

County Council

Meeting Venue
**Council Chamber - County Hall,
Llandrindod Wells**

Meeting date
Thursday, 7 March 2019

Meeting time
10.30 am

For further information please contact
Stephen Boyd
01597 826374
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County Hall
Llandrindod Wells
Powys
LD1 5LG

1 March 2019

Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod, a bydd gwasanaeth cyfieithu ar y pryd ar gael.
You are welcome to speak Welsh or English in the meeting, and a simultaneous translation service will be provided.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	MINUTES
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To authorise the Chair to sign the minutes of the meetings held on 22nd January and 24th January as correct records.
(Pages 9 - 64)

3.	DECLARATIONS OF INTEREST
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

4.	CHAIR'S ANNOUNCEMENTS
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To receive any announcements from the Chair of Council.

5.	LEADER'S ANNOUNCEMENTS
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To receive any announcements from the Leader.

6.	CHIEF EXECUTIVE'S BRIEFING
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To receive a briefing from the Chief Executive.

7.	PUBLIC QUESTIONS
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7.1. Question to the Portfolio Holder for Economy and Planning from Elizabeth Newman

Is the need to have all Planning Conditions fully discharged before work commences now a thing of the past in Powys?

(Pages 65 - 66)

7.2. Question to the Portfolio Holder for Economy and Planning from Iain Aitken

Powys Council has astonished and dismayed the public across Wales by repeated refusals to enforce against the Hendy Wind Farm despite multiple contraventions against planning law. In brief:

- The developer has breached Condition 2 by not adhering to permitted plans: construction compound and track to Turbine 5 lie wholly outside the site red line;
- The developer has introduced a new element, a hardstanding area on the N E corner of the common, but no application for planning or Commons Act consent has been submitted. Development Management must be very well aware that some form of 'restricted works' on the common are essential to permit delivery of turbine parts to the site;
- The developer has breached Condition 49 by starting construction without the required Commons Act consent;
- The developer has in fact almost completed the installation of a turbine before a single one of the conditions precedent has been discharged.

The public have repeatedly been told that it has been judged 'expedient' not to enforce.

Please could the Portfolio Holder for Economy and Planning, currently Cllr Martin Weale, set out precisely what criteria have been considered in assessing the 'expediency' of enforcement against this developer?

(Pages 67 - 68)

7.3. Question to the Portfolio Holder for Highways, Recycling and Assets from Stephen Meadowcroft

Would the Councillor share with us the current trends over the last 6 months for recycling in North Powys, in particular the tonnages for each waste material he is intending to process through the Abermule Recycling Facility when it is intending to come into operation?

(Pages 69 - 70)

7.4. **Question to the Portfolio Holder for Highways, Recycling and Assets from Jeffrey Matthews**

Powys Councillors will be fully aware of the rapid, almost weekly changes in recycling methods, technology and government regulations surrounding the waste industry. Here in Powys the recycling work is successfully done 'out of house' at the moment, and those business will bear the future costs of expensive changes in the waste industry. Because Powys's main duty is to collect waste, not to run competing businesses in the waste industry, is it a wise decision for the council to be investing huge effort and millions of pounds in such a constantly changing scenario in this time of cutbacks?

(Pages 71 - 72)

8.	BUDGET FOR 2019 - 2020, MEDIUM TERM FINANCIAL STRATEGY 2019 - 2024 AND CAPITAL PROGRAMME FOR 2019 - 2024
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To consider the Budget for 2019 - 2020, Medium Term Financial Strategy 2019 - 2024 and Capital Programme for 2019 – 2024.

(Pages 73 - 1114)

9.	COUNCIL TAX RESOLUTION FOR 2019/20
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To approve the Council Tax resolution and set the Council Tax for 2019/2020.

(Pages 1115 - 1138)

10.	MINIMUM REVENUE PROVISION ANNUAL STATEMENT 2019/20
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To consider the Minimum Revenue Provision Annual Statement 2019/20.

(To Follow)

11.	VIREMENTS
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11.1. **Virement for Schools Projects: Crickhowell High School Extension**

(Pages 1139 - 1142)

11.2. **Virement for Ladywell House, Newtown**

(Pages 1143 - 1146)

11.3. **Virement for Housing Revenue Account: Welsh Quality Housing Standard (WHQS)**

(Pages 1147 - 1150)

12.	TREASURY MANAGEMENT STRATEGY STATEMENT & ANNUAL INVESTMENT STRATEGY
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To consider the Treasury Management Strategy Statement and Annual Investment Strategy.

(Pages 1151 - 1176)

13.	PAY POLICY STATEMENT 2019 - 2020
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To consider the Pay Policy Statement for 2019 – 2020.

(Pages 1177 - 1198)

14.	NOTICE OF MOTION - NUCLEAR WASTE
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In view of the current consultation on the development of an underground storage facility for nuclear waste, that the Council clearly states that it will not host such a facility on Council owned land.

Proposer: County Councillor Elwyn Vaughan

Secunder: County Councillor Bryn Davies

The following two School Modernisation Reports will not be considered before 2.00 p.m.

15.	LLANFYLLIN ALL THROUGH SCHOOL
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To discuss proposals relating to the establishment of a new all-through school in Llanfyllin to enable Cabinet to take the views expressed by Council into account when making a decision.

(Pages 1199 - 1386)

16.	BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL
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To discuss the proposed recommendation to Cabinet in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School, to enable Cabinet to take the views expressed by Council into account when making a decision.

(Pages 1387 - 1694)

17.	QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION
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17.1. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Roger Williams

What resources does Powys County Council have to support members of staff with mental health problems?

(Pages 1695 - 1696)

17.2. **Question to the Portfolio Holder for Learning and Welsh Language from County Councillor Phil Pritchard**

The review of High Schools in South Powys was completed some 3 years ago, and it was confirmed that a review of High schools in North Powys would follow shortly afterwards, with particular reference to having 3 high schools all within a radius of 11 miles. There has been no such review carried out to date. I would be grateful if you would confirm to me when is the review for North Powys going to be carried out, and will it be followed (as previously promised) by a review of some 7 or 8 small primary village schools, all within approximately 8 miles of Llanfair Caereinion, particularly identifying the potential savings for Powys County Council?

(Pages 1697 - 1698)

17.3. **Question to the Portfolio Holder for Adult Social Care from County Councillor Phil Pritchard**

It was previously agreed by cabinet that if Town Councils did not take full responsibility for running the Day Centres, PCC would close them, creating a very large and relevant financial saving.

Can you please identify costs of keeping all these Day Centres open up to date, and confirm whether or not any review is likely to take place in the near future, particularly in relation to the current suggested proposal of a 9.5% increase in council tax?

(Pages 1699 - 1700)

17.4. **Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Kathryn Silk**

What provisions are in place to ensure that the fabric of the current Brecon Library in Ship Street is maintained in a condition commensurate with its Listed status?

(Pages 1701 - 1702)

17.5. **Question to the Portfolio Holder for Learning and Welsh Language from County Councillor Matthew Dorrance**

The Welsh Labour Government is committed to providing 30 hours a week of government-funded early education and childcare for working parents of three and four year olds, for up to 48 weeks of the year.

Will the Cabinet make a statement on its preparations for the roll out the Welsh Government's funded childcare offer?

(Pages 1703 - 1704)

17.6. **Question to the Portfolio Holder for Learning and Welsh Language from County Councillor Matthew Dorrance**

How much has Powys County Council's decision to develop a helipad at the Prom, Brecon cost taxpayers?

(Pages 1705 - 170)

17.7. Question to the Leader from County Councillor David Jones

Will the Leader direct cabinet members to answer supplementary questions before the time expires to ask a follow up question at the next council?

17.8. Question to the Portfolio Holder for Learning and Welsh Language from County Councillor David Jones

There has been a trend to reduce the percentage of funding to schools from the total education budget whilst increasing the percentage funding to central services. Has she any plans to reverse this trend bearing in mind best practice?

(Pages 1707 - 1708)

18. EXEMPT ITEMS

The Monitoring Officer has determined that category 1 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

19. NOTICE OF MOTION

That Council should debate, consider and make any recommendations to Officers to agree a one off exception to the Council's Housing Allocation Scheme to allocate a vacant property to the mother of a deceased tenant in Welshpool in the interests of the deceased tenant's children in line with the European Rights of the Child Regulations, and other legislation.

Proposed by County Councillor Phil Pritchard
Seconded by County Councillor Michael Williams

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL
CHAMBER - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 22
JANUARY 2019**

PRESENT

County Councillor DW Meredith (Chair)

County Councillors MC Alexander, M Barnes, G Breeze, L V Corfield, K W Curry, A W Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, L George, M R Harris, S M Hayes, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, MC Mackenzie, I McIntosh, G Morgan, R Powell, D R Price, P C Pritchard, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, D Selby, R G Thomas, E Vaughan, M Weale, G I S Williams, J Williams, J M Williams and R Williams

1.	APOLOGIES
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Apologies for absence were received from County Councillors B Baynham (Vice-Chair), J Charlton, B Davies, P Davies, S C Davies, J Evans, L Fitzpatrick, J Gibson-Watt, H Hulme, A Jenner, E A Jones, P E Lewis, S Lewis, S McNicholas, C Mills, JG Morris, N Morrison, WD Powell, GD Price, G Pugh, J Pugh, E Roderick, D Rowlands, K S Silk, D A Thomas, T J Van-Rees, J Wilkinson, A Williams, D H Williams and S L Williams

2.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

3.	EXEMPT ITEMS
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RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

4.	APPOINTMENT OF CORPORATE DIRECTOR TRANSFORMATION
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Following interview it was

RESOLVED to appoint Vanessa Young as Corporate Director Transformation.

County Councillor DW Meredith (Chair)

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**COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWDYD YN SIAMBR Y
CYNGOR – NEUADD Y SIR, LLANDRINDOD, POWYS AR DDYDD MAWRTH, 22
IONAWR 2019**

PRESENNOL

Cynghorydd Sir DW Meredith (Cadeirydd)

Cynghorwyr Sir MC Alexander, M Barnes, G Breeze, L V Corfield, K W Curry, A W Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, L George, M R Harris, S M Hayes, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, MC Mackenzie, I McIntosh, G Morgan, R Powell, D R Price, P C Pritchard, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, D Selby, R G Thomas, E Vaughan, M Weale, G I S Williams, J Williams, J M Williams a R Williams

1. YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir B Baynham (Is-gadeirydd), J Charlton, B Davies, P Davies, S C Davies, J Evans, L Fitzpatrick, J Gibson-Watt, H Hulme, A Jenner, E A Jones, P E Lewis, S Lewis, S McNicholas, C Mills, JG Morris, N Morrison, WD Powell, GD Price, G Pugh, J Pugh, E Roderick, D Rowlands, K S Silk, D A Thomas, T J Van-Rees, J Wilkinson, A Williams, D H Williams a S L Williams

2. DATGANIADAU DIDDORDEB

Ni chafodd unrhyw ddatganiadau diddordeb eu cyflwyno.

3. EITEMAU WEDI’U HEITHRIO

PENDERFYNWYD eithrio'r cyhoedd ar gyfer yr eitem busnes canlynol ar y sail y bydd gwybodaeth sydd wedi'i heithrio dan gategori 1 Gorchymyn Awdurdodau Lleol (Mynediad at Wybodaeth) (Amrywiad) (Cymru) 2007 yn cael ei datgelu iddynt.

4. PENODI CYFARWYDDWR TRAWSNEWID CORFFORAETHOL

Yn dilyn y cyfweiliad

PENDERFYNWYD penodi Vanessa Young fel Cyfarwyddwr Trawsnewid Corfforaethol.

Cynghorydd Sir DW Meredith (Cadeirydd)

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**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL
CHAMBER - COUNTY HALL, LLANDRINDOD WELLS ON THURSDAY, 24
JANUARY 2019**

PRESENT

County Councillor DW Meredith (Chair)

County Councillors M Barnes, B Baynham, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, P Davies, S C Davies, M J Dorrance, D O Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, JG Morris, R Powell, D R Price, GD Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, E Roderick, D Rowlands, D Selby, K S Silk, D A Thomas, R G Thomas, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams, R Williams and S L Williams

1.	APOLOGIES
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Apologies for absence were received from County Councillors MC Alexander, D E Davies, E Durrant, J Evans, H Hulme, N Morrison, WD Powell, K M Roberts-Jones and T J Van-Rees.

2.	MINUTES
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The Chair was authorised to sign the minutes of the meetings held on 18 October, 2018 and 20 November, 2018.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest.

4.	CHAIR'S ANNOUNCEMENTS
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The Chair advised that an email regarding his activities would be sent to Members.

5.	LEADER'S ANNOUNCEMENTS
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The Leader advised that the Cabinet was focussing on setting the budget and that the Council for the 10th year running had received the lowest budget allocation from the Welsh Government. Despite this however, positive work was going on. At the end of January, a Joint Trade delegation, with Ceredigion County Council, would be going to the Senedd at the invitation of the local AMs to meet with the Minister. A range of local businesses had been invited to attend and all Councillors were invited.

In respect of schools the new build at Ysgol Carno was due to open in March and the Welshpool Church in Wales Primary School was due to open in September. A planning application to replace Ysgol Bro Hyddyen, Machynlleth has been submitted and it was hoped that work could start on this in the spring.

The new Chief Executive Dr Caroline Turner was to start in February and the Council had just appointed Vanessa Young as Corporate Director Transformation and both had a wide range of experience. The Council now had a full Leadership Team.

The Leader advised that there were positive talks about bringing a stage of the Women's Tour of Britain to Powys in June 2019.

In response to a question the Solicitor to the Council advised that ICT and the Director of Services were working with the Welsh Government to resolve the issue of providing a translation of webcast meetings. He advised this was a top priority and would be dealt with as soon as possible.

6.	CHIEF EXECUTIVE'S BRIEFING
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The Deputy Chief Executive advised that the Care Inspectorate Wales [CIW] had reported on its inspection of Childrens Services in October and its monitoring of Adult Services. These would be the subject of a Members' Seminar on 30 January. The CIW's report was in line with expectations, with recognition of significant improvements in some areas but there are still areas of serious concern, which are being addressed. In respect of the budget there was a £17m gap and Social Services budgets would be the focus of the Members' meeting later in the day.

7.	PUBLIC QUESTIONS
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7.1. Question to the Portfolio Holder for Economy and Planning from Mr George Harris

Can the council please confirm what is the financial benefit in £'s, that will be achieved by the council together with the timing of this, by allowing the Hendy Wind Farm project to continue?

Response

Powys County Council does not stand to gain financially from the Hendy Wind Farm development. A Section 106 agreement is in place to secure £17,500 for mitigation for the potential impact of the development on the Rights of Way network.

As Mr Harris was unable to attend the meeting his supplementary question was read out on his behalf "In stating "The Council does not stand to gain financially from the Hendy Wind Farm Development" and in view that it is believed that PCC

received £680k from Wind Farms via business rates in 2010 as quoted by a Welsh Government AM. Can one assume that Hendy is therefore exempt from business rates in that no further monies are anticipated either annually or in advance? Clearly if large amounts of business rates were to be paid, and in advance, this could have been the incentive for the council to ignore the planning conditions which failed to be discharged and the fundamental plan changes allowing the developer to proceed.”

The Portfolio Holder responded that Business Rates is a Welsh Government scheme and not under the control of the Council. The Council does not set the legislation, policy, business rates levels nor the rateable value. It administers the billing and collection of business rates on behalf of Welsh Government. The collected sums across Wales are then pooled by Welsh Government who then determine how they wish to redistribute business rates funding across Wales, along with the other funding mechanisms for local government to each local council. It will be a decision of central government’s Valuation Office Agency what rateable value is applied to the site and when it is brought onto the official rates list.

7.2. Question to the Leader from Mr Martin Aymes

Powys County Council protests the need for Openness, Transparency and Inclusion in its aims for democracy and public participation in the processes of Local Government.

At a public meeting in Abermule on the 4th December 2018 — in front of some 275 local residents — Leader Rosemarie Harris, and Cabinet Members Aled Davies and Phyl Davies jointly offered to give Martin Aymes access to the Council Solicitor, in order to discuss some legal aspects of the proposed Abermule Recycling Bulking Facility.

The Council Solicitor has subsequently refused any such legal discussions.

Is Powys County Council prepared to instruct the Council Solicitor to engage in such discussions, and thus ensure that it lives up to its aims?

Response

Thank you for your question. Neither Councillors Aled Davies, Phyl Davies or myself can recall offering you access to the Solicitor to the Council. The Solicitor to the Council had advised me that he has received no request for a meeting and neither has the Council’s Planning Lawyer.

If you were to write to the Solicitor to the Council in County Hall, he will arrange for an appropriate response to be provided.

Mr Aymes referred to the public meeting in Abermule attended by the Leader, Portfolio Holders and officers and to a question asked, by the local member to the planning solicitor, during an adjournment at the December Planning Committee meeting. Mr Aymes supplementary question was “If not a solicitor who is qualified to have this legal discussion with us and how do I get, with this document, a meeting and are you prepared to instruct such a meeting to take place urgently – is that honesty and transparency in government when we have to video a meeting to hold you to the promise made?” In response the Leader

apologised as she did not remember making a promise for the solicitor to meet, but advised that she was happy to meet with the people from Abermule and that all items should be put on the table.

7.3. Question to the Leader from Mr Jeffrey Matthews

Given the motion proposed by Cllr Gareth Pugh and passed unanimously at the full Council Meeting on 18th October, which proposed greater connection, consultation, engagement with communities, honesty, openness and transparency in local government, does the council feel that this is now being fully achieved when we are still seeing the citizens of North Powys continuing to be highly concerned and anxious about building construction consent which has been hastily and crudely bulldozed through which includes errors and possible misrepresentation of data provided to Powys County Councillors and which suggest that now some historical consent needs re-looking at and updating before construction begins?

Response

The motion proposed and carried at the Council meeting on 18th October was in relation to how communities are better engaged with in general. The Council does endeavour to communicate as effectively as possible with communities and will endeavour to continue to improve effective communication.

The motion in itself did not refer to any particular issue, although the development at Abermule was referenced. The consultation on this proposal was over and above what is required of such a development and following the council meeting there been further engagement with a public meeting held with the Leader, Deputy Leader and Portfolio Holder all present. We have committed to hold further meetings of sufficient regularity with the community representatives going forward.

