	Poor		Poor	
<b>Safeguarding:</b> 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	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	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
-----------------------------	---	---------------

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



Medium	Medium	Medium
--------	--------	--------

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

Description of risks			
Reducing funding may result in community halls closing with the knock on reduction in provision of local services and activities (both statutory and non-statutory.) Political and reputational risk for both the council and the community delivery project.			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
A damping scheme was introduced for 2016/17 to try to alleviate some of the negative impacts			Medium
Encourage Community Centres to increase funding			Medium
Encourage Community Councils to increase fund raising for their Community Centres			Medium
Encourage Community Centre Management Committees to review their Business Models			Medium
Act as a forum for best practice for fund raising			Medium
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			
Council services run through community centres.			



# 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?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
Reducing funding to community/village halls will deliver the budget reductions required. However there could be an impact on communities through reduced or withdrawn service delivery (by both the council and other agencies), the provision of community activities, the authority's community delivery project and the council's reputation.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
The council would no longer have evidence of community activities or links with communities through this route as this information is currently provided through the grant monitoring process.

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
If grants are withdrawn there will be no monitoring process as this is currently part of the grant terms and conditions.
<b>Please state when this Impact Assessment will be reviewed.</b>

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Jenni Thomas		8 <sup>th</sup> December 2016
Head of Service:	Sue Bolter		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr Tony Thomas		27/01/2017

# FORM ENDS

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



<b>Service Area</b>	HTR	<b>Head of Service</b>	Nigel Brinn	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	Cllr John Brunt Cllr John Powell
<b>Policy / Change Objective / Budget Saving</b>	1718-12 Staff Reduction – Natural Wastage and ongoing Staff Restructure						
<b>Outline Summary</b>							
<b>Business support (£60k)</b>							
Resource has already transferred into service. Further reductions to the business support team are not considered achievable and the service will try to deliver the savings from within the service. This will involve a further review of the support required at some of the depot locations.							
<b>Staff reductions (£200k)</b>							
Whilst significant savings have been made in the staffing budget this further saving is required to meet the MTFs. This saving has focussed on managerial savings and is in part already met as savings have been overachieved with 15/16. Further savings are to be made but they are unlikely to meet the full amount required so the service intends to meet these costs internally.							

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

Version	Author	Job Title	Date
1	Nigel Brinn	Head of Service	09/12/16

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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Less resource deployed to manage admin and managerial function.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	Reduction in workforce may impact on local economy.	Unknown	All redeployment opportunities will be considered.	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>	A reduction in the workforce will potentially have a negative impact on the economy.	Unknown	All redeployment opportunities will be considered.	Unknown	
<p><b>A resilient Wales:</b> 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><b>A healthier Wales:</b> 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><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Neutral	
<p><b>A globally responsible Wales:</b> 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	
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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	
<b>A more equal Wales:</b> 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>	All changes will follow the adopted PCC policy on the Management of Change and will therefore ensure the protection of staff's protected characteristics where appropriate.	Unknown		Unknown	
<i>Disability</i>	As above	Unknown		Unknown	
<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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This is medium to short term solution to deal with the requirements of the MTFs.	Unknown		Unknown	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	All staff and managers involved will be engaged with the MoC process as necessary.	Unknown		Unknown	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> 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	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Potential detrimental impact on staff and their household incomes.	Unknown		Unknown	
<b>Safeguarding:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	All staff and managers involved will be engaged with the MoC process as necessary.	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
Medium	High	Medium

### 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 savings			
Detrimental impact on operational service delivery			
Disruption to service, management resource required, morale and lack of resilience			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Identify savings target as an MTFS pressure for 17/18 and look to address within the service area budgets.			Medium
Need to adequately plan any changes to ensure that the impact is minimalised.			Medium
Again the project needs to be carefully implemented to minimise the residual impact.			Medium
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			
Only the support services to HTR will be directly affected such as finance, HR, payroll.			

### 7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The detail of the project is only at concept/preliminary stage at present but will be carefully monitored as progression commences.	

**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?**

Not at this stage

9. On-going monitoring arrangements?

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

There will be no further reviews of the service impact but personal impacts will be picked up at IPR's etc.

**Please state when this Impact Assessment will be reviewed.**

At appropriate times during the project development.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Nigel Brinn		
Head of Service:	Nigel Brinn		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr John Brunt Cllr John Powell		25/01/2017 24/01/2017

**FORM ENDS**

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Highways, Transport & Recycling	<b>Head of Service</b>	Nigel Brinn	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	CLlr John Brunt
<b>Policy / Change Objective / Budget Saving</b>		1718-13 Fleet/Transport – Review of targets					
<b>Outline Summary</b>							
<p>Meeting the MTFS savings target for FY 16/17 (£100k), FY17/18 (£100k) and FY18/19 (£100k). The principal issue is the progression of phased changes to rationalise the Integrated Transport Unit (ITU) workshop structure and the staffing levels therein, to reflect the reduced fleet size and to deliver a more resilient service to enhance the operational availability of mission-critical vehicle and plant assets.</p> <p><b>Fleet workshop rationalisation</b></p> <p>At the start of 2015, Fleet maintenance/repair activity was carried out in 6 separate buildings located at 5 different depots. The first phase of the rationalisation was completed on 02.04.16, with the closure of the vehicle workshop at Penybont depot. That change was covered by Version 1 of this impact assessment, issued on 29 October 2015. The full-year savings amount to £107k and thus have met the MTFS target for FY16/17 of £100k. The major change associated with the implementation of the second phase of rationalisation is the proposed closure of the plant workshop at Llandrindod Wells (Unit 1, Ddole Road). This phase was launched in November 2016 via an informal staff consultation process. Formal consultation is expected to take place in January 2017 and thus it is envisaged that the second phase will be implemented during the latter part of Q4 2016/17. Annual savings from this phase are estimated at £80k. There are numerous minor changes associated with the second phase, which are critical if the Fleet component of ITU is to effectively meet the demands that will arise from the working pattern change to be implemented in Waste &amp; Recycling and the need to ensure that the ITU can provide a suitably responsive and resilient service. One of these minor changes will be the cessation of plant equipment maintenance activity at Welshpool depot, this task will transfer to Newtown. Consequently the second phase of rationalisation will reduce the number of buildings used for Fleet maintenance to three on two sites (Newtown &amp; Brecon [the latter is provided with separate vehicle and plant workshops]).</p> <p>On 26 February 2016, full Council ratified the inclusion of the sum of £2.5m in the capital budget. This provision is intended to fund the acquisition of a suitable single site in the centre of the County and the construction of a purpose-built Transport workshop, with an opportunity to share the building and thus capital and operating costs with Mid and West Wales Fire Service. At the time of writing, a detailed business case is under development. Provisionally, it is considered that there will be savings opportunities arising which may be sufficient to meet the MTFS target for 2018/19. At the time of writing, a full business case is in course of preparation; this includes consideration of the cost of refurbishment of the existing facilities. The Fleet 'back office' team re-located to County Hall on 23 July 2016 from Unit 1, Ddole Road, Llandrindod Wells. With all ITU office staff now co-located, there is an opportunity to reduce costs whilst enhancing business resilience. One member of staff retired at the end of October 2016 and this vacancy will be surrendered, offering a full-year saving in 2017/18 of approximately £25k based on SCP20 (including employment overheads).</p> <p><b>Commercial vehicle and mobile plant fleet</b></p> <p>Since 2013, a progressive rationalisation of the commercial vehicle fleet has taken place, with over 100 vehicles being identified as surplus and subsequently sold. The focus is now on the replacement of those remaining assets and with confirmation that adequate capital resources are available, a phased replacement programme has commenced. The initial focus has been on the acquisition of mobile plant assets to significantly reduce revenue expenditure on external hire. The emphasis then shifted to the specification and the procurement of specialised vehicle asset types with the longest-lead times. More recently the procurement process has commenced for a range of less specialised vehicles and the first of these are entering service at the time of writing. The rationalised commercial vehicle and mobile plant fleet contains a significant number of assets that are over-life. Replacement of these is now critical to ensure that current levels of revenue expenditure on repairs and maintenance can be reduced in order to help meet the MTFS financial target, hence the current asset replacement programme. In particular, there must be a reduction in revenue spend on spare parts and external contractors.</p>							



# 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
1.1	Stephen Offley	Senior Manager Integrated Transport Unit	29/10/2015
2	Stephen Offley	Senior Manager Integrated Transport Unit	05.01.2017.

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?	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
Services delivered for less	It is essential that ITU workshops are rationalised (reduced in number) so that they can better meet the increased demands placed upon them by changes to the requirements of the business, principally driven by changes to front-line service delivery, especially revised work patterns planned by Waste & Recycling (W&R) and which may be implemented by other services in future. Reducing the footprint of workshops in depots will provide opportunities for the consolidation of those depots.	Good	Take steps to minimise loss of skilled staff to maintain organisational technical capability – consultation, provision of Disturbance Allowance	Good	Consultation with internal client managers
Supporting people in the community	No impact envisaged	Neutral		Neutral	
Developing the economy	Maintaining the capability to maintain and repair specialist heavy vehicles in the County is of strategic importance, not only to provide resilient, responsive support to critical front line Council services, but also to avoid the routine export of such work cross-border which would be necessary if no suitable premises/skills are available, or if a decision was taken to fully outsource Fleet maintenance and repair activity.	Good	Workshop rationalisation process is phased. The centralised workshop concept is supported by the Fire service and joint operation will provide a more resilient facility.	Very Good	Local market knowledge. Regular and effective liaison with partnering organisation.

