

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Service Area	HTR	Head of Service	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	CLlr Liam Fitzpatrick
Policy / Change Objective / Budget Saving	Highways Asset Management Plan (HAMP) Development						
Outline Summary							
<p>The council is responsible for the management of a highway asset valued at £4.366 billion which incorporates 5,800 km of road and 1,600 bridges. The adoption of a HAMP provides a basis for a strategic approach to asset management.</p> <p>The first HAMP was approved in 2007 and was based on a model developed with the County Surveyors Society Wales (CSSW).</p> <p>The Portfolio Holder for Highways proposes to approve a strategy for the continued development of the Highways Asset Management Plan (HAMP) based around the latest CSSW work on a revised HAMP framework.</p>							

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

Version	Author	Job Title	Date
1.0.0	Alastair Knox	Network Manager	7 th April 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 Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
Services delivered for less <i>The HAMP has the potential to inform service changes that will reduce service costs. Current assessment suggests that the condition of the highway network will continue to deteriorate, potentially leading to greater investment requirements in future years if current standards are to be maintained.</i>		Neutral	<i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	<i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i>
Supporting people in the community <i>Many of the services that support people in the community rely on the highway network for travelling around Powys whether on foot, by bus or other means of transport.</i>		Neutral	<i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	<i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i>

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<p>Developing the economy</p> <p><i>The highway infrastructure and its connection points with the rail network provide important links that are essential to developing the economy. Goods, services and tourism into and out of the county rely on the local highway network for vital links to the trunk roads that generally provide cross border access to the major economic centres.</i></p> <p><i>The Central Wales and Cambrian rail lines offer limited connectivity for passenger transport with users reliant on their onward journey via the highway network.</i></p> <p><i>The development of Active Travel networks together with existing highways provide opportunities for a healthy and enterprising economy.</i></p> <p><i>Much of the utility distribution infrastructure is accommodated within the highway network.</i></p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p>Learning</p> <p><i>Nearly all learning related journeys will utilise the highway network either directly through using a highway to access premises or indirectly using communications in the highway for remote.</i></p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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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> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
The Powys Public Services Board Well-being Assessment 2016 (Draft) analysed 33 situations to identify which have the most detrimental and most favourable impact on the seven wellbeing goals in Powys. Whilst most assessments only affected one or two wellbeing goals, there was one particular goal, 'Travelling around Powys', which has a direct negative impact on four of the wellbeing goals (Prosperous, Resilient, Cohesive and Vibrant Wales). If there is no intervention then the potential negative effects in the medium-term are anticipated to extend to a further two of the wellbeing goals (Healthier and Equal Wales). The only wellbeing goal not having an identified impact is a Responsible Wales.					
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	The HAMP will need to consider this as development progresses.	Neutral	<i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	The HAMP will need to consider this as development progresses.	Neutral	<i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	The HAMP will need to consider this as development progresses.	Neutral	<i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.

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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected communities.</p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive in:</p> <ul style="list-style-type: none"> • Empowering people using public services to understand, claim and enjoy their human rights • Increasing the ability and accountability of those delivering public services to respect, protect and fulfil human rights duties • Deepening our understanding of the relationships between rights-holders and duty-holders in order to help bridge the gaps between them • Creating the conditions under which all people can live in dignity and develop their full potential <p>UN Convention on the Rights of the Child The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. The two main principles of the Welsh Language Measure are that in Wales:

- *The Welsh Language should be treated no less favourably than the English language.*
- *That persons should be able to live their lives through the medium of Welsh if they choose to do so.*

This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on the Welsh language, culture and heritage, and to identify any areas for improvement, in order to ensure the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English.

<p><i>Opportunities for persons to use the Welsh language</i></p> <p><i>The Council has a duty to ensure that people can access services through the medium of Welsh wherever they are within the county.</i></p> <p><i>Opportunities to use the Welsh language in official and social spheres must be promoted and protected. Consideration should be given to the impact of policies and decisions on the sustainability of Welsh speaking communities.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p><i>Treating the Welsh language no less favourably than the English language.</i></p> <p><i>The service provided through the medium of Welsh must not be inferior to that provided through the medium of English.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p><i>Opportunities to promote the Welsh language.</i></p> <p><i>The Council must take opportunities to promote the Welsh language and services provided through the medium of Welsh.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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<p><i>Welsh Language impact on staff</i></p> <p><i>The Council must have sufficient Welsh speaking staff to ensure it can provide services according to the Welsh Language Standards. Under the Standards, the Council must also provide information for staff through the medium of Welsh, and provide support and training to enable them to use the Welsh language within the workplace, and provide a bilingual service for the public.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p> <p><i>Recognising the contribution that participation in sport, art and recreation can make to the well-being of individuals and communities, the Council is encouraged to take advantage of relevant opportunities where realistically possible.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

Equality is about making sure people are treated fairly. It is not about “treating everyone the same” but recognising everyone’s needs are met in different ways. This means you should determine whether a policy will assist or inhibit your ability to eliminate discrimination; advance equality; and foster good relations. Listed below are the 9 protected characteristics.

This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on Equality, and to identify any areas for improvement. By taking into account the general duty this will enable the authority to demonstrate that we are making decisions in a fair, transparent and accountable way. When assessing impact you should look at diversity within, as well as between the groups e.g. Disabled people with different impairments.