Proper process continues to be followed for this development, and the Council is not aware of any errors or misrepresentation of data which would require any further investigation.

Mr Matthews' supplementary question was "Given Councillors still seem surprised of the extent of the continuing protest and anxiety from the Abermule community in recent months, despite it being documented in 2016 that there would be objections, does the whole Council still believe that the community of Abermule was sufficiently consulted to the highest ethical standards not just slightly above legal minimum at all stages of the process given the life changing construction to be placed in the village and that this would ethically stand up to investigation? Will the Council now commission an external investigation into whether our community was appropriately and speedily consulted and delay all work until the findings are published?"

The Leader responded that she has agreed to meet with the community. She indicated that she has a chronology of when the community had been contacted

and involved and she would share this with Members, so that they were aware of involvement. In respect of an external investigation she said that this could be an issue that could be discussed at the meeting she agreed to in response to the last question. However, she considered that the Authority had gone over and above normal consultation procedures.

7.4. Question to the Leader from Mr Stephen Meadowcroft

Powys County Council seems keen to develop Private/ Public partnerships for the delivery key services as can be seen with the formation of Heart of Wales Property Services with Kier Group. At the time of writing this question, the financial accounts for this company are overdue (due date 23/12/18) so it is unclear as to the success or otherwise of this venture. How successful has this initiative been (given the reports of Keir Groups Financial Difficulties) and do you have plans to go into partnership with other private companies such as Veolia for the delivery of waste management?

Response

As noted in the response to a question from Councillor Matthew Dorrance that appears later on the agenda, the partnership with Kier to form Heart of Wales Property Services has only been running approximately 18 months but has successfully delivered savings for the Council.

There are no current plans to enter any partnerships with private operators for the delivery of waste and recycling services. We do have contracts with external companies in place for some aspects of the service, such as residual waste disposal and the operation of Household Waste Recycling Centres.

Mr Meadowcroft's supplementary question was ruled out of order by the Chair, as it did not relate to the issue of partnership arrangements which was referred to in his original question and the response.

The Chair advised that **Item 14.15** would be taken next as Councillor Hulme was not in attendance to ask a supplementary question and there were some members of the public in attendance who were interested in the subject of the question.

Question to the Portfolio Holder for Economy and Planning from County Councillor Heulwen Hulme

Are you satisfied that the Authority is enforcing the conditions as set out in the planning approval for Hendy windfarm?

Response

Although we are dissatisfied that the development has commenced without the Pre commencement conditions being discharged, I am satisfied that Planning Officers, in association with partner organisations, are monitoring the site with a view to taking enforcement action if it becomes expedient to do so. This process has been reviewed and accepted by Counsel as appropriate. We are very aware of the frustrations of some of the local community by Powys Planning Officer's perceived lack of enforcement in relation to the site, but the authority must ensure appropriate legal processes are followed in regard to its actions.

There was no supplementary question to the Portfolio Holder.

8.	BUDGET VIREMENTS
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8.1. Abermule Business Park

Council considered the capital virement for the Abermule Business Park to be transferred from 2018/19 to 2019/20.

Councillors sought clarification as to whether all the £2.7m was for the recycling unit at the Abermule Business Park or whether some of the funds were for the Business Park. The Portfolio Holder for Highways, Recycling and Assets advised that this was for the recycling facility, wherever it may be and that in the budget it had been referred to as the Abermule Business Park. Councillors were concerned there needed to be clarity. It was moved and seconded that the consideration of the report be deferred and be brought back to the next meeting stating how much is for the recycling facility and how much for the future development of the Business park.

However, before the vote was put the Portfolio Holder for Finance advised that he would withdraw the report and bring back, with more details to the next meeting.

In response to a point of order raised by Councillor Roberts, the Portfolio Holder for Finance apologised for a comment he had made during the debate about Liberal Democrat members supporting the application when it had been considered by the Planning Committee. The Portfolio Holder stated that he did not wish to imply that the Liberals voted as a group in Planning, but merely pointed out the vote was in support across the political spectrum for the application at the Planning Committee.

8.2. Relocation to Cwrt-y-Plyffin

Council considered the capital virement for the relocation to Cwrt-y-Plyffin to be transferred from 2018/19 to 2019/20. It was moved by County Councillor Phyl Davies and seconded by County Councillor Karl Lewis and by 56 votes to 1 abstention it was

RESOLVED	Reason for Decision:
To approve the virement of £897,000 of the budget to 2019/20, as set out in paragraph 1.2 of the report.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

8.3. Strategic Salt Reserve

Council considered the capital virement for the Strategic Salt Reserve to be transferred from 2018/19 to 2019/20. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Karl Lewis and by 60 votes to 0 it was

RESOLVED	Reason for Decision:
To approve the virement of £824,512 of the budget to 2019/20, as set out in paragraph 1.2 of the report.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

The meeting adjourned for 15 minutes.

9. STATUTORY RESPONSIBILITIES OF THE CHIEF EXECUTIVE

The Council considered the report of the Solicitor to the Council.

In response to a question regarding the fees payable, to the Chief Executive in their role as the Returning Officer in respect of elections, in addition to their salaries, the Solicitor to the Council advised that he did not have these available at the moment but would add this information to the minutes. The Councillor stated that she felt that this information would be of interest to the public. In response to a further question the Solicitor to the Councillor advised that the Council has to pay the fees, but it was noted that the Returning Officer did not have to take the fees. The Solicitor advised that the payment of fees for elections is currently being considered by the Welsh Government, so the situation may change in the future.

It was moved by County Councillor David Jones and seconded by County Councillor Phil Pritchard and by 53 votes to 1 against and 1 abstention it was

Resolved	Reason for Decision
That Dr Caroline Turner be appointed to the following Statutory Roles: <ul style="list-style-type: none"> • Head of Paid Service; • Functions relating to the Proper Officer of the Council not already allocated to other officers; • Electoral Registration Officer; • Returning Officer (Acting Returning Officer and Local Returning Officer) as Chief Executive from 25th February, 2019.	To make the appointment to Statutory Roles which fall within the role of the Chief Executive.

10. SCRUTINY COMMITTEE STRUCTURE

The Council considered the report on the proposed new Scrutiny Committee structure. In response to questions the Solicitor to the Council advised that the Cabinet would only be involved in the Co-ordinating Committee and would support Cabinet and Scrutiny working together. This structure was also based on how other Authorities work.

It was moved by County Councillor Phil Pritchard and seconded by County Councillor Gwilym Williams and by 61 votes was

Resolved	Reason for decision
<p>(i) that the proposals as set out the report be approved</p> <p>(ii) that if the information is not available for the meeting:</p> <ul style="list-style-type: none"> • that the Solicitor to the Council be authorised to receive the nominations for the membership of the 3 committees and the Chairs of the Scrutiny Committees from the relevant political groups, so that the new scrutiny committee structure can be implemented immediately following this meeting. • that the Solicitor to the Council to be authorised to facilitate and authorised to receive the allocation of the scrutiny committee chairs nominated by the political groups • that the Solicitor to the Council report to the next meeting of the Council on the names of the members who have been appointed by their political groups as Members of the 3 committees and Chairs of the scrutiny committees as above <p>(iv) that a review of the new structure be undertaken in 6 or 12 months following implementation.</p> <p>(v) that the revisions to Parts 2 (Purpose, Definition, Interpretation and Amendment) and 7 (Scrutiny Procedure Rules) of the Council Constitution be approved.</p>	<p>To review the scrutiny committee structure.</p>

11. APPOINTMENT OF A SCRUTINY CO-OPTED MEMBER

The Council considered the report from the Solicitor to the Council.

Resolved	Reason for decision
To appointment Mr Graeme	To comply with the Council's

Robson as a Co-opted Representative - Parent Governor Representative (primary sector) to serve on the scrutiny committee dealing with education matters until the next ordinary Council elections in 2022.	Constitution in relation to the allocation and appointment of committees.
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12. APPOINTMENTS TO OUTSIDE BODIES

12.1. Appointment to the Powys Community Endowment Fund Panel

RESOLVED that County Councillor Emyr Jones be appointed to serve on Powys Community Endowment Fund Panel.

12.2. Appointment to the Community Health Council

RESOLVED that County Councillor Edwin Roderick be appointed to serve on Powys Community Health Council.

12.3. Appointment to the Bryn Titli Wind Farm Trust

RESOLVED that County Councillor Hywel Lewis be appointed to serve on Bryn Titli Wind Farm Trust.

13. NOTICES OF MOTION

13.1. Notice of Motion: Lucy's Law National Campaign

Council debated the following motion proposed by County Councillor Sandra Davies and seconded by County Councillor Sarah Lewis:

This Council adds its support to Lucy's Law National Campaign to ban and outlaw third party puppy farming. This Council will add its name to the growing list of supporting organisations and will proactively highlight the campaign to our residents across the County. This Council requests that the leader of the Council writes to UK Government, supporting the call for urgent action on this matter.

Members spoke in favour of the motion and the Solicitor to the Council advised that if agreed by Council it would be checked whether this was a devolved function and the letter would be sent as appropriate.

By 61 votes to 0 it was

RESOLVED that this Council adds its support to Lucy's Law National Campaign to ban and outlaw third party puppy farming. This Council will add its name to the growing list of supporting organisations and will proactively highlight the campaign to our residents across the County. This Council requests that the leader of the Council writes to UK Government, supporting the call for urgent action on this matter.

13.2. Notice of Motion: Green Heart of Wales

Council noted that the proposer and seconder had agreed an amendment to the wording of their motion, proposed by Councillor Amanda Jenner.

Council debated the following motion, as amended, proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies:

This Council in seeing Powys as the Green Heart of Wales;

1. Acknowledges that the potential impacts of Climate Change are of significant concern:
2. Asks the pension trustees to look into the possibility/legalities of developing a strategy of divestment from fossil fuels
3. Supports the principles of Zero Carbon Britain and the work done by CAT (Centre for Alternative Technology)
4. Encourages the development of Hydrogen production and technologies in Powys utilising the clean environment, water and energy supply
5. Highlights that zero carbon technologies and new zero carbon producing economic opportunities that are sympathetic to Powys' rural landscape, should be considered as part of the Mid Wales Growth deal thus giving us a USP (Unique Selling Point)
6. That the authority should put in place an economically feasible strategy to reduce its carbon output and strive to develop best environmental practice in its buildings
7. That the authority should look into best practice from other authorities such as robinhoodenergy.co.uk with Nottinghamshire Council and theleccy.co.uk/about/ with Liverpool City Council, in order to consider developing local energy ownership and supply chains but also assisting tackling fuel poverty.

In response to questions the Solicitor to the Council advised that the Pension Authority would consider the motion and would need to take into account the views of Council when reviewing investment strategies. The Pension Committee Chair advised that these issues would also be considered by the Wales Pension Partnership and as the Joint Chair of the Governance Committee he assured Members that these issues would be considered.

By 57 votes to 0 it was

RESOLVED that this Council in seeing Powys as the Green Heart of Wales;

- 1. Acknowledges that the potential impacts of Climate Change are of significant concern:**
- 2. Asks the pension trustees to look into the possibility/legalities of developing a strategy of divestment from fossil fuels**

3. Supports the principles of Zero Carbon Britain and the work done by CAT (Centre for Alternative Technology)
4. Encourages the development of Hydrogen production and technologies in Powys utilising the clean environment, water and energy supply
5. Highlights that zero carbon technologies and new zero carbon producing economic opportunities that are sympathetic to Powys' rural landscape, should be considered as part of the Mid Wales Growth deal thus giving us a USP (Unique Selling Point)
6. That the authority should put in place an economically feasible strategy to reduce its carbon output and strive to develop best environmental practice in its buildings
7. That the authority should look into best practice from other authorities such as robinhoodenergy.co.uk with Nottinghamshire Council and theleccy.co.uk/about/ with Liverpool City Council, in order to consider developing local energy ownership and supply chains but also assisting tackling fuel poverty.

The meeting adjourned at 1.10 p.m. for lunch break. The Council reconvened at 2.00 p.m.

The Solicitor to the Council referred Council back to the question, raised under Item 9 Statutory Responsibilities of the Chief Executive, regarding the fees paid to the Chief Executive in their role as Returning Officers.

He provided the Council with the following information:

Fees and charges for national elections are set out in the following Orders:

- The Parliamentary Elections (Returning Officers' Charges) (No.2) Order 2017
- The National Assembly for Wales (Returning Officers' Charges) Order 2016
- The Police and Crime Commissioner Elections (Local Returning Officers' and Police Area Returning Officers' Charges) Order 2016
- The European Parliamentary Elections (Returning Officers' and Local Returning Officers' Charges) (Great Britain and Gibraltar) Order 2014

	Brecon & Radnorshire	Montgomeryshire	Powys
Parliamentary	£2,685	£2,500	
Welsh Assembly	£4,730	£4,730	
Police and Crime Commissioner	£2,870	£2,574	
European Parliamentary			£5,152

Local Government Election payments are set out in the Council's Schedule of Charges and the Returning Officer receives £110 per contested ward and £55 per uncontested ward.

14.	QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION
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14.1. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Elwyn Vaughan

In recent months we have seen a major outsourcing company, Carillion, going to the wall. In recent weeks we have seen another company, Interserve, in severe difficulty.

At the same time a listed government contractor has been hit by delays and cost overruns on a major NHS project. Its average net debt is rising and the reported number does not include hundreds of millions of pounds of supply-chain finance just to pay the bills. It has been making acquisitions and booking the goodwill at a higher value than the price paid. Yet it keeps increasing its dividends for shareholders.

No, it is not Carillion, the outsourcer that collapsed. It is Kier. Kier also reported a 17 per cent rise in average net debt to £375m — which excluded £185m of supply-chain finance owed at the year end, and reported separately as “trade creditors”. Carillion’s net debt figure of £900m excluded £500m of similar financing to pay suppliers.

Kier’s most recent acquisition, the building group McNicholas, had a price of £26m but the company booked £43m of goodwill in its accounts. Carillion also bought businesses and wrote up goodwill of more than 100 per cent of the purchase price, building up its intangible assets.

In view of this consistent pattern, can we as an Authority which has a joint venture with Kier, have:

- the assurance that Kier is still a viable entity?**
- what risk assessment has been done to minimize the liabilities to Powys Council?**
- clarification of the steps that would be undertaken should Kier follow the path of Carillion and Interserve?**

Response

Further to the Right’s issue announced by Kier, Cabinet members and Senior officers have received a briefing on Kier’s position from their Chief Operating Officer. We have also received assurance from their Executive Director that the group remains confident that it will meet its trading expectations. Kier’s Future Proofing programme, launched in June, is also making good progress and they are on track to deliver on the targets set out for this financial year.

The rights issue will allow Kier to accelerate its debt reduction programme and increase the strength of its balance sheet.

Kier state that the position has been viewed positively by other stakeholders including the Cabinet Office for whom Kier are part of the Strategic Supply Programme.

The HOWPS contract details termination events and exit management and the associated procedure that must be followed if a termination event did occur. In addition, Powys and HOWPS have produced a joint Exit Plan, which set out in detail the requirements to ensure that the transition of responsibility for the provision of the current services from HOWPS to Powys County Council or a replacement supplier can be achieved with the minimum of disruption.

Councillor Vaughan's supplementary question was to ask for assurance from the Portfolio Holder that there is no cutting of corners to save money by HOWPS and that they operate within the law in dealing with and removing asbestos from places in the County. As the Portfolio Holder was meeting with representatives from Abermule a response would be sent to Councillor Vaughan and copied to all Members of Council.

14.2. Question to the Portfolio Holder for Learning and Welsh Language from County Councillor James Gibson-Watt

Could the Portfolio Holder outline what measures she is currently taking, other than the current review of the Fair Funding Formula for Schools, to address the rapidly worsening delegated schools budget position in Powys schools?

Response

Education continues to be a very high priority in Powys in what are very demanding financial times. Under this Cabinet, education gross expenditure per pupil has risen last year by 4.9% to the highest in Wales. Net expenditure (that not supported by specific grant) rose by 2.2%, which is also above the Welsh average of 1.6%. School funding per pupil (not including central expenditure on additional learning needs and school transport) stands at 10th out of the 22 Welsh Authorities in 2018-19.

Implementing the new formula means that the Authority will be allocating funds effectively to individual schools in future, based on a clear rationale/ operating model. Implementing the new formula means that there is transparency wherever Governing Bodies spend above our notional operational model on leadership or any other heading.

The evidence is largely that available funding is not managed effectively by some governing bodies, but also that the Authority has previously been allocating available funds ineffectively. Interestingly, the recent activity-led funding formula model does not advocate any significant transfer in funding to the secondary sector.

The schools finance team work closely with schools and assist them with responding appropriately with financial pressures. HR professionals provide essential support to Head Teachers and Governing Bodies in remodelling schools and delivering efficiencies in their school. Curriculum advice is available

from challenge advisors. The different professional groups now act as a single team supporting a school through transformation.

As an Authority we now appropriately use warning letters and notices. These normally secure compliance where governing bodies have not acted appropriately through their own actions or following initial advice. We are also using statutory powers of intervention where governors do not fulfil their statutory responsibilities following warning letters or notices.

Support for ALN pupils also remains a priority and the review of our current provision and developing schools' ability to deliver on the ALN bill in Wales remain a priority. All of these in conjunction with the Fairer Funding Formula will allow our schools to continue to flourish and face future challenges.

Councillor Gibson-Watt's supplementary question was to ask for confirmation that the money the Council received from the Welsh Government for the teachers' pay settlement would be transferred in full to the schools delegated budget. In the absence of the Portfolio Holder, the Finance Officer advised that the approx. £380k has been transferred to the settlement and forms part of the Council's overall funding. In addition to this there are also a number of grants for 2018/19 and 2019/20 and the Education Department was considering the terms and conditions relating to how these would be allocated. The amount transferred to the schools' budget will be for consideration in the budget.

14.3. Question to the Portfolio Holder for Learning and Welsh Language from County Councillor David Jones

Now that we have the new Fairer Funding formula for Schools what percentage of total education funding is delegated to schools under LMS?