# 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	Workshop teams currently includes motor vehicle apprentices. No change to this arrangement is envisaged.	Good	It is intended to continue with the apprentice training programme to support an effective workforce succession planning process. Whilst permanent posts cannot be guaranteed for qualifying apprentices, the specialist knowledge they gain during their training programme with PCC makes it highly desirable that they are offered permanent contracts once they qualify.	Good	Current workforce demographic is relatively aged

### 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
<b>A prosperous Wales:</b> 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.	Workshop rationalisation can be expected to increase productivity and to enhance employee safety, whilst a centralised modern building will offer reduced energy consumption and thus reduced carbon footprint.	Good	Where cost-effective, installation of on-site renewable energy generation, as a vehicle workshop is a relatively energy-hungry building (heating, lighting, ventilation, air compression).	Very Good	Industry knowledge. Civil engineering colleagues

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



<p><b>A resilient Wales:</b>  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>Maintaining the capability to maintain and repair specialist heavy vehicles in the County is of strategic importance, to ensure critical front line services enjoy resilient support. It is also important to avoid the routine export of such work cross-border which would otherwise be necessary if no suitable premises are available. Outsourcing would have consequent environmental impact from additional road fuel usage, coupled with a significant diminution of the essential diagnostic, mechanical, hydraulic and electrical engineering skills which are currently available inside the County boundary.</p>	<p>Good</p>	<p>Construction of up-to-date, safe premises and thus attractive working environment which will help to retain the existing skill base whilst attracting others with the necessary skills.</p>	<p>Good</p>	<p>As above</p>
<p><b>A healthier Wales:</b>  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 construction of a modern workshop will enhance employee safety and provide a more attractive working environment.</p>	<p>Good</p>	<p>Some additional travel will be required with a centralised workshop. The estimated cost of this forms part of the formal business case. The associated environmental effects will be minimised by the acquisition of modern, low-emission vehicles as part of the current Fleet replacement programme.</p>	<p>Good</p>	<p>As above</p>
<p><b>A Wales of cohesive communities:</b>  Attractive, viable, safe and well-connected Communities.</p>	<p>No impact envisaged</p>	<p>Neutral</p>		<p>Neutral</p>	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><b>A globally responsible Wales:</b> 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 construction of a centralised modern building will offer reduced energy consumption and thus reduced carbon footprint.</p>	<p>Good</p>	<p>Some additional travel will be required with a centralised workshop. The estimated cost of this forms part of the formal business case. The associated environmental effects will be minimised by the acquisition of modern, low-emission vehicles as part of the current Fleet replacement programme. Installation of on-site renewable energy generation will reduce the current level of reliance on fossil fuels (e.g. heating oil, natural gas).</p>	<p>Good</p>	<p>As above</p>
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> 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 envisaged</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 envisaged</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>No impact envisaged</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>No impact envisaged</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>No impact envisaged</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><b>A more equal Wales:</b> 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 current workshop staff demographic is relatively aged. The construction of a modern workshop will provide an attractive technical working environment which in future will help to attract a more diverse workforce and thus help to deliver a resilient and more sustainable service.	Good	Provision of Disturbance allowance will help maintain existing skill base. Encouragement of car sharing will mitigate impact of increased travel for those staff.	Good	Employment statistics Industry knowledge
Disability	No impact envisaged	Neutral		Neutral	
Gender reassignment	No impact envisaged	Neutral		Neutral	
Marriage or civil partnership	No impact envisaged	Neutral		Neutral	
Race	No impact envisaged	Neutral		Neutral	
Religion or belief	No impact envisaged	Neutral		Neutral	
Sex	The current Fleet workshops teams (24 people) are all-male at the time of writing, whilst the remainder of the ITU team is split 13 female/8 male. The construction of a modern workshop will provide an attractive technical working environment which in future will help to attract a more diverse workforce.	Good	Recruitment policy considers only the most suitable person for the job. Engagement of female applicants for apprentice training will be actively encouraged.	Good	Employment statistics
Sexual Orientation	No impact envisaged	Neutral		Neutral	
Pregnancy and Maternity	No impact envisaged	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?	<b>Inherent Judgement</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>Residual Judgement (after mitigation)</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	The phased approach to workshop rationalisation with the goal of a new centralised facility is absolutely aligned with this principle. Short/medium term benefit enhanced by long-term resilience.	Good	Provision of Disturbance allowance will help maintain existing skill base. Encouragement of car sharing will mitigate impact of increased travel.	Good	Industry knowledge
<b>Collaboration:</b> <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>	The shared risk approach to operation of a centralised workshop is aligned with this perspective.	Good	Development of joint working will minimise visual and environmental impact	Good	Industry knowledge; consultation with PCC peers and colleagues in the Fire Service
<b>Involvement:</b> <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> <b>Communication and Engagement</b>	All employees affected by planned/proposed changes will be consulted in accordance with the Management of Change process.	Good	Effective communication process, e.g. via regular internal newsletter, special bulletins and briefings. Provision of Disturbance allowance will help maintain existing skill base.	Neutral	Industry knowledge; consultation with PCC peers and colleagues in the Fire Service
<b>Prevention:</b> <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i>	The rationalisation of workshops impacts on Prevention by ensuring that the strategic capability to maintain light, specialist and heavy vehicles and plant does not deteriorate and is actually rendered more resilient in future. This resilience can be expected to directly benefit critical front-line service delivery by enhancing quality whilst reducing cost.	Good	See all mitigating actions above	Good	Industry knowledge; consultation with PCC peers and colleagues in the Fire Service

# 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><b>Integration:</b> <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 shared risk approach to operation of a centralised workshop (i.e. joint construction & operation with the Fire Service) is fully aligned with this perspective. PCC workshops currently maintain all 28 Powys teaching Health Board vehicles and up to 40 Welsh Ambulance Service Trust ambulances on a pay-one-use basis.	Good	Seek opportunities for undertaking a greater volume of rechargeable work than is currently the case (current external income, approximately £40k p.a.).	Good	Industry knowledge; consultation with PCC peers and colleagues working for other governmental organisations with light and heavy vehicle fleets
<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	The rationalisation of workshops impacts on Preventing Poverty by ensuring that the strategic capability to maintain light, specialist and heavy vehicles and plant is more likely to remain within Powys, as it creates jobs. The current staffing level of ITU workshops is 24. A number of the roles located in County Hall support the workshop operation.	Neutral	Continue the current apprentice training programme, expanding where budget and logistics makes this appropriate	Good	Industry knowledge; consultation with PCC peers and colleagues in the Fire Service
<p><b>Safeguarding:</b> 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 envisaged	Neutral		Neutral	
<p><b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.</p>	No impact envisaged	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?	<b>Inherent Judgement</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>Residual Judgement (after mitigation)</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Impact on PCC Workforce</b>	The phased approach to workshop rationalisation is designed to minimise the impact on the Fleet workforce whilst enabling others in front-line services to complete their operational tasks more efficiently and at lower cost in financial and environmental terms. In the long term this programme will safeguard jobs.	Good	Effective communication process, e.g. via regular internal newsletter, special bulletins and briefings. Implementation of Management of Change process. Provision of Disturbance allowance to help with cost of relocation of work place and maintain existing skill base.	Good	Industry knowledge; consultation with PCC peers and colleagues in the Fire Service

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

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

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

Description of risks			
Possible loss of skilled staff due to relocation of work place.			
Inability to support pattern working and internal clients if change is not implemented.			
Service resilience will be enhanced by increasing the number of staff at the remaining locations.			
The main financial risks are being identified via the development of s detailed Business Case.			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Business case, consultation, development of resilient solution			Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
The changes will positively impact all functional clients that use commercial vehicles and especially W&R and HGSS. Liaison with peers in those client functions has helped to shape the changes.			



# 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?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
Rationalisation of ITU workshops will better concentrate people resource to enable the delivery of a more flexible, resilient and higher-quality service to client functions at a lower overall cost. It will also protect and minimise the diminution of employment within the County and consequent skill loss through any future inability to deliver service at competitive cost with consequent cross-border outsourcing of heavy/specialist vehicle maintenance.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
Cabinet Report - 14 July 2016. Minutes of Project Board meetings (see below)

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Project Boards were implemented in May 2016. These Boards are 'Fleet Transformation' and 'Centralised Fleet Workshop' respectively – both of which meet monthly and are chaired by Head of Service; the latter includes representation from Mid-and West Wales Fire & Rescue Service.
<b>Please state when this Impact Assessment will be reviewed.</b>
Monthly basis via Fleet Transformation Project Board.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	S H Offley		
Head of Service:			
Strategic Director:			
Portfolio Holder:	ClIr John Brunt		25/01/2017

# FORM ENDS

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



<b>Service Area</b>	HTR	<b>Head of Service</b>	Nigel Brinn	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	Cllr John Brunt Cllr John Powell
<b>Policy / Change Objective / Budget Saving</b>	1718-19 Business Support – (New Model)						
<b>Outline Summary</b>							
<b>Business support (£60k)</b>							
Resource has already transferred into service. Further reductions to the business support team are not considered achievable and the service will try to deliver the savings from within the service. This will involve a further review of the support required at some of the depot locations.							
<b>Staff reductions (£200k)</b>							
Whilst significant savings have been made in the staffing budget this further saving is required to meet the MTFs. This saving has focussed on managerial savings and is in part already met as savings have been overachieved with 15/16. Further savings are to be made but they are unlikely to meet the full amount required so the service intends to meet these costs internally.							