Age <i>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</i>	The HAMP will need to consider this as development progresses.	Neutral	Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. <i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
Disability <i>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities</i>					
Gender reassignment <i>People who change their gender from the one assigned at birth</i>					
Marriage or civil partnership <i>Being in a marriage or civil partnership</i>					
Race <i>Being a particular colour, ethnic origin, national origin or nationality</i>					
Religion or belief <i>Having a recognised religion or belief or a lack of belief</i>					
Sex <i>Being male or female</i>					

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<p><i>Sexual Orientation</i></p> <p><i>How people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p><i>Neutral</i></p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels.</i></p> <p><i>Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p><i>Neutral</i></p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p><i>Pregnancy and Maternity</i></p> <p><i>Pregnancy is the condition of being pregnant or expecting a baby.</i></p> <p><i>Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</i></p>					

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

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
Sustainable Development Principle <i>The simultaneous improvement of the social, economic, environmental and cultural well-being of communities in Powys and beyond, both now and in the future, using the ways of working below.</i>					
<p>Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i></p> <p><i>Considering long term trends when planning for the future so that problems are not stored up for later. Long term means 10 – 25 years.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p>Neutral</p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p>Neutral</p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p>Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i></p> <p><i>Working with other services and partners to find better solutions for the citizen.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p>Neutral</p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p>Neutral</p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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<p>Involvement: <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i></p> <p><i>Stakeholder Communication and Engagement: Ensuring the views and voices of the stakeholders who will be impacted by a policy or service change are sought, heard and used to inform and influence decisions made.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p>Neutral</p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p>Neutral</p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p>Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p> <p><i>Deploying resources to prevent problems occurring or getting worse, including for other people, communities, services or organisations.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p>Neutral</p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p>Neutral</p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>
<p>Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p> <p><i>Contributing to all the well-being goals and social, economic, environmental and cultural wellbeing. Consideration of how actions impact on each other, identifying the interdependencies or negative impacts on other services/ organisations.</i></p>	<p>The HAMP will need to consider this as development progresses.</p>	<p>Neutral</p>	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	<p>Neutral</p>	<p><i>HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.</i></p>

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<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p> <p><i>Reducing poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor. Improvements in educational and health outcomes can influence poverty strongly over the longer term.</i></p>	The HAMP will need to consider this as development progresses.	Neutral	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	The HAMP will need to consider this as development progresses.	Neutral	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	The HAMP will need to consider this as development progresses.	Neutral	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.
<p>Impact on workforce</p>	The HAMP will need to consider this as development progresses.	Neutral	<p><i>Updating the HAMP will provide a strategic framework to inform service delivery decisions on defined service levels. Further consideration may need to be given on individual impacts as the HAMP develops to look at specific elements.</i></p>	Neutral	HAMP 2007 Powys 2020; SCANNER Survey data; CSSW Condition Projection Models.

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

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low (2)	Low (2)	Low (2)

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

Description of risks			
<i>What are the risks to the Service or Council following implementation of the Policy / Change Objective / Budget Saving?</i>			
FINANCIAL – Reinstatement; compensation & costs: Low			
HAZARD – Casualty (Public Injury); Environmental; Hazard: Low			
OPERATIONAL – Operational; Procurement / Contract / Project Failure; Service Provision: Low			
STRATEGIC – Reputation; Strategic: Low			
Judgement (to be included in project risk register)			
<i>Based on the WHOLE assessment (sections 1 – 7), what is the risk to the Service or Council following implementation of the Policy / Change Objective / Budget Saving? (Please refer to the Corporate Risk Assessment Matrix below)</i>			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓
Mitigating Actions			Residual Risk
<ul style="list-style-type: none"> Mitigation may be required depending on the proposals developed within the strategy. . 			Medium (6)
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
<i>The highway asset provides indirect support to many other service area and therefore strategic decisions may impact on a number of service areas. These impact will potentially be minimal but further assessment may be required as elements of the strategy are developed.</i>			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<i>The highway asset provides indirect support to many other service areas and therefore strategic decisions may impact on a number of service areas. The update of the HAMP to reflect current best practice and strategic direction will ensure that the council is able to direct investment in an appropriate manner and will provide a robust defence for litigious challenges. Further assessment may be required as elements of the HAMP strategy are developed.</i>	May 2017 Portfolio Holder decision

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

What additional evidence and data has informed the development of your proposal?
SCANNER Survey Data CSSW assessment models Powys Public Services Board Well-being Assessment 2016 (Draft)

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9. On-going monitoring arrangements?

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

The HAMP is intended to be a living document that will evolve over time and be used to inform key decisions on service delivery and investment. A project board has been set-up to deliver the HAMP update and this is likely to continue and undertake annual reviews including the monitoring of impacts.

Impact Assessment review date: As individual elements of the HAMP strategy are considered for approval.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Shaun James		
Head of Service:	Nigel Brinn		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	CLr Liam Fitzpatrick		

It is advised that no formal decision is made unless an impact assessment has been completed to the satisfaction of the above that sufficient evidence is available to substantiate any judgements made in the impact assessment. It is the ultimate responsibility of the Strategic Director and Portfolio Holder to ensure the correct ownership and accountability is sustained.