Response

The Individual Schools Budget (Delegated Funds) as a % of the total Schools budget is 74.53%. As in all Authorities, the revised percentage for 2019-20 will be available following budget setting and publication of the revised S52 statement.

Councillor Jones' supplementary question was that he noted that in 2016/17 the Individual Schools Budget (Delegated Funds) as a % of the total Schools budget was 78%. It was now 74.53% and he asked whether the Portfolio Holder was going to reverse this downward trend or whether this would continue to fall, as this was of concern to School Governors. In the absence of the Portfolio Holder a response would be sent to Councillor Jones and copied to all Members of Council.

14.4. Question to the Portfolio Holder for Young People and Culture from County Councillor Matthew Dorrance

Will the Cabinet Member make a statement on the delivery of Flying Start in St John Ward?

Response

Members will be aware that Flying Start is a Welsh Government programme which is geographically targeted using income benefit data in order to provide enhanced support to families living in the most deprived areas of Powys. Within the county, Flying Start is currently provided in Welshpool, Newtown, Llandrindod, Brecon and Ystradgynlais.

In Brecon, the Flying Start area is within St John ward. A contract was awarded to Priory Preschool Committee to deliver Flying Start childcare from September 2016. Due to increased admissions into the school, Powys Flying Start was informed in November 2017 by the head teacher that the Governors would no longer act as 'landlord' to the Flying Start setting beyond March 2018. However, through negotiation, it was agreed that Flying Start childcare would continue to be provided at the school until December 2018 whilst alternative provision was secured.

Following the notification from Priory School, Powys' Flying Start team worked to identify alternative sites which could provide Flying Start childcare in Brecon. The service investigated whether existing premises in Brecon could be modified to deliver Flying Start childcare, but no site which satisfied all requirements was found by September 2018. The Flying Start Team also approached local childcare providers in Brecon to identify vacant spaces which could potentially be utilised. The English medium provider in Brecon confirmed that they did not want to proceed with becoming a Flying Start setting. In November 2018, the Welsh medium provider confirmed that they would be willing to provide Flying Start childcare from January 2019. This would result in a change in language from an English medium setting at Priory School to a Welsh medium provider based at Ysgol y Bannau. This was discussed with the Flying Start team in Welsh Government who did not object.

The Flying Start childcare provided by Priory Preschool was managed by a committee with the head teacher as Responsible Individual and, as such, the staff were recruited and managed by the committee. Similarly, the Welsh medium provider at Ysgol y Bannau is also a committee run setting. The local authority therefore advised Priory Preschool Committee as the employer of the staff to investigate whether Transfer of Undertakings (Protection of Employment) (TUPE) implications would apply in this instance. The local authority also sought advice from its Legal Department and it was confirmed that TUPE implications would not apply and this information was provided to Priory Preschool Committee.

Whilst it is recognised that the timescales for the transfer from one childcare provider to the new setting have not been ideal, it is positive that Flying Start families have had no gap in childcare provision as a result of the transfer. In order to support families with the change in childcare, the Flying Start Team wrote to all eligible families to keep them informed. The letter was also followed up by a telephone conversation with each family. All families were invited to attend an informal 'coffee and cake' catch up at the new childcare venue before end of the Autumn Term. The aim of this event was to give parents an opportunity to discuss concerns or barriers to them accessing the childcare in future. The concerns and questions raised by parents have been collated and are being discussed with colleagues in Welsh Government in order to find possible solutions.

Powys' Flying Start Team is continuing to work with Priory School via a capital bid to Welsh Government to build an extension at the school to provide increased capacity to deliver Flying Start in Brecon.

Councillor Dorrance's supplementary question was ask for an update from the meeting earlier in the week regarding whether the Council would pay the taxi fares for the children going to the new location of the service and the capital bid to the Welsh Government. The Portfolio Holder advised that there was no further update and that she would keep Councillor Dorrance informed of any information.

14.5. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Matthew Dorrance

How effective does the Cabinet Member for Housing think the Heart of Wales Property Service is and does he think it provides residents in Powys with value for money?

Response

As Councillor Dorrance will be aware the decision to enter into a Joint Venture with Kier to form the Heart of Wales Property Services Ltd, was one made by the previous administration. As I am the Portfolio Holder for Housing, I will respond to the question in relation to the Housing Service only and the role that HOWPS plays in delivering responsive maintenance services to council homes.

The contractual arrangements established at the outset of the contract required the successful tenderer (HOWPS) to achieve savings in respect of the delivery of responsive repairs to council homes, based on the cost of providing the service using the in-house workforce in 2014-15. In 2014-15, the total cost of providing the service was £5.1 million, and HOWPS are required to achieve £200,000 savings in Year 1, a further £83,000 in Year 2 and a further £128,000 in Year 3. Whilst the contract does allow for indexation at the start of the financial year, this means that in Year 3 of the contract (July 2019 – July 2020) the service will cost approximately £400,000 less to deliver than it did in 2014-15.

So whilst there have been some issues in respect of the bedding in of the responsive maintenance service provided by HOWPS, these have now largely been addressed and in purely financial terms the arrangement with HOWPS has secured savings for the Housing Service and therefore does represent value for money for Powys council tenants.

With regards to excluded works which fall outside the contract agreement HOWPS have now reached a stage where they are providing these services for the authority. Consequently, negotiations have commenced with the authority regarding additional functions such as improvements works and adaptations. The focus of these negotiations is value for money.

Councillor Dorrance's supplementary question was to ask the Leader, in the absence of the Portfolio Holder, due to the continuing difficulties experienced by tenants with HOWPS and the reported changes at Kier, could the Cabinet give assurances as to how the Council manages the risk or consider bringing back the service to be run by the Council.

The Leader advised that the Portfolio Holders for Highways, Recycling and Assets and Finance were meeting with representatives from Abermule. She advised that as HOWPS was being raised regularly it would either be added to a Cabinet agenda or she would meet with interested Members with a view to resolving the issues.

14.6. Question to the Portfolio Holder for Learning and Welsh Language from County Councillor Elwyn Vaughan

How many meetings of the Welsh Education Forum, a partnership with schools and external organisations, and which forms an integral part for the delivery of the current WESP (Welsh Education Strategic partnership) as approved by Welsh Government Ministers; have been held since its approval by Ministers and Powys Cabinet?

Response

The Council's current Welsh in Education Strategic Plan for 2017-20 was approved by Welsh Government in March 2018. Due to lack of capacity to facilitate meetings, no meetings of the old Forum have been held since the plan's approval. We are now planning to establish a new Forum to enable all partner organisations to coordinate their efforts in support of delivery of the approved Welsh in Education Strategic Plan.

Councillor Vaughan's supplementary question was to ask as there had been no meetings of WESP in the last 18 months, how was the work to move forward and could he have a definite date for the first meeting, as this is being monitored by the Welsh Government. In the absence of the Portfolio Holder a response would be sent to Councillor Vaughan and copied to all Members of Council.

14.7. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor John Morris

I have just received an email from you (8/01/19) which states the decision to remove the waste bins was made by cabinet last year and the consultation just finished was on how PCC implements the replacement green waste collections.

Many of my fellow councillors and members of the community of Powys will quite rightly be surprised and annoyed by this. Certainly in my ward we all felt that the consultation was about the whole future of green waste collection including the status quo. Many residents and councillors have responded to the consultation requesting the retention of the large bins.

Do you consider that you have misled members and the people of Powys who during the consultation have contacted the council to request the retention of the large bins and should you have informed residents of your earlier decision to withdraw the bins as part of the consultation detail?

Response

It has always been quite clear regarding the decision on the removal of the garden waste banks and the introduction of the charged collection service. The

recommendations agreed at the Cabinet meeting of 9th October 2018 are as follows:

- 1) Introduce a chargeable green waste collection service, remove all green waste banks at Community Recycling Sites.
- 2) A consultation exercise is carried out during November so that residents can have a say in how the service should be implemented.

This was then communicated through all the usual media channels with significant coverage received. The consultation itself also clearly stated in the introduction that it was to gauge interest in the new service and also gather views on how the new service would look.

On this basis I would suggest that neither Members nor the public have been misled in any way.

County Councillor Morris' supplementary question was to ask for the report on the consultation responses and why had £400k been spent on new bins in order to start the new service in March. In the absence of the Portfolio Holder a response would be sent to Councillor Morris and copied to all Members of Council.

14.8. Question to the Portfolio Holder for Young People and Culture from County Councillor Gareth Ratcliffe

Can the portfolio holder please provide a breakdown of running costs for all 18 libraries across the county for the last 3 years?

Response

Please see the attached spreadsheet for a breakdown of the running costs [a copy of which is with the signed minutes].

County Councillor Ratcliffe's supplementary question was to ask whether there were any proposals to seek budget cuts from larger libraries as 16.7% was being proposed from across the 10 smaller libraries. In response the Portfolio Holder advised that co-location of services was being looked at and the focus was on the smaller branch libraries to support them. There are no plans to change larger libraries.

14.9. Question to the Portfolio Holder for Adult Social Care from County Councillor Iain McIntosh

Can the portfolio holder and cabinet member for adult services please let me know if there were any plans to close the Arosfa Day Centre in Camden Road, Brecon, before the 13th December 2018?

Response

Thank you for your question as to whether there had been any plans to close Arosfa Day Centre in Brecon prior to the 13th December 2018. I can confirm that while much work has been ongoing with the day services for older people following the Cabinet decision on the service in December 2016, there were no plans to close the Arosfa Day Centre before the 13th December 2018.

Prior to any supplementary question, the Portfolio Holder expanded on his written response. In July 2018 there were discussions, with Members and others about the range of possible changes to day time services for older people. In Brecon the advantages and disadvantages of relocation of the service was discussed and there was no discussion about the withdrawal of the service. He advised that there is no proposal to close the service in Brecon and none of the options for relocation from Arosfa have been taken forward.

There was no supplementary question to the Portfolio Holder.

In response to a point of order raised by Councillor Dorrance the Portfolio Holder refuted any allegation that he had misled Councillors in his response.

County Councillor P Pritchard left the meeting.

14.10. Question to the Portfolio Holder for Learning and Welsh Language and Portfolio Holder for Finance from County Councillor Jackie Charlton

BACKGROUND

Llangattock Church in Wales Primary School has been having extensive alterations and an extension to the school. It has been ongoing since July 2018. The project has cost just over £500,000 of which £120,000 has been contributed by the Church in Wales and an Education Trust in Llangattock.

The project discussions started six years ago, the build has taken over 6 months, it was 3 months late in starting after numerous other expectations of a start date during 2017.

The works were due to finish September 2018 in time for the new school year when the promised build start date in May 2018 was agreed. This had to be extended to July because of administrative mishaps. The issues are far too numerous to go in to here and the school Governors are at present trying to work through the problems, keep the school open and ready to educate for 2019.

I was given assurances by the portfolio holder in the July 2018 County Council meeting that the work would be duly completed even though children were expected to have a late start to the term due to building works. This had to be negotiated with parents and the education department. Nursery children have been taught in the Community Hall adjacent to the school since last September as their new build extension was not completed. On the 8 January 2019 it was still not ready.

The biggest issue for Llangattock Governors is the lack of accountability, no line of responsibility and shambolic project management with no-one knowing who takes on the role of these important tasks. During the build the building workforce has had full site access through the school, there have been days when the school has had to remain closed and days when the school was closed due to health and safety risks at short notice. The Head Teacher is there to run the school but in the light of poor project management has been expected to manage some aspects of the project, particularly in terms of health and safety and safeguarding, which has

taken up an inordinate amount of time and put excessive pressure and stress on all members of the school community.

This project has been a shambles from beginning to end and no one is taking responsibility. There could be long term implications for Powys County Council partnerships with builders and contractors on school premises.

QUESTION

Do you as portfolio holder if there is a clear process for project management, accountability and responsibility for joint build projects in our schools where Kier and HOWPS work in partnership with our Education Department here in Powys?

Response

I am aware that for a number of reasons, the protracted construction works have caused inconvenience and difficulties with access, disruption and noise on the school site.

The work on site has now been substantially completed and the contractor, Kier, are in the process of carrying out final minor completion works, which we anticipate being completed over the next couple of weeks.

Following a meeting held at the school on the 11th January 2019, it has been agreed for any remaining external works to be completed through Powys County Council. This is to ensure that works can be carried out with minimal further disruption to the school.

The Authority, HOWPS and Kier have robust project management systems with clear governance and accountability. However, it is wholly apparent that these systems have not been successful in managing this particular project. We will be reviewing this project to ensure that lessons are learnt, and improvements are made where required and I can only apologise for our collective performance at Llangattock, but can I also thank Mrs Kathryn Marshall, the Headteacher, for the valuable contribution that she has, unfortunately, had to make to ensure that the works are completed and the school is operational.

Councillor Charlton's supplementary question was to ask the two Portfolio Holders to meet with the School Governors to address the issues raised by the Governors in a three-page letter, as the school was in a sorry state and staff were working in extreme circumstances. In the absence of the Portfolio Holders, the Leader agreed to take this back to the Portfolio Holders.

14.11. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection and Portfolio Holder for Highways Recycling and Assets from County Councillor Pete Roberts

In a recent report by the Huffington Post the claim was made that over 25000 fire doors of the same type that failed to prevent the Grenfell fire from spreading were still in use in Council and housing association property in the UK.

Can the Portfolio holder confirm how many of these doors are still in use in Powys and if there are any what steps and timeframes he has for their replacement?

Response

Housing

I am pleased to confirm that we have no doors fitted of the 5 identified types. Our doors were manufactured by JBW and JCK Joinery, both were checked and certified as door sets for Fire Resistance, we have no evidence to suggest either are supplied by either of the 5 Manufacturers named in the Huffington Post.

We have previously enquired with JBW and JCK if their doors remain complaint, and they have confirmed so, providing the approved list of parts that are required for repairs. We have sent that information to our joint venture maintenance partner HOWPS, and received assurances they will use those parts to maintain compliance.

Property

Corporate property does not have specific detail on each fire door located within its property portfolio. It does however undertake statutory inspections of its installed fire doors on an annual basis to ensure fire doors are of an appropriate standard and provide the necessary fire compartmentation.

Inspections are undertaken by competent persons and any remedial works or door failures are reported formally to the premises manager responsible for the building.

Councillor Roberts' supplementary question was to ask, in respect of other properties, for a more detailed response regarding the fire doors in these, as the Portfolio Holder's response lacked clarity and he asked whether all fire doors in these other properties were up to scratch. In the absence of the Portfolio Holder a response would be sent to Councillor Roberts and copied to all Members of Council.

14.12. Question to the Portfolio Holder for Highways Recycling and Assets from County Councillor Pete Roberts

Given it is over 6 months since the end of the consultation period in respect of Blue Badge Charging proposals can the portfolio holder explain why there has not been a publication of the official response given that the proposal now appears not to be deferred to the parking review as stated at last Full Council but has been included in the set of budget efficiencies bought forward for his portfolio?

Response

A decision on the matter has not yet been taken. The consultation has brought many valid issues to the fore and a paper will published once the decision is made as previously stated.

Councillor Roberts' supplementary question was to ask that in light of the promises made at the Budget seminar can the Portfolio Holder tell him when the consultation response will be provided given this was promised before the budget decisions are to be made. In the absence of the Portfolio Holder a

response would be sent to Councillor Roberts and copied to all Members of Council.

14.13. Question to the Portfolio Holder for Finance from County Councillor Jackie Charlton

Brexit will have been voted on in Parliament by the meaningful vote, can the Portfolio Holder update the Council on the impact this will have on service delivery and all the EU funded projects or development that the Council is aware of? This should include any partnership projects or LEADER II funding threats which to date would be covered under the final payment to the EU or transitional arrangements.

In addition, can you outline all of the projects the Council has delivered in the past five years where some or all of the funding was obtained from EU grants?

Response

The impact that Brexit will have on service delivery is being closely monitored in a number of ways. A Brexit Impact Log is being circulated to all service areas within the authority for completion. The increased risk of loss of funding for existing EU funded projects is identified as a high risk. Other service areas such as Adult Social Care have previously completed their own Brexit Risk Assessment.

The Council's Cabinet have a Corporate Risk Register which includes Brexit as an identified risk.

A Brexit Working Group has been set up, Cllr Rosemarie Harris is the Chair. Attendees are from a range of external organisations and sector representatives.

Emergency planning staff attend the Dyfed Powys Local Resilience Forum (LRF), the fortnightly meetings are about to become weekly.

External funded projects in development – grant element only:

Enabling Natural Resources and Well-being in Wales (ENRaW) Grant – Countryside Services are the project lead with external partners and application support from Regeneration. Approx. value £100K. Countryside Services are also a partner in a pan Wales project application with the Ramblers Association.

Sport Wales: Healthy & Active Fund – Countryside Services are the project lead with external partners and application support from Regeneration. Approx. value £250K.

Enabling Natural Resources and Well-being in Wales (ENRaW) Grant – Compliance & Waste Services are the lead with external partners and application support from Regeneration. Approx. value £40K. Waste Services are also a partner in a pan Wales project with Keep Wales Tidy, approx. value £30K to PCC.

Visit Wales: Tourism Amenity Investment Support (TAIS) scheme – Regeneration are the project lead with external partners. Approx. value £128K of grant funding.

Visit Wales: Regional Tourism Engagement Fund (RTEF) – Regeneration are the project lead with other Local Authorities and external partners. Approx. value £128K of grant funding.

European Social Fund (ESF): Priority 5 – approx. value £4 million for the Region over 4 years. Early stages of project ideas being developed.

Current operational EU funded projects – grant element only:

Regeneration service: The Lake Park project, Llandrindod Wells - £126K

Regeneration service: Workways + Powys project - £350K

Youth Service: Cynydd project - £1 million (approx.)