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

Version	Author	Job Title	Date
1	Nigel Brinn	Head of Service	09/12/16

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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	Less resource deployed to manage admin and managerial function.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	Reduction in workforce may impact on local economy.	Unknown	All redeployment opportunities will be considered.	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>A prosperous Wales:</b> 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.	A reduction in the workforce will potentially have a negative impact on the economy.	Unknown	All redeployment opportunities will be considered.	Unknown	
<b>A resilient Wales:</b> 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	
<b>A healthier Wales:</b> 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	
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
<b>A globally responsible Wales:</b> 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	
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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	
<b>A more equal Wales:</b> 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>	All changes will follow the adopted PCC policy on the Management of Change and will therefore ensure the protection of staff's protected characteristics where appropriate.	Unknown		Unknown	
<i>Disability</i>	As above	Unknown		Unknown	
<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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This is medium to short term solution to deal with the requirements of the MTFs.	Unknown		Unknown	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	All staff and managers involved will be engaged with the MoC process as necessary.	Unknown		Unknown	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> 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	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Potential detrimental impact on staff and their household incomes.	Unknown		Unknown	
<b>Safeguarding:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	All staff and managers involved will be engaged with the MoC process as necessary.	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
Medium	High	Medium

### 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 savings			
Detrimental impact on operational service delivery			
Disruption to service, management resource required, morale and lack of resilience			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Identify savings target as an MTFS pressure for 17/18 and look to address within the service area budgets.			Medium
Need to adequately plan any changes to ensure that the impact is minimalised.			Medium
Again the project needs to be carefully implemented to minimise the residual impact.			Medium
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			
Only the support services to HTR will be directly affected such as finance, HR, payroll.			

### 7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The detail of the project is only at concept/preliminary stage at present but will be carefully monitored as progression commences.	

**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?**

Not at this stage

9. On-going monitoring arrangements?

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

There will be no further reviews of the service impact but personal impacts will be picked up at IPR's etc.

**Please state when this Impact Assessment will be reviewed.**

At appropriate times during the project development.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Nigel Brinn		
Head of Service:	Nigel Brinn		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr John Brunt		25/01/2017
	Cllr John Powell		24/01/2017

**FORM ENDS**

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Adults	<b>Head of Service</b>	Louise Barry	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Stephen Hayes
<b>Policy / Change Objective / Budget Saving</b>		1718-37 reduce in admissions to residential care by 10%					
<b>Outline Summary</b>							
Reduce long term admissions to residential care by 10% by maximising usage of community assets and strength based model, which utilises preventative support. For example, technology, extra care schemes and reablement.							

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

Version	Author	Job Title	Date
V1	Louise Barry	Head of Operational services	19/12/16

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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Services delivered for less</b>	Greater utilisation of community support and short term terms services i.e. reablement / technology will need to be delivered to achieve this.	Good	There will need to be robust modelling to ensure that this objective is fulfilled so that a negative impact on domiciliary care provision is not experienced.	Good	
<b>Supporting people in the community</b>	More people will be supported at home to maintain or regain independence.	Very Good	There will need to be a mixed economy of provision to ensure that needs can be meet safely	Very Good	
<b>Developing the economy</b>	There will need to be greater utilisation of community / third sector and independent providers of care. However, work will need to be undertaken with care home providers to adapt modelling to the changing demographics and policy.	Unknown		Unknown	
<b>Learning</b>	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>A prosperous Wales:</b> 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	
<b>A resilient Wales:</b> 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	
<b>A healthier Wales:</b> 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.	People will be supported to regain or maintain independence and therefore become more resilient and self-reliant in terms of meeting their needs.	Good		Good	
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
<b>A globally responsible Wales:</b> 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	
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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	
<b>A more equal Wales:</b> 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>	People will be able to remain in their own homes or more independent forms of accommodation.	Neutral		Neutral	
<i>Disability</i>	People will be able to remain in their own homes or more independent forms of accommodation.	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This objective will satisfy the direction of travel for older people who prefer to stay in a setting familiar to them e.g. their own homes.	Good		Good	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working will be key to the delivery of this objective, through integration and working with providers and other third sector partners.	Good		Good	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	This contributes to Early Intervention and Prevention work which seeks to enable people to remain independent for longer and minimise the need for more intensive support.	Good		Good	
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As we further our integrated programme, multi-disciplinary staff will work together to implement the delivery of the Social Services and Well-being (Wales) Act.	Good		Good	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Socio economic opportunities may arise within communities to support people at home via third sector organisations / private providers	Unknown		Unknown	

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Safeguarding:</b> 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 continues to be forefront of all decisions made to ensure that people are safe within their own homes.	Neutral	Ensure robust assessment undertaken to safely deliver mixed economy of provision and promote positive risk taking.	Good	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	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			
Risk that the cost of delivering support at home has a negative effect on the ASC budget as a whole			
Risk of the external care home market shrinking			
Additional potential strain on domiciliary care			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Robust budget modelling to be undertaken to look at what can realistically be delivered at home (mixed economy of care) to ensure sustainability, keep service users safe and deliver savings.			Medium
Work with external providers to re-model business to focus on different delivery and retain sustainability			Medium
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			

# 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?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
This will have a positive effect on citizens to support them to remain independent in a more familiar setting and is in line with the delivery of the Social Services and Well-being (Wales) Act.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
Older Person Residential Care Project and Peopletoo Financial Improvement Plan. Budget sustainability paper developed by HOS.

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Supervision of Social Care staff, panel and budget holder accountability, Operational SMT through to ASC financial monitoring mechanisms.
<b>Please state when this Impact Assessment will be reviewed.</b>
Quarterly as part of the SIP process

10. Sign Off

Position	Name	Signature	Date
<b>Service Manager:</b>	Jen Jeffreys		
<b>Head of Service:</b>	Louise Barry		
<b>Strategic Director:</b>	Carol Shillabeer		
<b>Portfolio Holder:</b>	CLr Stephen Hayes		25/01/2017

# FORM ENDS

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Adults	<b>Head of Service</b>	Louise Barry	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Stephen Hayes
<b>Policy / Change Objective / Budget Saving</b>	1718-38 Right sizing high cost placements / packages and bring some people back into community living						
<b>Outline Summary</b>							
Right sizing high cost placements for Learning Disabilities and bringing some service users back into community living. Clients will be moved from high cost packages into a more appropriate care setting that delivers value for money and will enhance and promote independence in line with the Social Services and Well-being (Wales) Act. The client will still receive adequate care in a more cost effective environment. Deliver £350k savings in 2017/18 and £150k savings in 2018/19.							

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

Version	Author	Job Title	Date
V1	Louise Barry	Head of Operational Services	19/12/16

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?	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 users would have a service delivered in County in the most cost effective manner.	Good	There will need to be robust modelling to ensure that this objective is fulfilled with full engagement from Health Board partners.	Good	
Supporting people in the community	More people will be supported at home to maintain or regain independence with different forms of technology in a supported living framework.	Good	There will need to be a mixed economy of provision to ensure that needs can be met safely.	Good	
Developing the economy		Unknown		Unknown	
Learning	There will need to be comprehensive co-productive approaches with service users to ensure that they fully understand the pathway and support available to them.	Good		Good	

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>A prosperous Wales:</b> 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	
<b>A resilient Wales:</b> 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	
<b>A healthier Wales:</b> 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.	People will be supported to regain or maintain independence and therefore become more resilient and self-reliant in terms of meeting their personal outcomes.	Good		Good	
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral	
<b>A globally responsible Wales:</b> 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	
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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	
<b>A more equal Wales:</b> 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>	People will be supported to regain or maintain independence.	Good		Good	
<i>Disability</i>	People will be supported to regain or maintain independence in a progressive way.	Good		Good	
<i>Gender reassignment</i>	No impact on this	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact on this	Neutral		Neutral	
<i>Race</i>	No impact on this	Neutral		Neutral	
<i>Religion or belief</i>	No impact on this	Neutral		Neutral	
<i>Sex</i>	No impact on this	Neutral		Neutral	
<i>Sexual Orientation</i>	No impact on this	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	No impact on this	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This objective will satisfy the direction of travel for people with disabilities to be supported in the community to promote and enhance independence and provide sustainable provision in the future.	Good		Good	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working with will be key to the delivery of this, through integration and working with providers and other third sector partners.	Good		Good	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	Liaison will users and families is already underway as part of the return to home project and will be achieved through the individual care plan review processes.	Neutral		Neutral	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Current project is being delivered through the Learning Disabilities thematic collaborative board as part of the 'return to home' project.	Good		Good	
<b>Preventing Poverty:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Safeguarding:</b> 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 continues to be at the forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Neutral	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	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	Medium	Medium

# 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			
Choice – service users / carers may not want to move or change the service they have			
Capacity – may not be suitable alternative options available for the service users and speed at which we could repatriate service users in the appropriate accommodation			
Reviewing the assessment – we may find that many are actually at the right level and services cannot be changed			
Provider not prepared to negotiate rates			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Work with individuals and families to look at both in-county provision and progressive care planning			Medium
Work with providers to develop, and partners to provide support			Medium
Look at parts of the care plan that can be provided by alternative methods – technology for example			Medium
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 process of returning suitable individuals to Powys to live closer to families and their communities is seen as a positive step forward in order to support individuals with complex needs. Promoting independence and progression is in line with the delivery of the Social Services and Well-being (Wales) Act 2014.	

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

What additional evidence and data has informed the development of your proposal?
Peopletoo Financial Improvement Plan, Budget sustainability paper developed by HOS and 'return to home' project documentation.

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Supervision of Social Care staff, panel and budget holder accountability, Operational SMT through to ASC financial monitoring mechanisms.
Please state when this Impact Assessment will be reviewed.
Quarterly as part of the SIP process

**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:	Sue O Grady		
Head of Service:	Louise Barry		
Strategic Director:			
Portfolio Holder:	Cllr Stephen Hayes		25/01/2017

**FORM ENDS**

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Adult Social Care	<b>Head of Service</b>	Louise Barry	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Stephen Hayes
<b>Policy / Change Objective / Budget Saving</b>	1718-39 LD Supported Living – Reprofile supported living packages, protected at 10% efficiency savings.						
<b>Outline Summary</b>							
<p>Learning Disabilities Supported Tenancies have been allocated level of efficiency savings as part of the corporate budget recovery plan. This document is to assess the potential impact of these savings on the services and the service users.</p> <p>The services were remodelled and retendered in 2014 and 5 year contracts were awarded. The retender project saved £714 k at that time. With these contracts in place and also with consideration of the challenges providers face due to the National Living Wage there will be limited scope for contract price negotiation to achieve savings. Therefore the new savings targets will have to be achieved by service reductions. At the current time there are a number of initiatives started to deliver savings in the supported tenancies. These will be incorporated into one central project to ensure that savings are delivered on time and according the budget recovery plan. The current initiatives include use of assistive technology, review and management of vacancies and the development of longer term Market Position Statements and forward planning for future needs. The project will also assess and utilise the potential for unpaid support, shared support with peers and equitable service delivery across all services.</p> <p>Required savings are as follows: -</p> <ul style="list-style-type: none"> <li>2017/18 £150k</li> <li>2018/19 £200k</li> <li>2018/20 £150k</li> </ul>							

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

Version	Author	Job Title	Date
1.0	Deborah Webster	Strategic Commissioning Manager	12/01/17

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Services delivered for less</b>	<p>Specific outcomes of the project will include:            Ensure that we are getting value for money along with efficient and effective use of our resources in meeting eligible needs on an ongoing basis            Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. This will include the use of assistive technology            Review of all of the support plans and levels of service delivery for service users who are resident in the supported tenancies.</p>	Good	<p>Proactive sharing of information to manage and minimise any negative public views that changes may create include consultation with health colleagues and applications for health support and funding where applicable</p>	Good	<p>Joint Commissioning Strategy: Adults with learning Disability Powys            The One Plan Powys            SSWB Act            Budget recovery plan</p>
<b>Supporting people in the community</b>	<p>The outcomes for these services align with the Adult social care programme brief:</p> <ul style="list-style-type: none"> <li>• People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.</li> <li>• People with a learning disability have improved health and wellbeing</li> <li>• To ensure that the council is commissioning services which represent value for money</li> </ul> <p>The project to deliver required savings from the services will take into account that these objectives are paramount to the delivery of the services and will aim to deliver savings whilst keeping negative impact on service user to a minimum.</p>	Neutral	<p>Proactive sharing of information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts            Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management include consultation with health colleagues and applications for health support and funding where applicable.</p>	Good	<p>Care plan reviews            Consultation &amp; Service user engagement.            SSWB Act            Joint Commissioning Strategy: Adults with learning Disability Powys            The One Plan Powys            Market position statement (in development)</p>

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Developing the economy</b>	<p>Aims/priorities from the Learning Disability joint commissioning strategy that were achieved as part of the previous remodel and retender on these contracts are relevant to the savings targets now to be achieved and will continue to inform the ongoing savings project.</p> <p>Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported.</p> <p>We also work with providers currently to understand the local economic issues facing the market.</p>	Neutral	<p>Proactive sharing of information to manage and minimise any negative public views that changes may create.</p> <p>Working with local providers to develop Market position statement for forward planning of possible opportunities for business development in the county.</p> <p>Include consultation with health colleagues and applications for health support and funding where applicable.</p>	Good	<p>Budget recovery plan</p> <p>SSWB Act</p> <p>The One Powys Plan</p> <p>Market position statement (in development)</p>
<b>Learning</b>	<p>Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. This will include the use of assistive technology.</p> <p>There is a risk that some service users will experience a level of reduction in the daily opportunities that they have to be supported to access community activities on a 1:1 basis.</p> <p>The project will look at opportunities for people to access unpaid support such as community befriending schemes and shared support opportunities with peers.</p>	Neutral	<p>Work with service users and social workers to review assessments and ensure right sizing of care packages.</p> <p>Work with providers to maximise flexibility across contracts to minimise impacts.</p> <p>Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management.</p> <p>Proactive sharing of information to manage and minimise any negative public views that changes may create.</p>	Good	<p>Joint Commissioning Strategy: Adults with learning Disability Powys</p> <p>The One Plan Powys</p> <p>SSWB Act</p> <p>Budget recovery plan</p>

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>Specific outcomes of the project will include: Ensure that we are getting value for money along with efficient and effective use of our resources in meeting eligible needs on an ongoing basis Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. This will include the use of assistive technology</p>	<p>Neutral</p>	<p>Working with local providers to develop Market position statement for forward planning of possible opportunities for business development in the county.</p>	<p>Good</p>	<p>Joint Commissioning Strategy: Adults with learning Disability Powys The One Plan Powys Future Generations Act Stakeholder consultations</p>
<p><b>A resilient Wales:</b> 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>All contracts which are created as a result of new development opportunities in the County will require providers do operate in a eco-friendly manner as standard requirement of any contract with the council</p>	<p>Neutral</p>		<p>Neutral</p>	<p>Council standard tendering procedure and terms and conditions</p>



<p><b>A healthier Wales:</b>  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>This project will align to the requirements of the Act by working with individuals to ensure proportionate assessment and care planning for peoples support and accommodation needs throughout the project and also by looking at the broader issues of people's wellbeing, support and early intervention and prevention. Through this project people will have influence and control over what they need, making decisions about their support in the future as an equal partner.</p>	<p>Good</p>	<p>Proactive sharing of information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts  Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management  Progression model of assessment is an option for all clients affected by this project  include consultation with health colleagues and applications for health support and funding where applicable</p>	<p>Good</p>	<p>Alder advice progression model and assessments.  Joint Commissioning Strategy: Adults with learning Disability</p>
--	--	-------------	---	-------------	---

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



<p><b>A Wales of cohesive communities:</b>          Attractive, viable, safe and well-connected Communities.</p>	<p>The outcomes for this project align with the Adult social care programme brief:          People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.</p>	<p>Good</p>	<p>Information to manage and minimise any negative public views that changes may create.          Work with service users and social workers to review assessments and ensure right sizing of care packages.          Work with providers to maximise flexibility across contracts to minimise impacts.          Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management          Progression model of assessment is an option for all clients affected by this project.          include consultation with health colleagues and applications for health support and funding where applicable</p>	<p>Good</p>	<p>Joint Commissioning Strategy: Adults with learning Disability          Powys          The One Plan Powys</p>
<p><b>A globally responsible Wales:</b>          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><b>A Wales of vibrant culture and thriving Welsh language:</b> 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*



<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>94% of tenants prefer to be addressed in English, and 2% prefer Welsh. The rest did not record a preference.</p> <p>According to the 2011 census, 19% of people living in Wales can speak Welsh. The highest percentage of these being of school age. Within the supported tenancies 2% are recorded as able to speak Welsh with a further 4% not indicating a choice. This may be reflective of the fact that people with a learning disability may not be able to gain skills in two languages or may not communicate verbally at all.</p> <p>It is therefore not anticipated that the proposed project will have a disproportionate impact on clients who prefer to speak Welsh or use Welsh as their first language.</p>	<p>Neutral</p>	<p>The council's standard terms and conditions require providers to support individuals in the language of their choice</p>	<p>Neutral</p>	<p>Applies to all characteristics:          Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.          Service user satisfaction rates          Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.          Qualitative data gathered from those that are not currently using the service.          Assessment process          PID          Joint Commissioning Strategy: Adults with learning Disability          Powys          SSWB Act          Census information (Daffodil)</p>
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>As above</p>	<p>Neutral</p>	<p>As above</p>	<p>Neutral</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above</p>	<p>Neutral</p>	<p>As above</p>	<p>Neutral</p>	
<p><i>Welsh Language impact on staff</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>People are encouraged to do sport, art and recreation.</i>	People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.	Neutral		Neutral	
<b>A more equal Wales:</b> 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>	Through this project people will have influence and control over what they need, making decisions about their support in the future as an equal partner.	Neutral	Assessments will be undertaken in partnership with clients and their families to ensure that peoples desired progression through life is fully understood.	Neutral	
<i>Disability</i>	All clients (100%) have a disability due to the specific purpose of the service. This is significantly higher than the national average (11.9%)The statistics published by Daffodil show that 2.45 of the population in Wales have a learning disability, and on average between men and women 14% have a limiting physical disability Services are allocated to people according to their eligible need. As such the service is designed to meet the requirements for people with a learning disability and is not preferential in any other way.	Neutral		Neutral	
<i>Gender reassignment</i>	<b>No impact</b>	Neutral		Neutral	
<i>Marriage or civil partnership</i>	<b>No impact</b>	Neutral		Neutral	
<i>Race</i>	No impact – the national household census 2011 indicates a black and minority ethnic group percentage in general households as 3% so there is a slightly lower representation within the supported tenancies. This is however reflective of local population in the area.	Neutral		Neutral	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><i>Religion or belief</i></p>	<p>Within the contract for the supported tenancies there is a requirement for providers to ensure that they meet the needs of individuals. Through the service specification providers are required to work with the service users and their chose and professional representatives to ascertain their choices, preferences and needs. The tender process was based on contracting to Individual Placement Agreements so that the contract can be altered at any time in line with the assessed needs of the service users. This includes the requirement to support them in all of their life choices, including their choice of religion.</p> <p>It is not anticipated that people of any specific religion will be disproportionately affected by the project as each change and impact will be designed around specific individual choice and need.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Sex</i></p>	<p>52% of the tenants are female, 48% are male. This compares to 2011 census data that record 59% of the national household population as male. Within census figures on daffodil for 2011 The percentage of adults who reported being limited a lot by a physical disability increased with age, and was overall slightly more common for women (17%) than men (15%).</p>	<p>Neutral</p>	<p>Whilst this suggests that there could be a disproportionate impact on the number of women affected by any change, care provided under the new contract will continue to be delivered to meet individual's assessed needs. As a result, no significant change in services is anticipated.</p>	<p>Neutral</p>	
<p><i>Sexual Orientation</i></p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Pregnancy and Maternity</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*