Information provided by Louise Nicholson, RDP Programme Officer:

From an RDP & LEADER perspective, please see details of our funding for this programme & the previous one below:

Arwain are currently delivering the LEADER funding which forms part of the Rural Development Programme (RDP) 2014-2020. The details of the project budgets are as follows:

Project start date: 1st May 2015

Project end date: 31st December 2021

Total project costs: £6,061,616

Total RDP funding (European Agricultural Fund for Rural Development): £5,103,998*

Total match funding required from public, private & voluntary sectors: £957,618

*The RDP funding was initially to be split 50/50 between Welsh Government and the EU. Following the EU referendum in 2016, a letter was issued by Mark Drakeford AM (Cabinet Secretary for Finance & Local Government) confirming that “That there will be a lifetime guarantee of funding for all approved operations at the point of the UK’s exit from the EU – thereby providing assurance to all beneficiaries that they can continue to contribute to delivery of the 2014-20 Programmes as planned.” Therefore, our funding of £5,103,998 is secure and Welsh Government will fund any shortfall in EU funding. We have also been given the opportunity to extend the funding programme up to 30/6/23, however, no additional funding is available for this extension at this point, so current budgets need to be used. We do not have sufficient budget to extend beyond 31/12/21 at this point and therefore, have been unable to extend the funding programme in Powys. Welsh Government has suggested that further funding may be available in the future from underspend within other areas of the RDP but we have not received any definite information on this yet.

Previous to this funding programme, we delivered the previous RDP funding programme (Business Plan 2). The details of the project budgets are as follows:

Project start date: 1st July 2008

Project end date: 30th April 2015

Total project costs: £7,006,111

Total RDP funding (European Agricultural Fund for Rural Development):
£5,475,806 (including £2,737,903 EU funding)

Total match funding required from public, private & voluntary sectors: £1,530,305

Please note, the above listed projects are what the Regeneration service are either supporting or directly leading on. There may well be projects in other service areas that are also in receipt of EU or external funding, that the Regeneration service are not aware of at this current time.

Councillor Charlton's supplementary question was to ask for updates now or in the future from the meetings Chaired by the Leader. The Portfolio Holder advised that he and the Leader would provide updates.

14.14. Question to the Leader from County Councillor Gareth Ratcliffe

With the County Council facing further cuts to non-statutory and delegated functions it is more and more looking to communities to run these services where possible. Communities such as Hay-on-Wye have been trying for over 3 years to agree a transfer of assets with the County Council and take on functions, but has been unable to do so, due to factors that include the recent unilateral decision by the current Cabinet to change the agreement made with the previous County Council Cabinet. This has resulted in Hay Town Council budgeting the precept and making commitments, which it may not now be able to implement, to keep the services within the community. This is not the only community to have had difficulty in working with the County Council on the transfers of assets. There are ongoing concerns being raised from many communities about the lack of flexibility and the County Council being restrictive in the name of "fairness to all".

Can the Leader brief the full Council on how the Cabinet is planning to work with local councils and communities over the next round of cuts, with the further expectations from UK and Welsh Governments that communities will need to run more services within the community using volunteers?

Response

Powys has always sought to work with key partners such as Town and Community Councils and we can point to some success when it comes to transferring assets and services. Members will be aware from recent Budget Seminars that the Council faces continuing financial pressure as service pressures exceed our funding. This means it is likely that some services valued by communities may instead be run by local groups or Town and Community Councils. The Council remains open to discussing such changes with any group that comes forward with a proposal. This can be done in a number of ways and for example the Community Interest Company in Llanfyllin was the first such arrangement in Wales demonstrating we will be open to any model proposed.

Councillor Ratcliffe noted that the Community Interest Company in Llanfyllin had now ceased. Community Councils are losing faith due to the ever-changing vision of the Council and Community Councils are unable to budget. His supplementary question was to ask the Leader how is the Council was going to work with communities and reassure communities that any agreements made are not changed by future Cabinets. The Leader responded that the Council was looking at ways of working with communities and using volunteers, but no Cabinet could promise that previous agreements are met.

In response to a question, the Solicitor to the Council advised that there was no update regarding ECO3 which had been referred to in an email to Members the previous day.

Concerns were raised that Council meetings were the only opportunity for Members to question Portfolio Holders and with so many being absent today the process was meaningless. The Solicitor advised that the format of Council meetings could be considered by the Democratic Services Committee.

County Councillor DW Meredith (Chair)

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**COFNODION CYFARFOD CYNGOR SIR A GYNHALIWDYD YN SIAMBR Y CYNGOR
– NEUADD Y SIR, LLANDRINDOD, DDYDD IAU, 24 IONAWR 2019**

PRESENNOL

Y Cyngorydd DW Meredith (Cadeirydd)

Y Cyngorwyr M Barnes, B Baynham, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, P Davies, S C Davies, M J Dorrance, D O Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, JG Morris, R Powell, D R Price, GD Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, E Roderick, D Rowlands, D Selby, K S Silk, D A Thomas, R G Thomas, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams, R Williams ac S L Williams

1. YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cyngorwyr MC Alexander, D E Davies, E Durrant, J Evans, H Hulme, N Morrison, WD Powell, K M Roberts-Jones a T J Van-Rees.

2. COFNODION

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 18 Hydref, 2018 ac 20 Tachwedd, 2018.

3. DATGANIADAU O FUDDIANT

Nid oedd unrhyw ddatganiadau o fuddiant.

4. CYHOEDDIADAU'R CADEIRYDD

Dywedodd y Cadeirydd y byddai e-bost ynglŷn â'i weithgareddau yn cael ei anfon at yr Aelodau.

5. CYHOEDDIADAU'R ARWEINYDD

Dywedodd yr Arweinydd fod y Cabinet yn canolbwyntio ar bennu'r gyllideb a bod y Cyngor wedi derbyn y dyraniad cyllideb isaf gan Lywodraeth Cymru am y 10^{fed} flwyddyn yn olynol. Er gwaethaf hyn, fodd bynnag, roedd gwaith cadarnhaol yn cael ei wneud. Byddai dirprwyaeth fasnach ar y cyd â Chyngor Sir Ceredigion yn mynd i'r Senedd ddiwedd mis Ionawr, ar wahoddiad yr ASau lleol i gyfarfod â'r Gweinidog. Roedd amrywiaeth o fusnesau lleol wedi cael eu gwahodd i fod yn bresennol ac roedd gwahoddiad i bob Cyngorydd.

O ran ysgolion, disgwyliwyd i adeilad newydd Ysgol Carno agor ym mis Mawrth a disgwyliwyd i Ysgol Gynradd Eglwys yng Nghymru y Trallwng agor ym mis Medi.

Cyflwynwyd cais cynllunio i ddisodli Ysgol Bro Hyddgen, Machynlleth a gobeithiwyd y gallai gwaith ddechrau ar hyn yn y gwanwyn.

Disgwylwyd i'r Prif Weithredwr newydd, Dr Caroline Turner, ddechrau ym mis Chwefror ac roedd y Cyngor newydd benodi Vanessa Young yn Gyfarwyddwr Corfforaethol dros Weddnewid ac mae gan y ddwy amrywiaeth eang o brofiad. Roedd gan y Cyngor Dîm Arweinyddiaeth llawn bellach.

Dywedodd yr Arweinydd fod trafodaethau cadarnhaol wedi'u cynnal ynghylch dod â chymal o Ras Fenywod y Tour of Britain i Bowys ym mis Mehefin 2019.

Mewn ymateb i gwestiwn, dywedodd Cyfreithiwr y Cyngor fod TGCh a'r Gyfarwyddwr Gwasanaethau yn gweithio gyda Llywodraeth Cymru i ddatrys y mater o ddarparu cyfieithu ar y pryd mewn cyfarfodydd gweddarlledu. Dywedodd fod hon yn brif flaenoriaeth ac y byddai'n cael sylw cyn gynted â phosibl.

6. BRIFF Y PRIF WEITHREDWR

Dywedodd y Dirprwy Brif Weithredwr fod Arolygiaeth Gofal Cymru [AGC] wedi llunio adroddiad ar ei harolygiad o Wasanaethau Plant ym mis Hydref a'i gwaith yn monitro Gwasanaethau Oedolion. Byddai'r rhain yn destun Seminar Aelodau ar 30 Ionawr. Roedd adroddiad AGC yn cyd-fynd â disgwyladau, gyda chydabyddiaeth o welliannau sylweddol mewn rhai meysydd, ond ceir meysydd sy'n peri pryder difrifol o hyd, sy'n cael sylw. O ran y gyllideb, roedd bwlch o £17 miliwn a chyllidebau Gwasanaethau Cymdeithasol fyddai pwyslais y cyfarfod Aelodau yn ddiweddarach yn y diwrnod.

7. CWESTIYNAU'R CYHOEDD

7.1. Cwestiwn i'r Deiliad Portffolio ar gyfer yr Economi a Chynllunio gan Mr George Harris

A all y cyngor gadarnhau, os gwelwch yn dda, beth yw'r fantais ariannol, mewn punnoedd, a fydd yn cael ei sicrhau gan y cyngor ynghyd ag amseriad hyn, trwy ganiatáu i brosiect Fferm Wynt Hendy barhau?

Ymateb

Ni fydd Cyngor Sir Powys yn elwa'n ariannol o ddatblygiad Fferm Wynt Hendy. Mae cytundeb Adran 106 ar waith i sicrhau bod £17,500 ar gael i liniaru effaith bosibl y datblygiad ar y rhwydwaith Hawliau Tramwy.

Gan nad oedd Mr Harris yn gallu bod yn bresennol yn y cyfarfod, darllenwyd ei gwestiwn atodol ar ei ran, "Drwy ddatgan "Ni fydd y Cyngor yn elwa'n ariannol o ddatblygiad Fferm Wynt Hendy" ac o ystyried y credir bod Cyngor Sir Powys wedi derbyn £680,000 gan Ffermydd Gwynt trwy ardrethi busnes yn 2010 fel y nodwyd gan AC Llywodraeth Cymru, a all rhywun dybio, felly, fod Hendy wedi ei eithrio o ardrethi busnes felly, ac na ragwelir unrhyw arian pellach naill ai'n flynyddol nac ymlaen llaw? Yn amlwg, pe bai symiau mawr o ardrethi busnes yn

cael eu talu, ac ymlaen llaw, gallai hyn fod wedi bod yn gymhelliad i'r cyngor anwybyddu'r amodau cynllunio y methwyd â'u bodloni a'r newidiadau sylfaenol i'r cynllun a wnaeth alluogi'r datblygwr i fwrw ymlaen."

Ymatebodd Deiliad y Portffolio mai cynllun Llywodraeth Cymru yw Ardrethi Busnes ac nad yw dan reolaeth y Cyngor. Nid yw'r Cyngor yn pennu'r ddeddfwriaeth, y polisi, y lefelau ardrethi busnes na'r gwerth ardrethol. Mae'n gweinyddu'r gwaith o filio a chasglu ardrethi busnes ar ran Llywodraeth Cymru. Caiff y symiau a gesglir ledled Cymru eu cyfuno gan Lywodraeth Cymru wedyn, sy'n mynd ati i benderfynu sut y mae'n dymuno ailddosbarthu cyllid ardrethi busnes ledled Cymru, ynghyd â dulliau ariannu eraill ar gyfer llywodraeth leol i bob cyngor lleol. Penderfyniad Asiantaeth Swyddfa Brisiol Llywodraeth ganolog fydd pa werth ardrethol sy'n cael ei gymhwyso i'r safle a phryd y byddai yn cael ei gynnwys ar y rhestr ardrethi swyddogol.

7.2. Cwestiwn i'r Arweinydd gan Mr Martin Aymes

Mae Cyngor Sir Powys yn dadlau'r angen am fod yn Agored, yn Dryloyw ac yn Gynhwysol yn ei nodau ar gyfer democratiaeth a chyfranogiad cyhoeddus ym mhrosesau Llywodraeth Leol.

Mewn cyfarfod cyhoeddus yn Aber-miwl ar 4 Rhagfyr 2018 — o flaen tua 275 o drigolion lleol — cynigiodd yr Arweinydd Rosemarie Harris, a'r Aelodau Cabinet Aled Davies a Phyl Davies ar y cyd i roi mynediad at Gyfreithiwr y Cyngor i Martin Aymes, i drafod rhai agweddau cyfreithiol ar Gyfleuster Crynhoi Deunydd Ailgylchu arfaethedig Aber-miwl.

Ers hynny, mae Cyfreithiwr y Cyngor wedi gwrthod unrhyw drafodaethau cyfreithiol o'r fath.

A yw Cyngor Sir Powys yn barod i drefnu bod Cyfreithiwr y Cyngor yn cymryd rhan mewn trafodaethau o'r fath, gan sicrhau ei fod yn cyd-fynd â'i nodau?

Ymateb

Diolch am eich cwestiwn. Nid yw'r Cynghorwyr Aled Davies, Phyl Davies na minnau yn gallu cofio cynnig mynediad at Gyfreithiwr y Cyngor i chi. Mae Cyfreithiwr y Cyngor wedi fy hysbysu nad yw wedi cael unrhyw gais am gyfarfod ac nid yw Cyfreithiwr Cynllunio'r Cyngor wedi cael cais o'r fath chwaith.

Pe baech yn ysgrifennu at Gyfreithiwr y Cyngor yn Neuadd y Sir, bydd yn trefnu ymateb priodol.

Cyfeiriodd Mr Aymes at y cyfarfod cyhoeddus yn Aber-miwl, lle'r oedd yr Arweinydd, Deiliaid Portffolio a swyddogion yn bresennol, ac at gwestiwn a ofynnwyd gan yr aelod lleol i'r cyfreithiwr cynllunio yn ystod gohiriad yng nghyfarfod y Pwyllgor Cynllunio ym mis Rhagfyr. Cwestiwn atodol Mr Aymes oedd hyn: "Os nad oes modd cael cyfreithiwr sy'n gymwys i gael y drafodaeth gyfreithiol hon gyda ni, sut alla i, gyda'r ddogfen hon, gael cyfarfod, ac a ydych chi'n barod i drefnu cyfarfod o'r fath ar frys — a yw hynny'n dangos didwylledd a thryloywder mewn llywodraeth pan fo'n rhaid inni recordio fideo o gyfarfod i sicrhau eich bod yn cadw at yr addewid a wnaed?" Mewn ymateb, ymddiheurodd yr Arweinydd gan nad oedd yn cofio gwneud addewid i'r cyfreithiwr gyfarfod, ond

dywedodd ei bod yn hapus i gyfarfod gyda'r bobl o Aber-miwl ac y dylid rhoi pob eitem ar y bwrdd.

7.3. Cwestiwn i'r Arweinydd gan Mr Jeffrey Matthews

O ystyried y cynnig a wnaed gan y Cynghorydd Gareth Pugh ac a basiwyd yn unfrydol yn y Cyfarfod Cyngor llawn ar 18 Hydref, a oedd yn cynnig mwy o gysylltu, ymgynghori, ymgysylltu â chymunedau, bod yn ddidwyll, yn agored a thryloyw mewn llywodraeth leol, a yw'r cyngor yn teimlo bod hyn yn cael ei wneud yn llawn erbyn hyn pan rydym yn dal i weld dinasyddion Gogledd Powys yn parhau i fod yn hynod bryderus a gofidus am gydsyniad adeiladu sydd wedi cael ei orfodi'n gyflym ac yn ddi-drefn, gan gynnwys gwallau a chamgynrychiolaeth posibl o ddata a ddarparwyd i Gynghorwyr Sir Powys ac sy'n awgrymu erbyn hyn fod angen ailystyried a diweddarau rhai cydsyniadau hanesyddol cyn i waith adeiladu ddechrau?

Ymateb

Roedd y cynnig a wnaed ac a gymeradwywyd yng nghyfarfod y Cyngor ar 18 Hydref yn ymwneud â sut yr ymgysylltir yn well â chymunedau yn gyffredinol. Mae'r Cyngor yn ymdrechu i gyfathrebu mor effeithiol â phosibl gyda chymunedau a bydd yn ymdrechu i barhau i wella cyfathrebu effeithiol.

Nid oedd y cynnig ei hun yn cyfeirio at unrhyw fater penodol, er bod cyfeiriad at y datblygiad yn Aber-miwl. Roedd yr ymgynghoriad ar y cynnig hwn yn fwy na'r hyn sy'n ofynnol ar gyfer datblygiad o'r fath a bu rhagor o ymgysylltu yn dilyn y cyfarfod cyngor wrth i gyfarfod cyhoeddus gael ei gynnal gyda'r Arweinydd, y Dirprwy Arweinydd a'r Deiliad Portffolio i gyd yn bresennol. Rydym wedi ymrwmo i gynnal rhagor o gyfarfodydd sy'n ddigon rheolaidd gyda'r cynrychiolwyr cymunedol yn y dyfodol.

Mae proses briodol yn parhau i gael ei dilyn ar gyfer y datblygiad hwn, ac nid yw'r Cyngor yn ymwybodol o unrhyw wallau neu gam-gynrychioli data a fyddai'n gofyn am unrhyw ymchwilio pellach.

Cwestiwn atodol Mr Matthews oedd hyn: "O ystyried yr ymddengys bod Cynghorwyr yn dal i synnu at raddfa'r brotest a'r gofid parhaus yng nghymuned Aber-miwl yn y misoedd diwethaf, er gwaethaf y ffaith y cofnodwyd yn 2016 y byddai gwrthwynebiadau, a yw'r Cyngor cyfan yn dal i gredu yr ymgynghorwyd â chymuned Aber-miwl yn ddigonol i'r safonau moesegol uchaf ac nid rhyw fymryn yn uwch yn unig na'r safon sy'n ofynnol o dan y gyfraith ar bob cam o'r broses, o ystyried yr adeilad a fydd yn newid bywydau a fydd yn cael ei leoli yn y pentref ac y byddai hyn yn gwrthsefyll ymchwiliad ar sail foesegol? A wnaiff y Cyngor gomisiynu ymchwiliad allanol nawr i ystyried a ymgynghorwyd â'n cymuned yn briodol ac yn gyflym, a gohirio pob gwaith cyn cyhoeddi'r canfyddiadau?"

Ymatebodd yr Arweinydd ei bod wedi cytuno i gyfarfod â'r gymuned. Nododd fod ganddi gofnod o'r amserau y cysylltwyd â'r gymuned ac yr ymgynghorwyd â hi, ac y byddai'n rhannu hwn gyda'r Aelodau, fel eu bod yn ymwybodol o'r cysylltiad a fu. O ran ymchwiliad allanol, dywedodd y gellid trafod y mater hwn yn y

cyfarfod y cytunodd iddo mewn ymateb i'r ymgynghoriad diwethaf. Fodd bynnag, roedd o'r farn bod yr Awdurdod wedi mynd y tu hwnt i weithdrefnau ymgynghori arferol.