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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<p><b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The savings requirements will leave less capacity in the services than was previously available. Services will need to work with service users in the future to manage expectation and to maximise opportunities for unpaid support and universal services.</p>	<p>Good</p>	<p>Information to manage and minimise any negative public views that changes may create.                      Work with service users and social workers to review assessments and ensure right sizing of care packages.                      Work with providers to maximise flexibility across contracts to minimise impacts.                      Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management.                      Progression model of assessment is an option for all clients affected by this project.                      Include consultation with health colleagues and applications for health support and funding where applicable.</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?	<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
<p><b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>Aims/priorities from the Learning Disability joint commissioning strategy that were achieved as part of the previous remodel and retender on these contracts are relevant to the savings targets now to be achieved and will continue to inform the ongoing savings project:</p> <p>Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported.</p> <p>We also work with providers currently to understand the local economic issues facing the market.</p>	Good		Very Good	
<p><b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.</p>	<p>Through this project people will have influence and control over what they need, making decisions about where they live in the future as an equal partner.</p>	Good		Very Good	
<p><b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.</p>	<p>To improve community resilience and enablement through choice, self-direction and control people with learning disabilities have over decisions that affect their lives in line with the Social Services and Wellbeing Act 2014.</p> <p>The project will help to ensure people have opportunities for unpaid support and community opportunities.</p>	Good		Good	

Principle	How does the policy / change objective impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>Integration:</b> <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>The project is aimed at making efficiency savings and work will be done to minimise any negative impact on individuals however the service will continue to operate on the following basis.</p> <p>People with learning disabilities should have the same opportunities, be treated with dignity and respect and be supported to make decisions and take responsibility for the way they choose to live.</p> <p>People with a learning disability often have further health needs, such as a physical disability, visual or hearing problem which also need to be supported.</p> <p>People with a Learning Disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.</p> <p>People with a Learning Disability have improved health and well-being</p>	<p>Good</p>	<p>One plan objective for people with learning disabilities: People with Learning Disabilities lead meaningful and valued lives within their own communities.</p> <p>Within Social Services we are committed to:</p> <p>High quality efficient and effective services that are purposeful and focus on impact and outcomes.</p> <p>Engaging with the citizen by building social capacity both in the individual and community.</p> <p>Develop effective and efficient care pathways from universal services through to acute provision, through managing demand for the whole population.</p> <p>Equity of access – ensuring that the resource requirement and true service cost is fully understood.</p> <p>Partnership and collaboration which are essential with key partners.</p> <p>Understanding the “market” i.e. the range of agencies that can provide quality services in a sparsely populated county and the impact of this on how we price our services.</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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	The efficiency savings on this project represent less than 10% of the overall budget across the next 3 years and will not place any service user at risk of poverty.	Neutral		Neutral	
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The contractual requirements on providers to comply with all safeguarding procedures will not be affected by this project. Robust assessments and monitoring all services check that people are getting the right quality of service to meet their needs and that they are being supported to be safe in their communities.	Good	Adult Protection within Powys is currently monitored and managed through the Adult Protection Committee that has instigated a number of projects with third sector agencies to work with service users and members of the community to develop specific Keeping Safe courses.	Good	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	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	Medium	Medium

# 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			
Public Resistance and / or political resistance to perceived levels of service reduction.			
Risk that savings won't be delivered			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Sharing of appropriate levels of information with public. Councillors and cabinet to inform and reassure. All assessments to take place with full involvement of stakeholders and any reductions will be considered against negative impacts on individuals.			Medium
Early communication with all disability teams of new savings targets in order to facilitate support for change and careful management of impacts.			Medium
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 project will deliver savings in accordance with the requirements of the budget recovery plan and officers will work to ensure as minimal an impact as possible on service users through the following: assistive technology, review and management of vacancies, development of longer term Market Position Statements, unpaid support, and shared support with peers and equitable service delivery across all services. Whilst all effort will be made to minimise negative impact it is possible that some service users in tenancies with high levels of service for community access and 1:1 support provision that exceeds statutory requirements will experience a reduction in service.	

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

What additional evidence and data has informed the development of your proposal?
<p>Within the Powys change plan we set out the values guiding our work. This project is very much linked to those values via the following:</p> <p>Accessibility- ensuring that people with learning disabilities have full access to their communities by commissioning community based support.</p> <p>Openness- Procuring the services that we are commission through the sell 2 wales portal with a clear decision making process that is robust and objective.</p> <p>Respect- Commissioning services that specify that we expect our service users to be supported in ways that show them respect and protect their dignity</p> <p>Focus- Commissioning services that are demonstrably concentrated on gaining a good quality service for a fair price.</p> <p>Engagement- Through engagement with service users, parents, carers and advocates shaping the tender process to ensure we are addressing the issues that are important to our customers and that they have the opportunity to share their views and be listened to.</p> <p>Learning- Commissioning services on a cycle which allows us to learn from our customers experiences and improve the system every time that we do it.</p>

**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?**

Learning disability supported tenancies have robust monitoring processes in place. They receive monitoring visits from the monitoring office for Disability services which are both announced and unannounced. The providers are also required to submit quarterly returns to the Contracts and commissioning unit and they also attend quarterly contract monitoring meetings and provider forums. Through these processes impact on service users will be monitored continuously.

Adult social care commissioning team also have a 'concern with provider' process through which any professional involved with the service (care managers / health professionals and advocates for example) can report any concerns they have with the service or any impacts on the service users that they support. Concerns are addressed individually and also reported to the Joint Interagency Monitoring Panel (JIMP) which monitors issues of concern and can take formal action.

**Please state when this Impact Assessment will be reviewed.**

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Sue O'Grady		
Head of Service:	Louise Barry		
Strategic Director:	Carol Shillabeer		
Portfolio Holder:	Cllr Stephen Hayes		25/01/2017

**FORM ENDS**

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Adults	<b>Head of Service</b>	Louise Barry	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Stephen Hayes
<b>Policy / Change Objective / Budget Saving</b>	1718-40 Community Care Packages – Using a practice based approach support individuals through the use of personal budgets and direct payments to secure an outcome focused care plan in the most appropriate setting						
<b>Outline Summary</b>							
Practice based approach to support service users through use of direct payments and community supports. 60 packages identified across Older People, Physical Disability and Learning disability users. Service users will be moved where feasible into a more appropriate care setting that delivers value for money across service areas and promotes choice and control.							

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

Version	Author	Job Title	Date
V1	Louise Barry	Head of Operational Services	19/12/16

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?	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 users would have a service delivered in County in the most cost effective manner.	Good	There will need to be robust modelling to ensure that this objective is fulfilled with full engagement from Health Board partners	Good	
Supporting people in the community	More people will be supported at home to maintain or regain independence with forms of technology in a supported living framework	Good	There will need to be a mixed economy of provision to ensure that needs can be met safely.	Good	
Developing the economy	No impact	Neutral		Neutral	
Learning	There will need to be comprehensive co-productive approaches with service users to ensure that they fully understand the pathway and support available to them.	Good		Good	

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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><b>A resilient Wales:</b> 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><b>A healthier Wales:</b> 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>	People will be supported to regain or maintain independence and therefore become more resilient and self-reliant in terms of meeting needs and fulfilling personal outcomes.	Good		Good	
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Neutral	
<p><b>A globally responsible Wales:</b> 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><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>	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	
<b>A more equal Wales:</b> 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>	People will be able to remain in their own homes and supported to regain or maintain independence	Good		Choose an item.	
<i>Disability</i>	People will be able to remain in their own homes and supported to regain or maintain independence	Good		Choose an item.	
<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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This objective will satisfy the direction of travel for people to be supported in the community to promote and enhance independence and provide sustainable provision in the future.	Good		Good	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working will be key to the delivery of this, through integration and working with providers and other third sector partners.	Neutral		Neutral	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	User, families and representatives are an integral part of the care planning review process and will be involved at all stages.	Good		Good	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Partners will need to be fully engaged in the direction of travel which is already established through the integrated team for Older People.	Good		Good	
<b>Preventing Poverty:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Safeguarding:</b> 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 continues to be forefront of all decisions.	Neutral		Neutral	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	No impact	Good		Good	

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

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



# 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			
Choice – service user / carer may not want to move or change the service they currently receive			
Capacity – may not be suitable alternative options available for the service user			
Reviewing the assessment may find that many are actually at the right level and services cannot be changed			
Provider not prepared to negotiate rates			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Ongoing work will be undertaken with families and service users which will form an integral part of the care planning review process			Medium
Alternatives are being developed and enhanced			Medium
There may be more cost effective ways to meet an individual's personal outcomes			Medium
Provider negotiation will need to be undertaken by commissioning teams			Medium
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:
A number of high cost packages will be assessed to ensure the right level of support is being provided and where a technology / community asset based approach can be used some provision will be substituted through the care plan reviewing process. Equally, where negotiations with providers are needed this will happen to ensure the most cost effective sustainable support is commissioned. This will allow more users 'choice and control' over commissioned support and deliver on the legislative framework.	