7.4. Cwestiwn i'r Arweinydd gan Mr Stephen Meadowcroft

Mae'n ymddangos bod Cyngor Sir Powys yn awyddus i ddatblygu partneriaethau Preifat/Cyhoeddus ar gyfer darparu gwasanaethau allweddol fel y gellir gweld gyda ffurfio Gwasanaethau Eiddo Calon Cymru â Grŵp Kier. Ar adeg ysgrifennu'r cwestiwn hwn, mae'r dyddiad ar gyfer cyflwyno cyfrifon ariannol y cwmni hwn (23/12/18) wedi mynd heibio ac felly nid yw llwyddiant neu ddiffyg llwyddiant y fenter hon yn eglur.

Pa mor llwyddiannus y mae'r fenter hon wedi bod (o gofio'r adroddiadau am anawsterau ariannol Grŵp Keir) ac a oes gennych gynlluniau i ffurfio partneriaethau â chwmnïau preifat eraill fel Veolia ar gyfer darparu gwasanaethau rheoli gwastraff?

Ymateb

Fel y nodwyd yn yr ymateb i gwestiwn gan y Cynghorydd Matthew Dorrance sy'n ymddangos yn ddiweddarach ar yr agenda, dim ond ers tua 18 mis y mae'r bartneriaeth gyda Kier i ffurfio Gwasanaethau Eiddo Calon Cymru wedi bod ar waith, ond mae wedi llwyddo i sicrhau arbedion i'r Cyngor.

Nid oes unrhyw gynlluniau ar hyn o bryd i ffurfio unrhyw bartneriaethau gyda gweithredwyr preifat ar gyfer darparu gwasanaethau gwastraff ac ailgylchu. Mae gennym gontractau gyda chwmnïau allanol ar waith ar gyfer rhai agweddau ar y gwasanaeth, fel gwaredu gwastraff gweddilliol a gweithredu Canolfannau Ailgylchu Gwastraff Cartref.

Dyfarnwyd gan y Cadeirydd fod cwestiwn atodol Mr Meadowcroft allan o drefn, gan nad oedd yn ymwneud â'r mater o drefniadau partneriaeth y cyfeiriwyd ato yn ei gwestiwn gwreiddiol a'r ymateb.

Dyweddodd y Cadeirydd y byddai **Eitem 14.15** yn cael ei drafod nesaf gan nad oedd y Cynghorydd Hulme yn bresennol i ofyn cwestiwn atodol ac roedd rhai aelodau o'r cyhoedd yn bresennol a oedd â diddordeb yn nhestun y cwestiwn. Cwestiwn i'r Deiliad Portffolio ar gyfer yr Economi a Chynllunio gan y Cynghorydd Heulwen Hulme

A ydych chi'n fodlon bod yr Awdurdod yn gorfodi'r amodau fel y'u nodwyd yn y gymeradwyaeth cynllunio i fferm wynt Hendy?

Ymateb

Er ein bod yn anfodlon bod y datblygiad wedi cychwyn heb fodloni'r amodau cyn- cychwyn, rwy'n fodlon bod Swyddogion Cynllunio, ar y cyd â sefydliadau partner, yn monitro'r safle gyda'r bwriad o gymryd camau gorfodi os bydd yn fuddiol gwneud hynny. Adolygwyd a derbyniwyd y broses hon gan Gwnsleriaid fel sy'n briodol. Rydym yn ymwybodol o rwystredigaeth rhai aelodau o'r gymuned leol gyda diffyg camau gorfodi tybiedig Swyddog Cynllunio Powys mewn cysylltiad â'r safle, ond mae'n rhaid i'r awdurdod sicrhau bod prosesau cyfreithiol priodol yn cael eu dilyn o ran ei weithredoedd.

Nid oedd unrhyw gwestiwn atodol i'r Deiliad Portffolio.

8. TROSGLWYDDIADAU CYLLIDEB

8.1. Parc Busnes Aber-miwl

Ystyriodd y Cyngor y trosglwyddiad cyfalaf ar gyfer Parc Busnes Aber-miwl i'w drosglwyddo o 2018/19 i 2019/20.

Gofynnodd Cynghorwyr am eglurhad ynghylch a oedd y cyfan o'r £2.7 miliwn ar gyfer yr uned ailgylchu ym Mharc Busnes Aber-miwl neu a oedd rhywfaint o'r cyllid ar gyfer y Parc Busnes. Dywedodd y Deiliad Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau bod hwn ar gyfer y cyfleuster ailgylchu, ble bynnag y bydd yn cael ei leoli, ac y cyfeiriwyd ato yn y gyllideb fel Parc Busnes Aber-miwl. Roedd Cynghorwyr yn bryderus bod angen cael eglurder. Cynigiwyd ac eiliwyd y dylai ystyriaeth o'r adroddiad gael ei ohirio a'i ail-gyflwyno yn y cyfarfod nesaf gan nodi faint o'r cyfalaf sydd ar gyfer y cyfleuster ailgylchu a faint sydd ar gyfer datblygiad y Parc Busnes yn y dyfodol.

Fodd bynnag, cyn bwrw'r bleidlais, dywedodd y Deiliad Portffolio ar gyfer Cyllid y byddai'n tynnu'r adroddiad yn ôl ac yn dod yn ôl gyda mwy o fanylion yn y cyfarfod nesaf.

Mewn ymateb i bwynt o drefn a godwyd gan y Cynghorydd Roberts, ymddiheurodd y Deiliad Portffolio ar gyfer Cyllid am sylw a wnaeth yn ystod y ddadl ar aelodau'r Democratiaid Rhyddfrydol yn cefnogi'r cais pan gafodd ei ystyried gan y Pwyllgor Cynllunio. Dywedodd y Deiliad Portffolio nad oedd yn dymuno awgrymu bod y Rhyddfrydwyr wedi pleidleisio fel grŵp yn y Pwyllgor Cynllunio, ond y cwbl a wnaeth oedd nodi bod y bleidlais o blaid ar draws y sbectwm gwleidyddol i'r cais yn y Pwyllgor Cynllunio.

8.2. Adleoli i Gwrt-y-Plyffin

Ystyriodd y Cyngor y trosglwyddiad cyfalaf ar gyfer yr adleoliad i Gwrt-y-Plyffin i'w drosglwyddo o 2018/19 i 2019/20. Fe'i cynigiwyd gan y Cynghorydd Phyl Davies a'i eilio gan y Cynghorydd Karl Lewis, ac o 56 pleidlais i 1 ymataliad

PENDERFYNWYD	Rheswm am y Penderfyniad:
Cymeradwyo'r trosglwyddiad o £897,000 o'r gyllideb i 2019/20, fel y nodir ym mharagraff 1.2 yr adroddiad.	Sicrhau bod trosglwyddiadau priodol yn cael eu gwneud sy'n adlewyrchu'r gwariant cyfalaf rhagweledig.

8.3. Cronfa Halen Wrth Gefn Strategol

Ystyriodd y Cyngor y trosglwyddiad cyfalaf ar gyfer y Gronfa Halen Wrth Gefn Strategol i'w drosglwyddo o 2018/19 i 2019/20. Fe'i cynigiwyd gan y Cynghorydd Elwyn Vaughan a'i eilio gan y Cynghorydd Karl Lewis ac o 60 pleidlais i 0

PENDERFYNWYD	Rheswm am y Penderfyniad:
Cymeradwyo'r trosglwyddiad o £824,512 o'r gyllideb i 2019/20, fel y nodir ym mharagraff 1.2 yr adroddiad.	Sicrhau bod trosglwyddiadau priodol yn cael eu gwneud sy'n adlewyrchu'r gwariant cyfalaf

Gohiriwyd y cyfarfod am 15 munud.

9. CYFRIFOLDEBAU STATUDOL Y PRIF WEITHREDWR

Ystyriodd y Cyngor adroddiad y Cyfreithiwr i'r Cyngor.

Mewn ymateb i gwestiwn am y ffioedd sy'n daladwy, i'r Prif Weithredwr yn ei swyddogaeth fel Swyddog Canlyniadau mewn etholiadau, yn ogystal â'i gyflog, dywedodd Cyfreithiwr y Cyngor nad oedd y rhain ar gael ganddo ar hyn o bryd ond y byddai'n ychwanegu'r wybodaeth hon at y cofnodion. Dywedodd y Cyngorydd ei bod yn teimlo y byddai'r wybodaeth hon o ddiddordeb i'r cyhoedd. Mewn ymateb i gwestiwn pellach, dywedodd Cyfreithiwr y Cyngor fod yn rhaid i'r Cyngor dalu'r ffioedd, ond nodwyd nad oedd yn rhaid i'r Swyddog Canlyniadau dderbyn y ffioedd. Dywedodd y Cyfreithiwr fod talu ffioedd ar gyfer etholiadau yn cael ei ystyried gan Lywodraeth Cymru ar hyn o bryd, felly gallai'r sefyllfa newid yn y dyfodol.

Fe'i cynigiwyd gan y Cyngorydd David Jones a'i eilio gan y Cyngorydd Phil Pritchard, ac o 53 pleidlais i 1 yn erbyn ac 1 ymataliad

Penderfynwyd	Rheswm am y Penderfyniad
<p>Y dylid penodi Dr Caroline Turner i'r Swyddi Statudol canlynol:</p> <ul style="list-style-type: none"> • Pennaeth y Gwasanaeth Cyflogedig; • Swyddogaethau yn ymwneud â Swyddog Priodol y Cyngor nad ydynt wedi eu neilltuo i swyddogion eraill eisoes; • Swyddog Canlyniadau (Swyddog Canlyniadau Dros Dro a Swyddog Canlyniadau Lleol) <p>fel Prif Weithredwr o 25 Chwefror, 2019.</p>	<p>I wneud y penodiad i Swyddi Statudol sy'n rhan o swyddogaeth y Prif Weithredwr.</p>

10. STRWYTHUR Y PWYLLGOR CRAFFU

Ystyriodd y Cyngor yr adroddiad ar strwythur newydd arfaethedig y Pwyllgor Craffu. Mewn ymateb i gwestiynau, dywedodd Cyfreithiwr y Cyngor y byddai'r Cabinet yn cymryd rhan yn y Pwyllgor Cydgysylltu yn unig ac y byddai'n cefnogi'r Cabinet a'r Pwyllgor Craffu yn cydweithio. Roedd y strwythur hwn hefyd yn seiliedig ar sut y mae Awdurdodau eraill yn gweithio.

Fe'i cynigiwyd gan y Cyngorydd Phil Pritchard a'i eilio gan y Cyngorydd Gwilym Williams ac o 61 pleidlais

Penderfynwyd	Rheswm am y penderfyniad
<p>(i) y dylid cymeradwyo'r cynigion fel y'u nodir yn yr adroddiad</p>	<p>Adolygu strwythur y pwyllgor craffu.</p>

<p>(ii) os nad yw'r wybodaeth ar gael ar gyfer y cyfarfod:</p> <ul style="list-style-type: none"> • y dylid awdurdodi Cyfreithiwr y Cyngor i dderbyn yr enwebiadau ar gyfer aelodaeth o'r 3 phwyllgor a Chadeiryddion y Pwyllgorau Craffu o'r grwpiau gwleidyddol perthnasol, fel y gellir cyflwyno strwythur newydd y pwyllgor craffu ar unwaith ar ôl y cyfarfod hwn. • y dylid awdurdodi Cyfreithiwr y Cyngor i hwyluso a'i awdurdodi i dderbyn dyraniad cadeiryddion y pwyllgor craffu a enwebwyd gan y grwpiau gwleidyddol • y dylai Cyfreithiwr y Cyngor hysbysu cyfarfod nesaf y Cyngor am enwau'r aelodau a benodwyd gan eu grwpiau gwleidyddol fel Aelodau o'r 3 phwyllgor a Chadeiryddion y pwyllgorau craffu fel yr uchod <p>(iv) y dylid cynnal adolygiad o'r strwythur newydd o fewn 6 neu 12 mis ar ôl ei gyflwyno.</p> <p>(v) y dylid cymeradwyo'r diwygiadau i Ran 2 (Diben, Diffinio, Dehongli a Diwygio) a Rhan 7 (Rheolau'r Weithdrefn Graffu) Cyfansoddiad y Cyngor.</p>	
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11.	PENODI AELOD CYFETHOLEDIG O'R PWYLLGOR CRAFFU
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Ystyriodd y Cyngor yr adroddiad gan Gyfreithiwr y Cyngor.

Penderfyniad	Rheswm am y penderfyniad
<p>Penodi Mr Graeme Robson yn Gynrychiolydd Cyfetholedig – Cynrychiolydd Rhiant-lywodraethwr (sector cynradd) i wasanaethu ar y pwyllgor craffu gan ymdrin â materion addysg nes yr etholiadau Cyngor cyffredin nesaf yn 2022.</p>	<p>I gydymffurfio â Chyfansoddiad y Cyngor o ran neilltuo a phenodi pwyllgorau.</p>

12. PENODIADAU I GYRFF ALLANOL

12.1. Penodiad i Banel Cronfa Gwaddol Cymunedol Powys

PENDERFYNWYD y byddai'r Cynghorydd Emyr Jones yn cael ei benodi i wasanaethu ar Banel Cronfa Gwaddol Cymunedol Powys.

12.2. Penodiad i'r Cyngor Iechyd Cymuned

PENDERFYNWYD y byddai'r Cynghorydd Edwin Roderick yn cael ei benodi i wasanaethu ar Gyngor Iechyd Cymuned Powys.

12.3. Penodiad i Ymddiriedolaeth Fferm Wynt Bryn Titli

PENDERFYNWYD y byddai'r Cynghorydd Hywel Lewis yn cael ei benodi i wasanaethu ar Ymddiriedolaeth Fferm Wynt Bryn Titli.

13. HYSBYSIADAU AM GYNNIGION

13.1. Hysbysiad am Gynnig: Ymgyrch Genedlaethol Cyfraith Lucy

Trafododd y Cyngor y cynnig canlynol a wnaed gan y Cynghorydd Sandra Davies ac a eiliwyd gan y Cynghorydd Sarah Lewis:

Mae'r Cyngor hwn yn ychwanegu ei gefnogaeth i Ymgyrch Genedlaethol Cyfraith Lucy i wahardd ac anghyfreithloni ffermio cŵn bach trydydd parti. Bydd y Cyngor hwn yn ychwanegu ei enw at y rhestr gynyddol o sefydliadau cefnogol ac yn hyrwyddo'r ymgyrch yn rhagweithiol i'n trigolion ledled y Sir. Mae'r Cyngor hwn yn gwneud cais i arweinydd y Cyngor ysgrifennu at Lywodraeth y DU yn cefnogi'r alwad am gamau brys ar y mater hwn.

Siaradodd Aelodau o blaid y cynnig a dywedodd Cyfreithiwr y Cyngor pe bai'n cael ei gytuno gan y Cyngor y byddai'n cael ei wirio a oedd hon yn swyddogaeth a ddatganolwyd a byddai'r llythyr yn cael ei anfon fel sy'n briodol.

O 61 pleidlais i 0

PENDERFYNWYD bod y Cyngor yn ychwanegu ei gefnogaeth i Ymgyrch Genedlaethol Cyfraith Lucy i wahardd ac anghyfreithloni ffermio cŵn bach trydydd parti. Bydd y Cyngor hwn yn ychwanegu i enw at restr gynyddol o sefydliadau cefnogol ac yn hyrwyddo'r ymgyrch yn rhagweithiol i'n trigolion ledled y Sir. Mae'r Cyngor hwn yn gwneud cais i arweinydd y Cyngor ysgrifennu at Lywodraeth y DU yn cefnogi'r alwad am gamau brys ar y mater hwn.

13.2. Hysbysiad o Gynnig: Calon Werdd Cymru

Nododd y Cyngor fod y cynigiwr a'r eiliwr wedi cytuno i ddiwygio geiriad eu cynnig, a wnaed gan y Cyngorydd Amanda Jenner.

Trafododd y Cyngor y cynnig canlynol, fel y'i diwygiwyd, a wnaed gan y Cyngorydd Elwyn Vaughan ac a eiliwyd gan y Cyngorydd Bryn Davies:

Mae'r Cyngor hwn, trwy ystyried Powys fel Calon Werdd Cymru;

1. Yn cydnabod bod effeithiau posibl y Newid yn yr Hinsawdd yn peri pryder sylweddol:
2. Yn gofyn i'r ymddiriedolwyr pensiwn ymchwilio i bosibilrwydd/agweddau cyfreithiol datblygu strategaeth o ymwrthod â thanwyddau ffosil
3. Yn cefnogi egwyddorion Prydain Di-garbon a'r gwaith a wneir gan y Ganolfan Dechnoleg Amgen
4. Yn annog datblygiad cynhyrchiad a thechnolegau Hydrogen ym Mhowys gan ddefnyddio'r amgylchedd, y dŵr a'r cyflenwad ynni glân
5. Yn tynnu sylw at y ffaith y dylid ystyried technolegau di-garbon a chyfleoedd economaidd cynhyrchu di-garbon newydd sy'n ystyriol o dirwedd wledig Powys yn rhan o Fargen Dwf y Canolbarth gan roi pwynt gwerthu unigryw i ni
6. Y dylai'r awdurdod weithredu strategaeth economaidd ddichonol i leihau ei allbwn carbon ac ymdrechu i ddatblygu arfer amgylcheddol gorau yn ei adeiladau
7. Y dylai'r awdurdod ymchwilio i arfer gorau mewn awdurdodau eraill fel robinhoodenergy.co.uk gyda Chyngor Swydd Nottingham a theleccy.co.uk/about/ gyda Chyngor Dinas Lerpwl, er mwyn ystyried datblygu perchnogaeth a chadwyni cyflenwi ynni lleol ond hefyd gynorthwyo i fynd i'r afael â thlodi tanwydd.

Dywedodd Cyfreithiwr y Cyngor, wrth ymateb i gwestiynau, y byddai'r Awdurdod Pensiynau yn ystyried y cynnig ac y byddai angen iddo gymryd safbwyntiau'r Cyngor i ystyriaeth wrth adolygu strategaethau buddsoddi. Dywedodd Cadeirydd y Pwyllgor Pensiynau y byddai'r materion hyn hefyd yn cael eu hystyried gan Bartneriaeth Pensiwn Cymru ac fel cyd-gadeirydd y Pwyllgor Llywodraethu sicrhaodd yr Aelodau y byddai'r materion hyn yn cael eu hystyried.