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

What additional evidence and data has informed the development of your proposal?
Peopletoo Financial Improvement Plan, Budget sustainability paper developed by HOS

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Supervision of Social Care staff, panel and budget holder accountability, Operational SMT through to ASC financial monitoring mechanisms.
Please state when this Impact Assessment will be reviewed.
Quarterly as part of the SIP process

**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:	Jen Jeffreys/Sue O Grady		
Head of Service:	Louise Barry		
Strategic Director:			
Portfolio Holder:	Cllr Stephen Hayes		25/01/2017

**FORM ENDS**

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



<b>Service Area</b>	Children's Services	<b>Head of Service</b>	Carolann James	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Graham Brown
<b>Policy / Change Objective / Budget Saving</b>	1718-42a Bannau / Camlas						
<b>Outline Summary</b>							
Bannau and Camlas staff Team is currently made up of a significant number of 22hr posts. There is a high turnover of staff as people seek to move on to full time positions, resulting in the use of high cost agency staff and high recruitment and training costs. By restructuring the staff Team and increasing the number of full time and casual staff employed, we will reduce the overall costs of agency staff and advertising.							

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

Version	Author	Job Title	Date
1.0	Steven Howell	Area Manager	17.11.15

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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Services delivered for less</b>	The proposed changes are in line with the Council's policy in this area. By recruiting additional Casual Staff Members and creating a staffing structure that would create more full time positions, there will be a reduction in the use of high cost agency staff and Recruitment and training costs.	Good	The proposed changes are in line with the Council's policy in this area. By recruiting additional Casual Staff Members and creating a staffing structure that would create more full time positions, there will be a reduction in the use of high cost agency staff and Recruitment and training costs.	Good	a) Inspection Reports b) Statement of Purpose

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Supporting people in the community</b>	Bannau/Camlas are an integral part of the Services that are provided to Families who have a Disabled Child. This can be through the provision of Short Breaks/Respite which allows parents to continue with their caring role. When a child lives at Bannau, this prevents the needs for them to be accommodated in another high cost provision, which would be outside of Powys and away from the community in which they usually live.	Good	By restructuring the staffing we would provide a more consistent, knowledgeable and well trained workforce. This would also lead to Bannau and Camlas meeting Regulatory requirements regarding the number of permanent staff employed and Training requirements.	Good	
<b>Developing the economy</b>	No impact	Neutral		Neutral	
<b>Learning</b>	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>A prosperous Wales:</b> 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.	Current 22hr contracts for staff can impact on individuals being able to claim welfare benefits such as Income Support. This leads to a high turnover of staff, as they leave to seek full time positions, and a skills drain, losing staff who have undergone on the job specialist training. Changes will result in a lower turnover of staff, and staff who develop their skills in working with Disabled Children.	Good	Additional Casual Posts will be recruited to creating further flexible job opportunities, and lessen the reliance on high cost agency staff.	Good	a) Inspection Reports b) Statement of Purpose

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><b>A resilient Wales:</b> 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><b>A healthier Wales:</b> 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><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Neutral	
<p><b>A globally responsible Wales:</b> 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><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>	All information is available in Welsh and any child who wished to use Welsh as their preferred language of communication would be given the opportunity to do this.	Neutral	Bannau and Camlas need to ensure they have access to staff who can communicate in Welsh and this will need to form part of its Business plan. Permanent Staff wishing to access Welsh Language training should be provided with an opportunity to do so.	Neutral	<p>a) Team Business Plan b) Training Needs Analysis</p>
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	As above	Neutral	As above	Neutral	
<p><i>Opportunities to promote the Welsh language</i></p>	As above	Neutral	As above	Neutral	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<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	
<b>A more equal Wales:</b> 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>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of age, no change as a result of proposals.	Neutral		Neutral	Social Care Code of Conduct
<i>Disability</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of Disability, no change as a result of proposals.	Neutral		Neutral	
<i>Gender reassignment</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of any gender reassignment, no change as a result of proposals.	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral		Neutral	
<i>Race</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of Race, no change as a result of proposals.	Neutral		Neutral	
<i>Religion or belief</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of religious belief, no change as a result of proposals.	Neutral		Neutral	
<i>Sex</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of sex, no change as a result of proposals.	Neutral		Neutral	
<i>Sexual Orientation</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of sexual orientation, no change as a result of proposals.	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	Young People who attend Bannau and Camlas will not be dis-advantaged on the basis of pregnancy, no change as a result of proposals.	Neutral		Neutral	

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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> 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	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral		Neutral	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> 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	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
<b>Safeguarding:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	Staff at Bannau and Camlas have in most recent inspections, been noted for the quality of the interactions between the young people and themselves. This positive interaction and knowledge in terms of communication enables the Young People in their care to fulfil their potential. The proposed changes will only serve to strengthen the above.	Good	A lower turnover of staff will allow knowledge form attendance at training to remain within the Unit.	Good	a) Staff training records b) Inspection Reports c) Corporate Parenting Reports
<b>Impact on PCC Workforce</b>	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



# 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			
Unable to recruit to full time or casual positions, resulting in the need to continue to use Agency staff			
Ability to cover staffing rota with number of full time and casual staff employed			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Plan out number of full time and casual posts required to effectively cover the staff rota			Medium
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:
Overall the suggested changes will enable Bannau and Camlas to meet Regulatory Requirements regarding numbers of permanent staff and staff with required qualifications. In addition to this it will contribute to many of the Council's Change Objective priorities as highlighted above.	

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?
<ul style="list-style-type: none"> <li>a) Corporate Parenting Reporting</li> <li>b) CSSIW Inspection</li> <li>c) Monthly visits by the Responsible Individual</li> <li>d) Staff Supervision</li> <li>e) Budget Monitoring</li> </ul>
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:	Steven Howell		18.11.15
Head of Service:			
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*



<b>Service Area</b>	Children's Services	<b>Head of Service</b>	Carolann James	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Graham Brown
<b>Policy / Change Objective / Budget Saving</b>	1718-42b INCOME – Bannau and Camlas						
<b>Outline Summary</b>							
Trade short break places at Camlas and residential placements at Bannau to other local authorities. Trading is undertaken exclusively with Welsh authorities as there are existing contracting arrangements through the 4Cs consortium. A charging matrix has been developed for the external commissioning of places.							

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

Version	Author	Job Title	Date
1	Steve Howell	Area Manager	30 <sup>th</sup> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	The proposal will generate income for Bannau / Camlas which will contribute to safeguarding service delivery.	Good		Good	
Supporting people in the community	No impact	Neutral		Neutral	
Developing the economy	The proposal requires development of a single staffing team to work across both Camlas and Bannau, which will provide more full time positions.	Good		Good	Children's Transformation Board
Learning	In the long term the Council will develop arrangements to provide long term placements at Bannau with education.	Good		Good	

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>The proposal requires development of a single staffing team to work across both Camlas and Bannau, which will provide more full time jobs within the Council.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A resilient Wales:</b> 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><b>A healthier Wales:</b> 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 proposal will offer placements for children from other local authority areas, where this service is not readily available to them.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><b>A globally responsible Wales:</b> 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><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>	Trading will be undertaken exclusively with other Welsh authorities as there are existing contracting arrangements in place through the 4Cs consortium, therefore the same level of service will be delivered as current.	Neutral		Neutral	
<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>	No impact	Neutral		Neutral	
<b>A more equal Wales:</b> 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The proposal will generate income for Bannau / Camlas which will contribute to safeguarding service delivery for the future.	Good		Good	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	The proposal involves working with other Welsh local authorities to trade placements.	Good		Good	
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Neutral	
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral		Neutral	
<b>Integration:</b> 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	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral	
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The proposal will increase the number of placements available to children. Placements provide development and welfare for children.	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	The proposal will increase the number of placements available for looked after children with disabilities.	Good		Good	
<b>Impact on PCC Workforce</b>	The proposal requires development of a single staffing team to work across both Camlas and Bannau, which will provide more full time positions.	Good		Good	

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

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

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

Description of risks			
Recruitment issues			
As the authority has not generated income yet it is unlikely to be at a full income generation run rate until 2017			
Competitor organisations in both local government and private providers have now developed plans to trade short break/residential beds			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Identify staffing numbers required to develop one staffing team who could work across both Camlas and Bannau (enabling more full time positions to be developed)			Medium
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 impact			

# 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?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
The proposal will have a positive impact on the service as it will provide placements to children from other local authority areas. This will generate income for the service which will safeguard the current service provided, as well as safeguarding jobs within the unit.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Income generation and number of vacancies will be monitored.
<b>Please state when this Impact Assessment will be reviewed.</b>
Quarterly monitoring.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Steve Howell		
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*



<b>Service Area</b>	Children's Services	<b>Head of Service</b>	Carolann James	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Graham Brown
<b>Policy / Change Objective / Budget Saving</b>	1718-44 Fostering Team - realignment						
<b>Outline Summary</b>							
<p>This will be delivered in phases with the end result being that citizens will be able to access health, social care and education support from local offices in a joined up way – avoiding duplication and delays.</p> <p>New legal requirements emphasise the need for early intervention and for agencies to be joined up in service delivery to be most effective. The review recommendation which has been adopted is to move the service to a more locality basis with greater resource being directed to prevention of difficulties escalating. Children's Services will have moved to this new model in the autumn of 2016 bringing forward savings due to be delivered next year. Further savings will be identified when TAF and partners join locality arrangements and duplication is removed. Over the following 2-3 years there is an expectation (evidence based) that work being held by social care will reduce by 15-20%</p>							

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

Version	Author	Job Title	Date
1	Fiona Fitzpatrick	Interim Head of Children's Services	20 <sup>th</sup> 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	Positive impact reduces duplication and therefore wastage	Good	Staff will be expected to deliver across the spectrum of need rather than specialist areas – training and support will be in place.	Good	
Supporting people in the community	More local delivery will improve support for people in communities. Reduce need for support away from home.	Good	This will be a new way of working for staff and support will be required.	Good	
Developing the economy	More local jobs – this offers the opportunity that more local people will be employed.	Good	The workforce issues will need a strategic approach to ensure training and courses available	Good	
Learning	See above – more local potential for social care/caring careers but relevant training and skills development will be required.	Good		Good	

# 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?	<b>Inherent Judgement</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>Residual Judgement (after mitigation)</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>Locality working reduces car journeys and mileage. Local people will spend money in local communities</p>	<p>Good</p>		<p>Good</p>	
<p><b>A resilient Wales:</b> 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>See above. Local arrangements mean that there will be more local influence – on the local issues which really matter. Locality working reduces car journeys and mileage. Local people will spend money in local communities.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A healthier Wales:</b> 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>Integrated early delivery of services will ensure that we can prevent poor health and maximise wellbeing. Early intervention with children can prevent long term issues from developing.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>More community focus will ensure services assist in building community cohesion and improve safety and connections. More locality based working will improve community cohesion. Staff time invested in communities</p>	<p>Good</p>		<p>Good</p>	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><b>A globally responsible Wales:</b> 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 locality approach ensures lower environmental impact. Prosperous communities will improve local resilience.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>All JD's have a requirement for % Welsh language users. Updated information about Welsh language skills on Trent.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Recruiting from local communities.</p>	<p>Good</p>		<p>Good</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Interpreters available if needed</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>Core expectation of promoting Welsh language and culture.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Integrated approach to delivery will promote wellbeing in widest context.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>					
<p><i>Age</i></p>	<p>Easier access to support across the age range.</p>	<p>Good</p>		<p>Good</p>	<p>Consultation with young people has taken place. Advocates and independent reviewing officers in place for ongoing feedback.</p>
<p><i>Disability</i></p>	<p>Services for disabled children will also be delivered within a locality, integrated approach.</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>Gender reassignment</i>	Earlier emotional support and advice is inherent within the model due to the join up with health, education and other relevant colleagues	Good		Good	As above
<i>Marriage or civil partnership</i>	Person centred support will be improved – regardless of relationship status by the development of improved integration of service delivery.	Good		Good	As above
<i>Race</i>	Person centred support and tolerance will be central to service delivery	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>	Better co-ordination and information sharing will lead to improved and earlier service provision	Good		Good	As above

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

<b>Principle</b>	<b>How does the policy / change objective impact on this principle?</b>	<b><u>Inherent Judgement</u></b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>Residual Judgement</u></b> (after mitigation) Please select from drop down box below	<b>Source of Outline Evidence to support judgement</b>
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	The new model will lead to reduction in duplication and offer improved value for money. The provision of early intervention will provide benefits for citizens, families and communities in the long term.	Very Good		Very Good	
<b>Collaboration:</b> <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>	The changes fit with PCC plans for more community orientated services and building community assets and resilience. Collaboration across professional groups will mean easier navigation of services and better delivery.	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>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><b>Involvement (including Communication and Engagement):</b> <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>The work will be reported to Regional Partnership Board which includes citizen representation as core membership. This will be an ongoing reporting arrangement. There has been some specific young person engagement and there is a communications plan. The young person engagement has been with young people who have received high levels of service due to complex needs – they are hard-to-reach. Outcomes of work will be audited to ensure positive outcomes.</p>	<p>Good</p>		<p>Good</p>	
<p><b>Prevention:</b> <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p>	<p>This is the core purpose of these changes. The Social Services and Well Being Act requires more emphasis on early intervention and on integration with other services. These changes will deliver that outcome.</p>	<p>Very Good</p>		<p>Very Good</p>	
<p><b>Integration:</b> <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>This is the main driver for this activity and will ensure improved integration in service delivery. In future the plan is for co-location of staff from a range of agencies but this will go further with joined up pathways and processes and eventually joint management arrangements.</p>	<p>Good</p>		<p>Good</p>	
<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>The model will increase accessible work roles – support and welfare. Improving well-being and access to support will enable more parents and young people to potentially access work. Better advice will ensure that families receive benefits/income they are entitled to reducing poverty.</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?	<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
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The proposed changes will increase professional co-operation and information sharing. More emphasis and resource to prevention will reduce number of cases escalating to safeguarding.	Good		Good	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	Our young people will receive ongoing support within an established relationship with a social worker. The level of understanding of safeguarding matters will be improved.	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	Elements of the workforce will initially be impacted due to anxiety related to safeguarding responsibilities. Other parts of the service will benefit from a reduced caseload as work will be more equitably distributed. The overall impact will be good because workers will be skilled up across safeguarding and prevention, they will have lower caseloads and will be able to be more effective with greater management support.	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
High	Medium	Medium

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

Description of risks			
The change represents a major culture change – this may be difficult to achieve.			
Business as usual needs to be maintained as change and development takes place			
Austerity across the partnership may lead to reduction in financial envelope for non-statutory work			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Workforce development to ensure training, knowledge and support to staff during change programme.			Medium
Improved management oversight, systematic evaluation of business delivery during change period			Low
Multi agency Transformation and Regional Partnership Boards to maintain engagement and focus on prevention agenda			Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Yes – a range of departments including housing, education, youth service and CYPP will be impacted – reducing duplication and more effective joint working should lead to reduction in spend and increase in capacity and improved outcomes – however this is difficult to quantify at this stage.			

### 7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This Transformation Programme is designed to both deliver better outcomes for children and young people and reduce duplication and waste in the system. The plan will ensure better join up with other agencies and council services to deliver more effectively for communities and to help build resilience for the future.	

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

What additional evidence and data has informed the development of your proposal?
Strategic Review Needs assessment Regular performance monitoring of commissioned services and activity

**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?**

Transformation and Regional Partnership Board.  
Performance monitoring meetings and over sight.

**Please state when this Impact Assessment will be reviewed.**

10. Sign Off

Position	Name	Signature	Date
Service Manager:			
Head of Service:	Fiona Fitzpatrick		20 <sup>th</sup> September 2016
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



<b>Service Area</b>	Children's Services	<b>Head of Service</b>	Carolann James	<b>Strategic Director</b>	Carol Shillabeer	<b>Portfolio Holder</b>	Cllr Graham Brown
<b>Policy / Change Objective / Budget Saving</b>	1718-45 New model for delivery of Childrens Services following Strategic Review.						
<b>Outline Summary</b>							
<p>This will be delivered in phases with the end result being that citizens will be able to access health, social care and education support from local offices in a joined up way – avoiding duplication and delays.</p> <p>New legal requirements emphasise the need for early intervention and for agencies to be joined up in service delivery to be most effective. The review recommendation which has been adopted is to move the service to a more locality basis with greater resource being directed to prevention of difficulties escalating. Children's Services will have moved to this new model in the autumn of 2016 bringing forward savings due to be delivered next year. Further savings will be identified when TAF and partners join locality arrangements and duplication is removed. Over the following 2-3 years there is an expectation (evidence based) that work being held by social care will reduce by 15-20%</p>							

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

Version	Author	Job Title	Date
1	Fiona Fitzpatrick	Interim Head of Children's Services	20 <sup>th</sup> 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	Positive impact reduces duplication and therefore wastage	Good	Staff will be expected to deliver across the spectrum of need rather than specialist areas – training and support will be in place.	Good	
Supporting people in the community	More local delivery will improve support for people in communities. Reduce need for support away from home.	Good	This will be a new way of working for staff and support will be required.	Good	
Developing the economy	More local jobs – this offers the opportunity that more local people will be employed.	Good	The workforce issues will need a strategic approach to ensure training and courses available	Good	
Learning	See above – more local potential for social care/caring careers but relevant training and skills development will be required.	Good		Good	