O 57 pleidlais i 0

PENDERFYNWYD bod y Cyngor hwn, gan ystyried Powys fel Calon Werdd Cymru;

1. Yn cydnabod bod effeithiau posibl y Newid yn yr Hinsawdd yn peri pryder sylweddol:
2. Yn gofyn i'r ymddiriedolwyr pensiwn ymchwilio i bosibilrwydd/agweddau cyfreithiol datblygu strategaeth o ymwrthod â thanwyddau ffosil
3. Yn cefnogi egwyddorion Prydain Di-garbon a'r gwaith a wneir gan Ganolfan y Dechnoleg Amgen
4. Yn annog datblygiad cynhyrchiad a thechnolegau Hydrogen ym Mhowys gan ddefnyddio'r amgylchedd, y dŵr a'r cyflenwad ynni glân
5. Yn tynnu sylw at y ffaith y dylid ystyried technolegau di-garbon a chyfleoedd economaidd cynhyrchu di-garbon newydd sy'n

ystyriol o dirwedd wledig Powys yn rhan o Fargen Dwf y Canolbarth gan roi pwynt gwerthu unigryw i ni

6. Y dylai'r awdurdod weithredu strategaeth economaidd ddichonol i leihau ei allbwn carbon ac ymdrechu i ddatblygu arfer amgylcheddol gorau yn ei adeiladau
7. Y dylai'r awdurdod ymchwilio i arfer gorau mewn awdurdodau eraill fel robinhoodenergy.co.uk gyda Chyngor Swydd Nottingham a theleccy.co.uk/about/ gyda Chyngor Dinas Lerpwl, er mwyn ystyried datblygu perchnogaeth a chadwyni cyflenwi ynni lleol ond hefyd gynorthwyo i fynd i'r afael â thlodi tanwydd.

Gohiriwyd y cyfarfod am 1.10 p.m. ar gyfer egwyl ginio. Ailgynullodd y Cyngor am 2.00 p.m.

Cyfeiriwyd y Cyngor gan Gyfreithiwr y Cyngor yn ôl at y cwestiwn a godwyd dan Eitem 9 Cyfrifoldebau Statudol y Prif Weithredwr, ynghylch y ffoedd a delir i'r Prif Weithredwr yn ei swydd fel Swyddogion Canlyniadau.

Rhoddodd yr wybodaeth ganlynol i'r Cyngor:

Nodir ffoedd a thaliadau ar gyfer etholiadau cenedlaethol yn y Gorchmynion canlynol:

- Gorchymyn Etholiadau Seneddol (Taliadau Swyddogion Canlyniadau) (Rhif 2) 2017
- Gorchymyn Cynulliad Cenedlaethol Cymru (Taliadau Swyddogion Canlyniadau) 2016
- Gorchymyn Etholiadau Comisiynwyr Heddlu a Throseddu (Taliadau Swyddogion Canlyniadau Lleol a Swyddogion Canlyniadau Ardaloedd Heddlu) 2016
- Gorchymyn Etholiadau Senedd Ewrop (Taliadau Swyddogion Canlyniadau a Swyddogion Canlyniadau Lleol) (Prydain Fawr a Gibraltar) 2014

	Brycheiniog a Sir Faesyfed	Sir Drefaldwyn	Powys
Seneddol	£2,685	£2,500	
Cynulliad Cenedlaethol	£4,730	£4,730	
Comisiynydd Heddlu a Throseddu	£2,870	£2,574	
Senedd Ewrop			£5,152

Nodir taliadau Etholiadau Llywodraeth Leol yn Atodlen Taliadau'r Cyngor ac mae'r Swyddog Canlyniadau yn cael £110 fesul ward a ymleddir a £55 fesul ward na ymleddir.

14.1. Cwestiwn i'r Deiliad Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Elwyn Vaughan

Rydym wedi gweld cwmni contractau allanol mawr, Carillion, yn mynd i'r wal yn ystod y misoedd diwethaf. Rydym wedi gweld cwmni arall, Interserve, mewn trafferthion difrifol yn yr wythnosau diwethaf.

Ar yr un pryd, cafodd contractwr llywodraeth rhestredig ei effeithio gan oedi a chostau gormodol ar brosiect GIG mawr. Mae ei ddyled net gyfartalog yn codi ac nid yw'r rhif a nodwyd yn cynnwys cannoedd o filoedd o bunnoedd o gyllid cadwyn gyflenwi dim ond i dalu'r biliau. Mae wedi bod yn gwneud caffaeliadau ac yn cofnodi'r ewyllys da ar werth uwch na'r pris a dalwyd. Ac eto mae'n parhau i gynyddu ei ddifidendau i gyfranddalwyr.

Na, nid Carillion, y contractwr allanol a aeth i'r wal, yw hwn. Kier yw hwn. Adroddodd Kier hefyd gynnydd o 17 y cant i'r ddyled net gyfartalog i £375 miliwn — a oedd yn eithrio £185 miliwn o gyllid cadwyn gyflenwi a oedd yn ddyledus ar ddiwedd y flwyddyn, ac a adroddwyd ar wahân fel “credydwyr masnach”. Nid oedd ffigur dyled net Carillion o £900 miliwn yn cynnwys £500 miliwn o gyllid tebyg i dalu cyflenwyr.

Roedd gan gaffaeliad diweddaraf Kier, y grŵp adeiladu McNicholas, bris o £26 miliwn ond cofnododd y cwmni werth £43 miliwn o ewyllys da yn ei gyfrifon. Prynodd Carillion fusnesau hefyd gan gynnwys ewyllys da o fwy na 100 y cant o'r pris prynu, gan gynyddu ei asedau anniriaethol.

O gofio'r patrwm cyson hwn, a allwn ni fel Awdurdod sydd â menter ar y cyd â Kier:

- **gael y sicrwydd bod Kier yn dal i fod yn endid dichonol?**
- **pa asesiad risg a wnaed i sicrhau bod rhwymedigaethau Cyngor Powys cyn lleied â phosibl?**
- **gael eglurhad o'r camau a fyddai'n cael eu cymryd pe bai Kier yn dilyn llwybr Carillion ac Interserve?**

Ymateb

Yn dilyn y cyfranddaliadau cyfalafiad a gyhoeddwyd gan Kier, mae aelodau'r Cabinet a Swyddogion Uwch wedi cael briff ar sefyllfa Kier gan eu Prif Swyddog Gweithredu. Rydym hefyd wedi cael sicrwydd gan eu Cyfarwyddwr Gweithredol fod y grŵp yn dal i fod yn hyderus y bydd yn bodloni ei ddisgwyliadau masnachu. Mae rhaglen Diogelu at y Dyfodol Kier, a lanswyd ym mis Mehefin, yn gwneud cynnydd da hefyd ac maent ar y trywydd iawn i fodloni'r targedau a bennwyd ar gyfer y flwyddyn ariannol hon.

Bydd y cyfranddaliadau cyfalafiad yn caniatáu i Kier gyflymu ei raglen lleihau dyledion a chynyddu cryfder ei fantolen.

Dywed Kier bod gan randdeiliaid eraill farn gadarnhaol ar y sefyllfa, gan gynnwys Swyddfa'r Cabinet y mae Kier yn rhan o'i Raglen Cyflenwi Strategol

Mae'r contract HOWPS yn nodi manylion digwyddiadau terfynu a rheoli ymadawiad a'r weithdrefn gysylltiedig y mae'n rhaid ei dilyn pe bai digwyddiad terfynu. Hefyd, mae Powys a HOWPS wedi llunio Cynllun Ymadael ar y cyd sy'n nodi'n fanwl y gofynion i sicrhau y gellir cyflawni'r trosglwyddiad o gyfrifoldeb am y ddarpariaeth o'r gwasanaethau presennol o HOWPS i Gyngor Sir Powys neu gyflenwr arall gyda chyn lleied o darfu â phosibl.

Cwestiwn atodol y Cynghorydd Vaughan oedd gofyn am sicrwydd gan y Deiliad Portffolio nad yw HOWPS yn ymddwyn yn esgeulus er mwyn arbed arian a'u bod yn gweithredu yn unol â'r gyfraith wrth drin a gwared asbestos o fannau yn y Sir. Gan fod y Deiliad Portffolio yn cyfarfod gyda chynrychiolwyr o Aber-miwl, byddai ymateb yn cael ei anfon at y Cynghorydd Vaughan a'i rannu gyda holl Aelodau'r Cyngor.

14.2. Cwestiwn i'r Deiliad Portffolio ar gyfer Dysgu a'r Gymraeg gan y Cynghorydd James Gibson-Watt

A allai'r Deiliad Portffolio amlinellu pa fesurau y mae'n eu cymryd ar hyn o bryd, ac eithrio'r adolygiad presennol o'r Fformiwla Ariannu Teg ar gyfer Ysgolion, i fynd i'r afael â sefyllfa cyllideb ysgolion ddirprwyedig sy'n gwaethygu'n gyflym yn ysgolion Powys?

Ymateb

Mae addysg yn parhau i fod yn flaenoriaeth uchel iawn ym Mhowys mewn cyfnod ariannol anodd iawn. O dan y Cabinet hwn, mae gwariant gros ar addysg fesul disgybl wedi cynyddu 4.9% y llynedd i'r lefel uchaf yng Nghymru. Cododd gwariant net (heb ei gefnogi gan grant penodol) 2.2%, sydd hefyd yn uwch na chyfartaledd Cymru o 1.6%. Mae cyllid ysgolion fesul disgybl (heb gynnwys gwariant canolog ar anghenion dysgu ychwanegol a thrafnidiaeth ysgol) yn y 10fed safle o 22 o Awdurdodau Cymru yn 2018-19.

Mae gweithredu'r fformiwla newydd yn golygu y bydd yr Awdurdod yn dyrannu cyllid yn effeithiol i ysgolion unigol yn y dyfodol, yn seiliedig ar resymeg/model gweithredu eglur. Mae gweithredu'r fformiwla newydd yn golygu bod tryloywder lle bynnag y mae Cyrff Llywodraethu yn gwario mwy na'n model gweithredol tybiannol ar arweinyddiaeth neu unrhyw bennawd arall.

Y dystiolaeth i raddau helaeth yw nad yw'r cyllid sydd ar gael yn cael ei reoli'n effeithiol gan rai cyrff llywodraethu, ond hefyd bod yr awdurdod wedi bod yn dyrannu cyllid a oedd ar gael yn aneffeithiol yn y gorffennol. Yn ddi-ddorol, nid yw'r model fformiwla ariannu diweddar, a arweinir gan weithgareddau, yn argymhell unrhyw drosglwyddiad cyllid sylweddol i'r sector uwchradd.

Mae'r tîm cyllid ysgolion yn gweithio'n agos gydag ysgolion ac yn eu cynorthwyo i ymateb yn briodol i bwysau ariannol. Mae gweithwyr adnoddau dynol proffesiynol yn darparu cymorth hanfodol i Benaethiaid a Chyrff Llywodraethu i ail-fodelu ysgolion a sicrhau arbedion effeithlonrwydd yn eu hysgolion. Mae cyngor ar y cwricwlwm ar gael gan gynghorwyr her. Mae'r gwahanol grwpiau proffesiynol yn gweithredu fel un tîm erbyn hyn, gan gefnogi ysgol trwy weddnewidiad.

Fel Awdurdod, rydym yn defnyddio llythyrau a hysbysiadau rhybudd yn briodol erbyn hyn. Mae'r rhain fel rheol yn sicrhau cydymffurfiad pan nad yw cyrff llywodraethu wedi gweithredu'n briodol drwy eu gweithredoedd eu hunain neu'n dilyn cyngor cychwynnol. Rydym hefyd yn defnyddio pwerau ymyrryd statudol pan nad yw llywodraethwyr yn cyflawni eu cyfrifoldebau statudol yn dilyn llythyrau neu hysbysiadau rhybudd.

Mae cymorth i ddisgyblion ag anghenion dysgu ychwanegol yn parhau i fod yn flaenoriaeth hefyd ac mae'r adolygiad o'n darpariaeth bresennol a datblygu gallu ysgolion i ddarparu'r bil anghenion dysgu ychwanegol yng Nghymru yn dal i fod yn flaenoriaeth. Bydd hyn oll, ar y cyd â'n Fformiwla Ariannu Tecach, yn caniatáu i'n hysgolion barhau i ffynnu ac wynebu heriau'r dyfodol.

Cwestiwn atodol y Cynghorydd Gibson-Watt oedd gofyn am gadarnhad y bydd yr arian y mae'r Cyngor yn ei gael gan Lywodraeth Cymru ar gyfer y setliad tâl athrawon yn cael ei drosglwyddo'n llawn i'r gyllideb ysgolion ddirprwyedig. Yn absenoldeb y Deiliad Portffolio, dywedodd y Swyddog Cyllid fod tua £380,000 wedi cael ei drosglwyddo i'r setliad ac yn rhan o gyllid cyffredinol y Cyngor. Yn ogystal â hyn, ceir nifer o grantiau ar gyfer 2018/19 a 2019/20 hefyd ac roedd yr Adran Addysg yn ystyried y telerau a'r amodau o ran sut y byddai'r rhain yn cael eu dyrannu. Bydd y swm a drosglwyddir i'r gyllideb ysgolion yn cael ei ystyried yn y gyllideb.

14.3. Cwestiwn i'r Deiliad Portffolio ar gyfer Dysgu a'r Gymraeg gan y Cynghorydd David Jones

Nawr bod gennym ni'r fformiwla Ariannu Tecach ar gyfer Ysgolion, pa ganran o gyfanswm y cyllid addysg sy'n cael ei ddyrannu i ysgolion dan y drefn rheoli ysgolion yn lleol?

Ymateb

74.53% yw'r Gyllideb Ysgolion Unigol (Cyllid Dirprwyedig) fel canran o'r gyllideb Ysgolion lawn. Yn yr un modd ag ym mhob Awdurdod, bydd y ganran ddiwygiedig ar gyfer 2019-20 ar gael ar ôl pennu'r gyllideb a chyhoeddi'r datganiad A52 diwygiedig.

Cwestiwn atodol y Cynghorydd Jones oedd iddo nodi mai 78% oedd y Gyllideb Ysgolion Unigol (Cyllid Dirprwyedig) fel canran o'r gyllideb Ysgolion lawn yn 2016/17. Erbyn hyn roedd yn 74.53% a holodd a oedd y Deiliad Portffolio yn mynd i wrthdroi'r duedd ar i lawr hon neu a fyddai'r ffigur yn parhau i ostwng, gan fod hyn yn peri pryder i Lywodraethwyr Ysgol. Yn absenoldeb y Deiliad Portffolio, byddai ymateb yn cael ei anfon at y Cynghorydd Jones a'i rannu gyda holl Aelodau'r Cyngor.

14.4. Cwestiwn i'r Deiliad Portffolio ar gyfer Pobl Ifanc a Diwylliant gan y Cynghorydd Matthew Dorrance

A wnaiff Aelod y Cabinet ddatganiad ar ddarpariaeth Dechrau'n Deg yn Ward St John?

Ymateb

Bydd yr Aelodau yn ymwybodol mai rhaglen Llywodraeth Cymru yw Dechrau'n Deg sydd wedi ei thargedu'n ddaearyddol gan ddefnyddio data budd-daliadau incwm i gynnig mwy o gymorth i deuluoedd sy'n byw yn yr ardaloedd o amddifadedd mwyaf ym Mhowys. Yn y sir, darperir Dechrau'n Deg yn y Trallwng, y Drenewydd, Llandrindod, Aberhonddu ac Ystradgynlais ar hyn o bryd.

Yn Aberhonddu, mae'r ardal Dechrau'n Deg yn ward St John. Dyfarnwyd contract i Bwyllgor Cyn-ysgol Priory i ddarparu gofal plant Dechrau'n Deg o fis Medi 2016. Oherwydd derbyniadau cynyddol i'r ysgol, hysbyswyd Dechrau'n Deg Powys gan y pennaeth ym mis Tachwedd 2017 na fyddai'r Llywodraethwyr yn gweithredu fel 'landlord' i'r lleoliad Dechrau'n Deg mwyach y tu hwnt i fis Mawrth 2018. Fodd bynnag, cytunwyd, yn dilyn trafodaethau, y byddai gofal plant Dechrau'n Deg yn parhau i gael ei ddarparu yn yr ysgol tan fis Rhagfyr 2018 tra bod darpariaeth arall yn cael ei sicrhau.

Yn dilyn yr hysbysiad gan Ysgol Priory, gweithiodd tîm Dechrau'n Deg Powys i ddod o hyd i safleoedd eraill a allai ddarparu gofal plant Dechrau'n Deg yn Aberhonddu. Ymchwiliodd y gwasanaeth i weld a ellid addasu safleoedd presennol yn Aberhonddu i ddarparu gofal plant Dechrau'n Deg, ond ni chanfuwyd unrhyw safle a oedd yn bodloni'r holl ofynion erbyn mis Medi 2018. Cysylltodd y Tîm Dechrau'n Deg â darparwyr gofal plant lleol yn Aberhonddu hefyd i ddod o hyd i leoedd gwag y gellid eu defnyddio o bosibl. Cadarnhaodd y darparwr cyfrwng Saesneg yn Aberhonddu nad oedd yn dymuno bwrw ymlaen â bod yn lleoliad Dechrau'n Deg. Ym mis Tachwedd 2018, cadarnhaodd y darparwr cyfrwng Cymraeg y byddai'n fodlon darparu gofal plant Dechrau'n Deg o fis Ionawr 2019. Byddai hyn yn arwain at newid iaith o leoliad cyfrwng Saesneg yn Ysgol Priory i ddarparwr cyfrwng Cymraeg wedi'i leoli yn Ysgol y Bannau. Trafodwyd hyn gyda'r tîm Dechrau'n Deg yn Llywodraeth Cymru ac ni chafwyd unrhyw wrthwynebiad.