# 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?	<b>Inherent Judgement</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>Residual Judgement (after mitigation)</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> 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>Locality working reduces car journeys and mileage. Local people will spend money in local communities</p>	<p>Good</p>		<p>Good</p>	
<p><b>A resilient Wales:</b> 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>See above. Local arrangements mean that there will be more local influence – on the local issues which really matter. Locality working reduces car journeys and mileage. Local people will spend money in local communities.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A healthier Wales:</b> 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>Integrated early delivery of services will ensure that we can prevent poor health and maximise wellbeing. Early intervention with children can prevent long term issues from developing.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>More community focus will ensure services assist in building community cohesion and improve safety and connections. More locality based working will improve community cohesion. Staff time invested in communities</p>	<p>Good</p>		<p>Good</p>	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p><b>A globally responsible Wales:</b> 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 locality approach ensures lower environmental impact. Prosperous communities will improve local resilience.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> 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>All JD's have a requirement for % Welsh language users. Updated information about Welsh language skills on Trent.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Recruiting from local communities.</p>	<p>Good</p>		<p>Good</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Interpreters available if needed</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>Core expectation of promoting Welsh language and culture.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Integrated approach to delivery will promote wellbeing in widest context.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>					
<p><i>Age</i></p>	<p>Easier access to support across the age range.</p>	<p>Good</p>		<p>Good</p>	<p>Consultation with young people has taken place. Advocates and independent reviewing officers in place for ongoing feedback.</p>
<p><i>Disability</i></p>	<p>Services for disabled children will also be delivered within a locality, integrated approach.</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>Gender reassignment</i>	Earlier emotional support and advice is inherent within the model due to the join up with health, education and other relevant colleagues	Good		Good	As above
<i>Marriage or civil partnership</i>	Person centred support will be improved – regardless of relationship status by the development of improved integration of service delivery.	Good		Good	As above
<i>Race</i>	Person centred support and tolerance will be central to service delivery	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>	Better co-ordination and information sharing will lead to improved and earlier service provision	Good		Good	As above

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

<b>Principle</b>	<b>How does the policy / change objective impact on this principle?</b>	<b><u>Inherent Judgement</u> Please select from drop down box below</b>	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>Residual Judgement (after mitigation)</u> Please select from drop down box below</b>	<b>Source of Outline Evidence to support judgement</b>
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i>	The new model will lead to reduction in duplication and offer improved value for money. The provision of early intervention will provide benefits for citizens, families and communities in the long term.	Very Good		Very Good	
<b>Collaboration:</b> <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>	The changes fit with PCC plans for more community orientated services and building community assets and resilience. Collaboration across professional groups will mean easier navigation of services and better delivery.	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>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><b>Involvement (including Communication and Engagement):</b> <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>The work will be reported to Regional Partnership Board which includes citizen representation as core membership. This will be an ongoing reporting arrangement. There has been some specific young person engagement and there is a communications plan. The young person engagement has been with young people who have received high levels of service due to complex needs – they are hard-to-reach. Outcomes of work will be audited to ensure positive outcomes.</p>	<p>Good</p>		<p>Good</p>	
<p><b>Prevention:</b> <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p>	<p>This is the core purpose of these changes. The Social Services and Well Being Act requires more emphasis on early intervention and on integration with other services. These changes will deliver that outcome.</p>	<p>Very Good</p>		<p>Very Good</p>	
<p><b>Integration:</b> <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>This is the main driver for this activity and will ensure improved integration in service delivery. In future the plan is for co-location of staff from a range of agencies but this will go further with joined up pathways and processes and eventually joint management arrangements.</p>	<p>Good</p>		<p>Good</p>	
<p><b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>The model will increase accessible work roles – support and welfare. Improving well-being and access to support will enable more parents and young people to potentially access work. Better advice will ensure that families receive benefits/income they are entitled to reducing poverty.</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?	<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
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The proposed changes will increase professional co-operation and information sharing. More emphasis and resource to prevention will reduce number of cases escalating to safeguarding.	Good		Good	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	Our young people will receive ongoing support within an established relationship with a social worker. The level of understanding of safeguarding matters will be improved.	Neutral		Neutral	
<b>Impact on PCC Workforce</b>	Elements of the workforce will initially be impacted due to anxiety related to safeguarding responsibilities. Other parts of the service will benefit from a reduced caseload as work will be more equitably distributed. The overall impact will be good because workers will be skilled up across safeguarding and prevention, they will have lower caseloads and will be able to be more effective with greater management support.	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
High	Medium	Medium

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

Description of risks			
The change represents a major culture change – this may be difficult to achieve.			
Business as usual needs to be maintained as change and development takes place			
Austerity across the partnership may lead to reduction in financial envelope for non-statutory work			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	
Mitigating Actions			Residual Risk (after mitigation)
Workforce development to ensure training, knowledge and support to staff during change programme.			Medium
Improved management oversight, systematic evaluation of business delivery during change period			Low
Multi agency Transformation and Regional Partnership Boards to maintain engagement and focus on prevention agenda			Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Yes – a range of departments including housing, education, youth service and CYPP will be impacted – reducing duplication and more effective joint working should lead to reduction in spend and increase in capacity and improved outcomes – however this is difficult to quantify at this stage.			

### 7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This Transformation Programme is designed to both deliver better outcomes for children and young people and reduce duplication and waste in the system. The plan will ensure better join up with other agencies and council services to deliver more effectively for communities and to help build resilience for the future.	

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

What additional evidence and data has informed the development of your proposal?
Strategic Review Needs assessment Regular performance monitoring of commissioned services and activity

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Transformation and Regional Partnership Board. Performance monitoring meetings and over sight.
<b>Please state when this Impact Assessment will be reviewed.</b>

10. Sign Off

Position	Name	Signature	Date
<b>Service Manager:</b>			
<b>Head of Service:</b>	Fiona Fitzpatrick		20 <sup>th</sup> September 2016
<b>Strategic Director:</b>			
<b>Portfolio Holder:</b>	Clr Graham Brown		26/01/2017

FORM ENDS



# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<b>Service Area</b>	Business Services	<b>Head of Service</b>	Mark Evans	<b>Strategic Director</b>	David Powell	<b>Portfolio Holder</b>	Cllr Wynne Jones
<b>Policy / Change Objective / Budget Saving</b>	1718-54 Income Saving from PWC Review						
<b>Outline Summary</b>							
Income target built into DBS budget for 2017/18 in respect of processing of DBS applications for other local authorities and Umbrella organisations.							

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

Version	Author	Job Title	Date
V1	Mark Evans	Head of Business and Customer 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Services delivered for less</b>	External DBS processing provides income to PCC DBS Unit to fund Ebulk System Officer post and help sustain Unit.	Good	As a greater number of local authorities/Umbrella organisations come on board with Powys DBS Unit current small profit should increase. Profit per check cannot be increased significantly if wish to remain competitive in market place.	Good	
<b>Supporting people in the community</b>	No impact	Neutral	No impact	Neutral	
<b>Developing the economy</b>	No impact	Neutral	No impact	Neutral	
<b>Learning</b>	No impact	Neutral	No impact	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>A prosperous Wales:</b> 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	No impact	Neutral	
<b>A resilient Wales:</b> 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	No impact	Neutral	
<b>A healthier Wales:</b> 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.	The DBS services contributes to the wellbeing of people and society.	Good		Good	
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	No impact	Neutral	No impact	Neutral	
<b>A globally responsible Wales:</b> 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 DBS services contributes to the wellbeing of people and society.	Good	No impact	Good	
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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	No impact	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	No impact	Neutral	
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral	No impact	Neutral	
<i>Welsh Language impact on staff</i>	No impact	Neutral	No impact	Neutral	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral	No impact	Neutral	
<b>A more equal Wales:</b> 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	No impact	Neutral	
<i>Disability</i>	No impact	Neutral	No impact	Neutral	
<i>Gender reassignment</i>	No impact	Neutral	No impact	Neutral	
<i>Marriage or civil partnership</i>	No impact	Neutral	No impact	Neutral	
<i>Race</i>	No impact	Neutral	No impact	Neutral	
<i>Religion or belief</i>	No impact	Neutral	No impact	Neutral	
<i>Sex</i>	No impact	Neutral	No impact	Neutral	
<i>Sexual Orientation</i>	No impact	Neutral	No impact	Neutral	
<i>Pregnancy and Maternity</i>	No impact	Neutral	No impact	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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No impact	Neutral	No impact	Neutral	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	DBS Unit works with statutory, voluntary and independent sector to enhance safeguarding agenda of adults and children at risk through processing of DBS applications.	Good		Good	DBS activity records

# 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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact	Neutral	No impact	Neutral	
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Neutral	No impact	Neutral	
<b>Integration:</b> <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	No impact	Neutral	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral	No impact	Neutral	
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	DBS Unit supports safeguarding agenda through processing of DBS applications.	Good		Good	DBS activity records
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral	No impact	Neutral	
<b>Impact on PCC Workforce</b>	DBS helps employers to make safer recruitment decisions. Income generated from external DBS checks helps sustain DBS Unit.	Good		Good	

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

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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

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

Description of risks			
If DBS eligibility criteria is relaxed, the number of checks processed may decrease, resulting in fewer opportunities to process and less income from other local authorities/Umbrella organisations.			
There will be a time when DBS Unit will be unable to process additional DBS checks within current establishment			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium	
Mitigating Actions			Residual Risk (after mitigation)
Income will need to be utilised to fund additional post(s) to continue to deliver service.			Medium
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:
Income target built into DBS budget for 2017/18 in respect of processing of DBS applications for other local authorities and Umbrella organisations.	

# 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?**

Analysis of DBS activity records and forecasting.

**Please state when this Impact Assessment will be reviewed.**

Annually

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Anne Marie Davies		January, 2017
Head of Service:	Mark Evans		January, 2017
Strategic Director:	David Powell		
Portfolio Holder:	Cllr Wynne Jones		25/01/2017

# FORM ENDS