Roedd gofal plant Dechrau'n Deg a ddarparwyd gan ddarpariaeth Cyn-ysgol Priory yn cael ei reoli gan bwyllgor gyda'r pennaeth fel Unigolyn Cyfrifol ac, fel y cyfryw, recriwtiwyd a rheolwyd y staff gan y pwyllgor. Yn yr un modd, mae'r darparwr cyfrwng Cymraeg yn Ysgol y Bannau yn lleoliad a redir gan bwyllgor hefyd. Dywedodd yr awdurdod lleol felly wrth Bwyllgor Cyn-ysgol Priory, fel cyflogwr y staff, i ymchwilio i weld a fyddai goblygiadau Trosglwyddo Ymgymeriadau (Diogelu Cyflogaeth) (TUPE) yn berthnasol yn yr achos hwn. Ceisiodd yr awdurdod lleol gyngor gan ei Adran Gyfreithiol hefyd a chadarnhawyd na fyddai goblygiadau TUPE yn berthnasol a darparwyd yr wybodaeth hon i Bwyllgor Cyn-ysgol Priory.

Er y cydnabuwyd nad yw'r amserlenni ar gyfer trosglwyddo o un darparwr gofal plant i'r lleoliad newydd wedi bod yn ddelfrydol, mae'n gadarnhaol nad yw teuluoedd Dechrau'n Deg wedi cael unrhyw fwlch mewn darpariaeth gofal plant o ganlyniad i'r trosglwyddiad. Er mwyn cynorthwyo teuluoedd gyda'r newid i ofal plant, ysgrifennodd y Tîm Dechrau'n Deg at yr holl deuluoedd cymwys i roi'r wybodaeth ddiweddaraf iddynt. Dilynwyd y llythyr hefyd gan sgwrs ffôn gyda phob teulu. Gwahoddwyd pob teulu i ddod i gyfarfod gwybodaeth 'coffi a chacen' anffurfiol yn y lleoliad gofal plant newydd cyn diwedd Tymor yr Hydref. Nod y digwyddiad hwn oedd rhoi cyfle i rieni drafod eu pryderon neu rwystrau iddynt rhag cael mynediad at y gofal plant yn y dyfodol. Crynhowyd y pryderon a'r cwestiynau a godwyd gan rieni ac maent yn cael eu trafod gyda chydweithwyr yn Llywodraeth Cymru er mwyn dod o hyd i atebion posibl.

Mae Tîm Dechrau'n Deg Powys yn parhau i weithio gydag Ysgol Priory trwy gais cyfalaf i Lywodraeth Cymru i adeiladu estyniad yn yr ysgol i gynnig mwy o gapasiti i ddarparu Dechrau'n Deg yn Aberhonddu.

Cwestiwn atodol y Cynghorydd Dorrance oedd gofyn am ddiweddariad o'r cyfarfod yn gynharach yn yr wythnos ynghylch a fyddai'r Cyngor yn talu costau tacsi ar gyfer y plant sy'n mynd i leoliad newydd y gwasanaeth a'r cais cyfalaf i Lywodraeth Cymru. Dywedodd y Deiliad Portffolio nad oedd unrhyw ddiweddariad pellach ac y byddai'r rhoi'r wybodaeth ddiweddaraf i'r Cynghorydd Dorrance.

14.5. Cwestiwn i'r Deiliad Portffolio ar gyfer Llywodraethu Corfforaethol, Tai a Diogelu'r Cyhoedd gan y Cynghorydd Matthew Dorrance

Pa mor effeithiol y mae Aelod y Cabinet dros Dai yn credu yw Gwasanaeth Eiddo Calon Cymru ac a yw'n credu ei fod yn cynnig gwerth am arian i drigolion Powys?

Ymateb

Fel y bydd y Cynghorydd Dorrance yn gwybod, roedd y penderfyniad i ymgymryd â Menter ar y Cyd gyda Kier i ffurfio Gwasanaethau Eiddo Calon Cymru Cyf yn un a wnaed gan y weinyddiaeth flaenorol. Gan mai fi yw'r Deiliad Portffolio ar gyfer Tai, byddaf yn ymateb i'r cwestiwn am y Gwasanaeth Tai yn unig a'r rhan y mae HOWPS yn ei chwarae yn y gwaith o ddarparu gwasanaethau cynnal a chadw ymatebol i gartrefi cyngor.

Roedd y trefniadau cytundebol a sefydlwyd ar ddechrau'r contract yn ei gwneud yn ofynnol i'r tendrwr llwyddiannus (HOWPS) sicrhau arbedion o ran y ddarpariaeth o waith trwsio ymatebol i gartrefi cyngor, yn seiliedig ar y gost o ddarparu'r gwasanaeth gan ddefnyddio'r gweithlu mewnol yn 2014-15. Yn 2014-15, £5.1 miliwn oedd cyfanswm cost darparu'r gwasanaeth, ac mae'n ofynnol i HOWPS sicrhau arbedion o £200,000 ym Mlwyddyn 1, £83,000 arall ym Mlwyddyn 2 a £128,000 arall ym Mlwyddyn 3. Er nad yw'r contract yn caniatáu mynegeo ar ddechrau'r flwyddyn ariannol, mae hyn yn golygu y bydd y gwasanaeth yn costio tua £400,000 yn llai i'w ddarparu ym Mlwyddyn 3 y contract (Gorffennaf 2019 - Gorffennaf 2020) nag yn 2014-15.

Felly er y cafwyd rhai problemau o ran ymsefydlu'r gwasanaeth cynnal a chadw ymatebol a ddarperir gan HOWPS, aethpwyd i'r afael â'r rhain i raddau helaeth erbyn hyn, ac ar sail ariannol yn unig, mae'r trefniant gyda HOWPS wedi sicrhau arbedion i'r Gwasanaeth Tai. Felly mae'n cynrychioli gwerth am arian i denantiaid cyngor Powys.

O ran gwaith a eithriwyd sydd y tu allan i gytundeb y contract, mae HOWPS wedi cyrraedd cam erbyn hyn lle maent yn darparu'r gwasanaethau hyn i'r awdurdod. Yn sgil hynny, mae trafodaethau wedi cychwyn gyda'r awdurdod ynghylch swyddogaethau ychwanegol fel gwaith gwella ac addasiadau. Gwerth am arian yw pwyslais y trafodaethau hyn.

Cwestiwn atodol y Cynghorydd Dorrance oedd gofyn i'r Arweinydd, yn absenoldeb y Deiliad Portffolio, oherwydd yr anawsterau parhaus yr oedd tenantiaid yn eu

cael gyda HOWPS a'r newidiadau a adroddwyd yn Kier, a allai'r Cabinet roi sicrwydd ynghylch sut y mae'r Cyngor yn rheoli'r risg neu ystyried dod â'r gwasanaeth yn ôl i gael ei redeg gan y Cyngor.

Dywedodd yr Arweinydd bod y Deiliaid Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau a Chyllid yn cyfarfod â chynrychiolwyr o Aber-miwl. Gan fod HOWPS yn cael ei godi yn rheolaidd, dywedodd y byddai naill ai'n cael ei ychwanegu at agenda'r Cabinet neu byddai'n cyfarfod ag Aelodau â buddiant gyda'r nod o ddatrys y problemau.

14.6. Cwestiwn i'r Deiliad Portffolio ar gyfer Dysgu a'r Gymraeg gan y Cynghorydd Elwyn Vaughan

Faint o gyfarfodydd Fforwm Addysg Cymru, partneriaeth gydag ysgolion a sefydliadau allanol, sy'n rhan annatod o'r ddarpariaeth o'r Cynllun Strategol Cymraeg mewn Addysg presennol, fel y'i cymeradwywyd gan Weinidogion Llywodraeth Cymru, a gynhaliwyd ers ei gymeradwyo gan Weinidogion a Chabinet Powys?

Ymateb

Cymeradwywyd Cynllun Strategol Cymraeg mewn Addysg presennol y Cyngor ar gyfer 2017-20 gan Lywodraeth Cymru ym mis Mawrth 2018. Oherwydd diffyg capasiti i hwyluso cyfarfodydd, nid oes unrhyw gyfarfodydd o'r hen Fforwm wedi cael eu cynnal ers cymeradwyo'r cynllun. Erbyn hyn, rydym yn bwriadu sefydlu Fforwm newydd i ganiatáu i bob sefydliad partner gydgyssylltu ei ymdrechion i gefnogi darpariaeth y Cynllun Strategol Cymraeg mewn Addysg a gymeradwywyd.

Cwestiwn atodol y Cynghorydd Vaughan oedd gofyn sut, gan na fu unrhyw gyfarfodydd Cynllun Strategol Cymraeg mewn Addysg yn y 18 mis diwethaf, y byddai'r gwaith yn cael ei symud ymlaen ac a allai gael dyddiad pendant ar gyfer y cyfarfod cyntaf, gan fod hyn yn cael ei fonitro gan Lywodraeth Cymru. Yn absenoldeb y Deiliad Portffolio, byddai ymateb yn cael ei anfon at y Cynghorydd Vaughan a'i rannu gyda holl Aelodau'r Cyngor.

14.7. Cwestiwn i'r Deiliad Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd John Morris

Rwyf newydd gael e-bost gennych chi (8/01/19) sy'n nodi y gwnaed y penderfyniad i gael gwared ar y biniau gwastraff gan y cabinet y llynedd a bod yr ymgynghoriad sydd newydd ddod i ben yn ymwneud â sut y mae Cyngor Sir Powys yn gweithredu'r casgliadau gwastraff gwyrdd newydd.

Bydd llawer o'm cyd-gynghorwyr ac aelodau o gymunedau Powys wedi eu synnu a'u cythruddo gan hyn, a hynny'n gwbl briodol. Yn sicr yn fy ward i roeddem i gyd yn teimlo bod yr ymgynghoriad yn ymwneud â holl ddyfodol casglu gwastraff gwyrdd gan gynnwys cadw'r sefyllfa bresennol. Mae llawer o drigolion a chynghorwyr wedi ymateb i'r ymgynghoriad gan wneud cais i'r biniau mawr gael eu cadw.

A ydych yn credu eich bod wedi camarwain yr aelodau a phobl Powys sydd wedi cysylltu â'r cyngor yn ystod yr ymgynghoriad i wneud cais i'r biniau mawr gael eu cadw ac a ddylech chi fod wedi hysbysu trigolion am eich

penderfyniad cynharach i gael gwared ar y biniau yn rhan o fanylion yr ymgynghoriad?

Ymateb

Mae wedi bod yn gwbl eglur erioed o ran y penderfyniad i gael gwared ar y biniau gwastraff gardd a chyflwyno'r gwasanaeth casgliadau am ffi. Mae'r argymhellion a gytunwyd yng nghyfarfod Cabinet 9 Hydref 2018 fel a ganlyn:

- 1) Cyflwyno gwasanaeth casglu gwastraff gwyrdd y codir ffi amdano, cael gwared ar bob bin gwastraff gwyrdd o Safleoedd Ailgylchu Cymunedol.
- 2) Cynnal ymarfer ymgynghori yn ystod mis Tachwedd fel y gall trigolion gael lleisio eu barn ar sut y dylid gweithredu'r gwasanaeth.

Cyfathrebwyd hyn wedyn drwy'r holl sianeli cyfryngau arferol gan ddenu tipyn o sylw. Nododd yr ymgynghoriad ei hun hefyd yn eglur yn y cyflwyniad y byddai'n mesur diddordeb yn y gwasanaeth newydd a hefyd yn casglu sylwadau ar sut y byddai'r gwasanaeth newydd yn edrych.

Ar y sail hon, byddwn yn awgrymu nad yw'r Aelodau na'r cyhoedd wedi cael eu camarwain mewn unrhyw ffordd.

Cwestiwn atodol y Cynghorydd Morris oedd gofyn am yr adroddiad ar yr ymatebion ymgynghori a pham y gwariwyd £400,000 ar finiau newydd er mwyn dechrau'r gwasanaeth newydd ym mis Mawrth. Yn absenoldeb y Deiliad Portffolio, byddai ymateb yn cael ei anfon at y Cynghorydd Morris a'i rannu gyda holl Aelodau'r Cyngor.

14.8. Cwestiwn i'r Deiliad Portffolio ar gyfer Pobl Ifanc a Diwylliant gan y Cynghorydd Gareth Ratcliffe

A all y deiliad portffolio ddarparu dadansoddiad o'r costau rhedeg ar gyfer pob un o'r 18 llyfrgell ar draws y sir yn ystod y 3 blynedd ddiwethaf, os gwelwch yn dda?

Ymateb

Gweler y daenlen ynghlwm ar gyfer dadansoddiad o'r costau rhedeg [y ceir copi ohono gyda'r cofnodion wedi'u llofnodi].

Cwestiwn atodol y Cynghorydd Ratcliffe oedd gofyn a oedd unrhyw gynigion i dorri cyllidebau llyfrgelloedd mwy o faint gan fod 16.7% yn cael ei gynnig o blith y 10 o lyfrgelloedd llai o faint. Dywedodd y Deiliad Portffolio mewn ymateb bod cyd-leoli gwasanaethau yn cael ei ystyried a bod y pwyslais ar y llyfrgelloedd cangen llai i'w cefnogi nhw. Nid oes unrhyw gynlluniau i newid llyfrgelloedd mwy o faint.

14.9. Cwestiwn i'r Deiliad Portffolio ar gyfer Gofal Cymdeithasol Oedolion gan y Cynghorydd Iain McIntosh

A all y deiliad portffolio a'r aelod cabinet dros wasanaethau oedolion fy hysbysu, os gwelwch yn dda, a oedd unrhyw gynlluniau i gau Canolfan Ddydd Arosfa ar Ffordd Camden, Aberhonddu, cyn 13 Rhagfyr 2018?

Ymateb

Diolch am y cwestiwn ynghylch a fu unrhyw gynlluniau i gau Canolfan Ddydd Arosfa yn Aberhonddu cyn 13 Rhagfyr 2018. Er bod llawer o waith wedi bod yn mynd rhagddo gyda'r gwasanaethau dydd ar gyfer pobl hŷn yn dilyn penderfyniad y Cabinet ar y gwasanaeth ym mis Rhagfyr 2016, gallaf gadarnhau nad oedd unrhyw gynlluniau i gau Canolfan Ddydd Arosfa cyn 13 Rhagfyr 2018.

Cyn unrhyw gwestiwn atodol, ymhelaethodd y Deiliad Portffolio ar ei ymateb ysgrifenedig. Cafwyd trafodaethau ym mis Gorffennaf 2018 gydag Aelodau ac eraill, am yr amrywiaeth o newidiadau posibl i wasanaethau dydd i bobl hŷn. Trafodwyd manteision ac anfanteision adleoli'r gwasanaeth yn Aberhonddu ac ni chafwyd unrhyw drafodaeth am ddod â'r gwasanaeth i ben. Dywedodd nad oes unrhyw gynnig i ddileu'r gwasanaeth yn Aberhonddu ac ni fwriwyd ymlaen ag unrhyw un o'r opsiynau i adleoli o Arosfa.

Nid oedd unrhyw gwestiwn atodol i'r Deiliad Portffolio.

Mewn ymateb i bwynt o drefn a godwyd gan y Cynghorydd Dorrance, gwrthododd y Deiliad Portffolio unrhyw gyhuddiad ei fod wedi camarwain y Cynghorwyr yn ei ymateb.

Gadawodd y Cynghorydd P Pritchard y cyfarfod.

14.10. Cwestiwn i'r Deiliad Portffolio ar gyfer Dysgu a'r Gymraeg a'r Deiliad Portffolio ar gyfer Cyllid gan y Cynghorydd Jackie Charlton

CEFNDIR

Mae addasiadau helaeth wedi bod yn cael eu gwneud yn Ysgol Gynradd Eglwys yng Nghymru Llangatwg ac mae estyniad i'r ysgol yn cael ei adeiladu. Mae'r gwaith wedi bod yn cael ei wneud ers mis Gorffennaf 2018. Mae'r prosiect wedi costio ychydig dros £500,000, y cyfrannwyd £120,000 ohono gan yr Eglwys yng Nghymru ac Ymddiriedolaeth Addysg yn Llangatwg.

Dechreuodd trafodaethau'r prosiect chwe blynedd yn ôl, ac mae'r gwaith adeiladu wedi cymryd dros 6 mis. Roedd 3 mis yn hwyr yn dechrau ar ôl disgwyl am ddyddiad cychwyn sawl gwaith yn ystod 2017.

Disgwyliwyd i'r gwaith gael ei orffen ym mis Medi 2018 yn barod ar gyfer y flwyddyn ysgol newydd pan gytunwyd y dyddiad cychwyn adeiladu a addawyd ym mis Mai 2018. Bu'n rhaid ymestyn hwn i fis Gorffennaf oherwydd camgymeriadau gweinyddol. Mae'r problemau yn llawer rhy niferus i'w trafod yma ac mae Llywodraethwyr yr ysgol wrthi'n ceisio datrys y problemau, cadw'r ysgol ar agor ac yn barod i addysgu ar gyfer 2019.

Rhoddyd sicrwydd i mi gan y deiliad portffolio yng nghyfarfod y Cyngor Sir ym mis Gorffennaf 2018 y byddai'r gwaith yn cael ei gwblhau'n briodol er bod disgwyl i'r plant ddechrau'r tymor yn hwyr oherwydd gwaith adeiladu. Bu'n rhaid cytuno ar hyn gyda rhieni a'r adran addysg. Addysgwyd plant meithrin yn y Neuadd Gymunedol drws nesaf i'r ysgol ers mis Medi diwethaf gan nad oedd eu hestyniad newydd wedi ei gwblhau. Nid oedd yn barod o hyd ar 8 Ionawr 2019.

Y broblem fwyaf i Lywodraethwyr Llangatwg yw'r diffyg atebolrwydd, dim llinell cyfrifoldeb, a rheoli prosiect anhrefnus gyda neb yn gwybod pwy sy'n gyfrifol am y tasgau pwysig hyn. Yn ystod y gwaith adeiladu, mae'r gweithlu adeiladu wedi cael mynediad llawn i'r safle drwy'r ysgol gyfan. Bu diwrnodau pan fu'n rhaid i'r ysgol gau a diwrnodau pan gaewyd yr ysgol oherwydd peryglon iechyd a diogelwch ar fyr rybudd. Mae'r Pennaeth yno i redeg yr ysgol, ond yng ngoleuni rheoli prosiect gwael disgwyliwyd iddo reoli rhai agweddau ar y prosiect, yn enwedig o ran iechyd a diogelwch a diogelu, sydd wedi cymryd llawer iawn o amser ac wedi rhoi pwysau a straen enfawr ar holl aelodau cymuned yr ysgol.

Mae'r prosiect wedi bod yn anhrefnus o'r dechrau i'r diwedd a does neb yn cymryd cyfrifoldeb. Gallai fod goblygiadau hirdymor i bartneriaethau Cyngor Sir Powys gydag adeiladwyr a chontractwyr ar safle ysgolion.

CWESTIWN

A ydych chi'n gwybod, fel deiliad portffolio, a oes proses eglur ar gyfer rheoli prosiect, atebolrwydd a chyfrifoldeb am brosiectau adeiladu ar y cyd yn ein hysgolion lle mae Kier a HOWPS yn gweithio mewn partneriaeth â'n Hadran Addysg yma ym Mhowys?

Ymateb

Rwy'n ymwybodol bod y gwaith adeiladu estynedig wedi achosi anghyfleustra ac anawsterau o ran mynediad, tarfu a sŵn ar safle'r ysgol am nifer o resymau.

Mae'r gwaith ar y safle wedi ei gwblhau i raddau helaeth erbyn hyn, ac mae'r contractwr, Kier, wrthi'n gwneud mân waith cwblhau terfynol, yr ydym yn rhagweld y bydd wedi ei gwblhau yn ystod yr wythnos neu ddwy nesaf.

Yn dilyn cyfarfod a gynhaliwyd yn yr ysgol ar 11 Ionawr 2019, cytunwyd y bydd unrhyw waith allanol sy'n weddill yn cael ei gwblhau trwy Gyngor Sir Powys. Mae hyn er mwyn sicrhau y gall gwaith gael ei wneud gyda chyn lleied o darfu pellach â phosibl ar yr ysgol.

Mae gan yr Awdurdod, HOWPS a Kier systemau rheoli prosiect cadarn a llywodraethu ac atebolrwydd eglur. Fodd bynnag, mae'n gwbl amlwg nad yw'r systemau hyn wedi bod yn llwyddiannus o ran rheoli'r prosiect penodol hwn. Byddwn yn adolygu'r prosiect hwn i sicrhau bod gwersi'n cael eu dysgu, a bod gwelliannau yn cael eu gwneud lle mae'n ofynnol. Ni allaf ond ymddiheuro am ein perfformiad cyfunol yn Llangatwg, ond a gaf i hefyd ddiolch i Mrs Kathryn Marshall, y Pennaeth, am y cyfraniad gwerthfawr y bu'n rhaid iddi hi ei wneud, yn anffodus, i sicrhau bod y gwaith yn cael ei gwblhau a bod yr ysgol yn weithredol.

Cwestiwn atodol y Cynghorydd Charlton oedd gofyn i'r ddau Ddeiliad Portffolio i gyfarfod â Llywodraethwyr yr Ysgol i roi sylw i'r materion a godwyd gan y Llywodraethwyr mewn llythyr tair tudalen, gan fod yr ysgol mewn sefyllfa druenus a bod y staff yn gweithio dan amgylchiadau eithafol. Yn absenoldeb y Deiliaid Portffolio, cytunodd yr Arweinydd i fynd â hyn yn ôl i'r Deiliaid Portffolio.

14.11. Cwestiwn i'r Deiliad Portffolio ar gyfer Llywodraethu Corfforaethol, Tai a Diogelu'r Cyhoedd a'r Deiliad Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Pete Roberts

Gwnaed yr honiad mewn adroddiad diweddar gan yr Huffington Post bod dros 25000 o ddrysau tân o'r un math a fethodd ag atal tân Grenfell rhag lledaenu yn dal i gael eu defnyddio mewn adeiladau Cyngor a chymdeithasau tai yn y DU.

A all y Deiliad Portffolio gadarnhau faint o'r drysau hyn sy'n dal i gael eu defnyddio ym Mhowys ac, os oes rhai, pa gamau ac amserlenni sydd ganddo ar gyfer gosod rhai newydd yn eu lle?

Ymateb

Tai

Rwy'n falch o gadarnhau nad oes gennym unrhyw ddrysau o'r 5 math a nodwyd wedi eu gosod. Gweithgynhychwyd ein drysau gan JBW a JCK Joinery, a gwiriwyd ac ardystiwyd y ddau fel setiau drysau ar gyfer Ymwrthedd Tân. Nid oes gennym unrhyw dystiolaeth i awgrymu bod y naill na'r llall wedi eu cyflenwi gan unrhyw un o'r 5 Gweithgynhychydd a enwyd yn yr Huffington Post.

Rydym wedi gofyn yn y gorffennol i JBW a JCK a yw eu drysau yn dal i gydymffurfio, ac maent wedi cadarnhau eu bod, gan ddarparu'r rhestr gymeradwy a darnau sy'n ofynnol ar gyfer atgyweiriadau. Rydym wedi anfon yr wybodaeth honno i'n partner cynnal a chadw menter ar y cyd, HOWPS, ac wedi cael sicrwydd y byddant yn defnyddio'r darnau hynny i gynnal cydymffurfiad.

Eiddo

Nid oes gan eiddo corfforaethol fanylion penodol am bob drws tân sydd wedi ei leoli yn ei bortffolio eiddo. Fodd bynnag, mae'n cynnal arolygiadau statudol o'r drysau tân a osodwyd yn flynyddol i sicrhau eu bod o safon briodol ac i ddarparu'r adraniad tân angenrheidiol.

Cynhelir arolygiadau gan unigolion cymwys a chaiff y rheolwr eiddo sy'n gyfrifol am yr adeilad ei hysbysu'n ffurfiol am unrhyw waith atgyweirio neu fethiannau o ran drysau.

Cwestiwn atodol y Cynghorydd Roberts oedd gofyn, yng nghyswllt adeiladau eraill, am ymateb mwy manwl ynghylch y drysau tân yn y rhain, gan fod diffyg eglurder yn ymateb y Deiliad Portffolio a gofynnodd a oedd yr holl ddrysau tân yn yr adeiladau eraill hyn o'r safon briodol. Yn absenoldeb y Deiliad Portffolio, byddai ymateb yn cael ei anfon at y Cynghorydd Roberts a'i rannu gyda holl Aelodau'r Cyngor.

14.12. Cwestiwn i'r Deiliad Portffolio ar gyfer Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Pete Roberts

O ystyried bod 6 mis wedi mynd heibio ers diwedd y cyfnod ymgynghori ar gynigion Ffioedd Bathodynau Glas, a all y deiliad portffolio esbonio pam na chyhoeddwyd yr ymateb swyddogol a roddwyd ac yr ymddengys erbyn hyn nad yw'r cynnig wedi ei gyfeirio at yr adolygiad parcio fel y nodwyd yn y Cyngor Llawn diwethaf ond wedi cael ei gynnwys yn y gyfres o arbedion effeithlonrwydd cyllidebol a gyflwynwyd ar gyfer ei bortffolio?

Ymateb

Ni wnaed penderfyniad ar y mater eto. Mae'r ymgynghoriad wedi dod â llawer o faterion dilys i'r amlwg a bydd y papur yn cael ei gyhoeddi ar ôl i'r penderfyniad gael ei wneud fel y nodwyd eisoes.

Cwestiwn atodol y Cynghorydd Roberts oedd gofyn a all y Deiliad Portffolio ddweud wrtho, yng ngoleuni'r addewidion a wnaed yn y seminar Cyllideb, pryd y bydd yr ymateb ymgynghori yn cael ei ddarparu o gofio yr addawyd hwn cyn y bydd y penderfyniadau cyllideb yn cael eu gwneud. Yn absenoldeb y Deiliad Portffolio, byddai ymateb yn cael ei anfon at y Cynghorydd Roberts a'i rannu gyda holl Aelodau'r Cyngor.

14.13. Cwestiwn i'r Deiliad Portffolio ar gyfer Cyllid gan y Cynghorydd Jackie Charlton

Bydd Brexit wedi bod yn destun pleidlais yn y Senedd drwy'r bleidlais ystyrion. A all y Deiliad Portffolio roi'r wybodaeth ddiweddaraf i'r Cyngor am yr effaith y bydd hyn yn ei chael ar y ddarpariaeth o wasanaethau pob prosiect neu ddatblygiad a ariennir gan yr UE y mae'r Cyngor yn ymwybodol ohono? Dylai hyn gynnwys unrhyw brosiectau partneriaeth neu fygythiadau i gyllid LEADER II a fyddai wedi eu cynnwys hyd yma dan y taliad terfynol i'r UE neu drefniadau pontio.

Hefyd, a allwch chi amlinellu'r holl brosiectau y mae'r Cyngor wedi eu darparu yn y pum mlynedd diwethaf lle daeth rhywfaint o'r cyllid neu'r cwbl o grantiau UE?

Ymateb

Mae'r effaith y bydd Brexit yn ei chael ar y ddarpariaeth o wasanaethau yn cael ei monitro'n agos mewn nifer o ffyrdd. Mae Log Effaith Brexit yn cael ei ddosbarthu i bob maes gwasanaeth yn yr awdurdod i'w gwblhau. Nodir y perygl cynyddol o golli cyllid ar gyfer prosiectau presennol a ariennir gan yr UE fel perygl uchel. Mae meysydd gwasanaeth eraill fel Gofal Cymdeithasol Oedolion wedi cwblhau eu Hasesiad Risg Brexit eu hunain eisoes.

Mae gan Gabinet y Cyngor Gofrestr Risg Gorfforaethol sy'n cynnwys Brexit fel risg a nodwyd.

Sefydlwyd Gweithgor Brexit a'r Cynghorydd Rosemarie Harris yw'r Cadeirydd. Mae'r rhai sy'n rhan o'r gweithgor yn dod o amrywiaeth o sefydliadau allanol a chynrychiolwyr sector.

Mae staff cynllunio at argyfwng yn mynychu Fforwm Lleol Cymru Gydnerth Dyfed Powys ac mae'r cyfarfodydd pythefnosol ar fin troi'n wythnosol.

Prosiectau a ariennir yn allanol sy'n cael eu datblygu – elfen grant yn unig:

Grant Galluogi Adnoddau Naturiol a Llesiant yng Nghymru – Gwasanaethau Cefn Gwlad yw arweinydd y prosiect gyda phartneriaid allanol a chymorth ceisiadau gan y Gwasanaeth Adfywio. Gwerth bras £100,000. Mae Gwasanaeth Cefn Gwlad hefyd yn bartner mewn cais prosiect Cymru gyfan gyda Chymdeithas y Cerddwyr.

Chwaraeon Cymru: Cronfa Iach ac Egniol – Gwasanaethau Cefn Gwlad yw arweinydd y prosiect gyda phartneriaid allanol a chymorth ceisiadau gan y Gwasanaeth Adfywio. Gwerth bras £250,000.

Grant Galluogi Adnoddau Naturiol a Llesiant yng Nghymru – Gwasanaethau Cydymffuriad a Gwastraff yw'r arweinydd gyda phartneriaid allanol a chymorth ceisiadau gan y Gwasanaeth Adfywio. Gwerth bras £40,000. Mae'r Gwasanaeth Gwastraff hefyd yn bartner mewn prosiect Cymru gyfan gyda Cadwch Gymru'n Daclus, gwerth bras o £30,000 i Gyngor Sir Powys.

Croeso Cymru: cynllun Cymorth Buddsoddi Mewn Amwynderau Twristiaeth – y Gwasanaeth Adfywio yw arweinydd y prosiect gyda phartneriaid allanol. Gwerth bras £128,000 o gyllid grant.

Croeso Cymru: Cronfa Ymgysylltu Twristiaeth Ranbarthol – y Gwasanaeth Adfywio yw arweinydd y prosiect gydag Awdurdodau Lleol eraill a phartneriaid allanol. Gwerth bras £128,000 o gyllid grant.

Cronfa Gymdeithasol Ewrop: Blaenoriaeth 5 – gwerth bras o £4 miliwn i'r Rhanbarth dros 4 blynedd. Mae camau cynnar ar gyfer syniadau prosiect yn cael eu datblygu.

Prosiectau gweithredol presennol a ariennir gan yr UE – elfen grant yn unig:

Y Gwasanaeth Adfywio: prosiect Parc y Llyn, Llandrindod - £126,000

Y Gwasanaeth Adfywio: prosiect Gweithffyrdd + Powys - £350,000

Y Gwasanaeth Ieuenctid: prosiect Cynnydd - £1 filiwn (yn fras)

Darparwyd yr wybodaeth gan Louise Nicholson, Swyddog y Rhaglen Datblygu Gwledig:

O safbwynt Cynllun Datblygu Gwledig a LEADER, gweler manylion ein cyllid ar gyfer y rhaglen hon a'r un flaenorol isod:

Mae Arwain wrthi'n darparu'r cyllid LEADER sy'n rhan o'r Rhaglen Datblygu Gwledig 2014-2020. Mae manylion cyllidebau'r prosiectau fel a ganlyn:

Dyddiad cychwyn y prosiect: 1 Mai 2015

Dyddiad terfyn y prosiect: 31 Rhagfyr 2021

Cyfanswm costau'r prosiect: £6,061,616

Cyfanswm cyllid y Rhaglen Datblygu Gwledig (Cronfa Amaethyddol Ewrop ar gyfer Datblygu Gwledig): £5,103,998*

Cyfanswm yr arian cyfatebol sydd ei angen gan y sectorau cyhoeddus, preifat a gwirfoddol: £957,618

*Yn wreiddiol, roedd cyllid y Rhaglen Datblygu Gwledig i'w rannu ar sail 50/50 rhwng Llywodraeth Cymru a'r UE. Yn dilyn refferendwm yr UE yn 2016, cyhoeddwyd llythyr gan Mark Drakeford AC (Ysgrifennydd y Cabinet dros Gyllid a Llywodraeth Leol) yn cadarnhau y bydd sicrwydd oes o gyllid i bob gweithrediad a gymeradwywyd ar adeg ymadawiad y DU â'r UE - gan roi sicrwydd i'r holl fuddiolwyr trwy hynny y gallant barhau i gyfrannu at ddarpariaeth

Rhaglenni 2014-20 fel y cynlluniwyd". Mae ein cyllid o £5,103,998 yn ddiogel felly, a bydd Llywodraeth Cymru yn ariannu unrhyw ddiffyg o ran cyllid UE. Rhoddwyd y cyfle inni hefyd ymestyn y rhaglen ariannu tan 30/6/23, ond nid oes unrhyw gyllid ychwanegol ar gael ar gyfer yr estyniad hwn ar hyn o bryd, felly mae angen defnyddio cyllidebau presennol. Nid oes gennym gyllideb ddigonol i ymestyn y tu hwnt i 31/12/21 ar hyn o bryd ac felly nid ydym wedi gallu ymestyn y rhaglen ariannu ym Mhowys. Mae Llywodraeth Cymru wedi awgrymu y gallai rhagor o gyllid fod ar gael yn y dyfodol yn sgil tanwariant mewn rhannau eraill o'r Rhaglen Datblygu Gwledig ond nid ydym wedi derbyn unrhyw wybodaeth bendant am hyn eto.

Cyn y rhaglen ariannu hon, darparwyd rhaglen ariannu flaenorol y Rhaglen Datblygu Gwledig (Cynllun Busnes 2). Mae manylion cyllidebau'r prosiect fel a ganlyn:

Dyddiad cychwyn y prosiect: 1 Gorffennaf 2008

Dyddiad terfyn y prosiect: 30 Ebrill 2015

Cyfanswm costau'r prosiect: £7,006,111

Cyfanswm cyllid y Rhaglen Datblygu Gwledig (Cronfa Amaethyddol Ewrop ar gyfer Datblygu Gwledig): £5,475,806 (gan gynnwys £2,737,903 o gyllid UE)

Cyfanswm yr arian cyfatebol sydd ei angen gan y sectorau cyhoeddus, preifat a gwirfoddol: £1,530,305

Sylwer mai'r prosiectau a restrir uchod yw'r rhai y mae'r Gwasanaeth Adfywio naill ai'n eu cefnogi neu'n eu harwain yn uniongyrchol. Efallai'n wir y bydd prosiectau mewn meysydd gwasanaeth eraill sydd hefyd yn derbyn cyllid UE neu gyllid allanol, nad yw'r Gwasanaeth Adfywio yn ymwybodol ohonynt ar hyn o bryd.

Cwestiwn atodol y Cynghorydd Charlton oedd gofyn am yr wybodaeth ddiweddaraf nawr neu yn y dyfodol o'r cyfarfodydd a gadeirir gan yr Arweinydd. Dywedodd y Deiliad Portffolio y byddai ef a'r Arweinydd yn darparu'r wybodaeth ddiweddaraf.

14.14. Cwestiwn i'r Arweinydd gan y Cynghorydd Gareth Ratcliffe

Gyda'r Cyngor Sir yn wynebu toriadau pellach i swyddogaethau anstatudol a dirprwyedig, mae'n edrych yn gynyddol tuag at gymunedau'n rhedeg y gwasanaethau hyn pan fo modd. Mae cymunedau fel y Gelli Gandryll wedi bod yn ceisio cytuno ers dros 3 blynedd ar drosglwyddiad o asedau gyda'r Cyngor Sir ac i gymryd cyfrifoldeb am swyddogaethau, ond nid yw wedi gallu gwneud hynny, oherwydd ffactorau sy'n cynnwys y penderfyniad unochrog diweddar gan y Cabinet presennol i newid y cytundeb a wnaed gyda Chabinet blaenorol y Cyngor Sir. Mae hyn wedi arwain at Gyngor y Gelli Gandryll yn cyllidebu'r praesept a gwneud ymrwymadau, efallai na fydd yn gallu eu gweithredu bellach, i gadw'r gwasanaethau yn y gymuned. Nid dyma'r unig gymuned sydd wedi cael trafferth yn gweithio gyda'r Cyngor Sir ar drosglwyddiadau o asedau. Ceir pryderon parhaus sy'n cael eu codi gan lawer o gymunedau am y diffyg hyblygrwydd ac agwedd gyfyngol y Cyngor Sir yn enw "tegwch i bawb".

A all yr arweinydd friffio'r Cyngor llawn ar sut y mae'r Cabinet yn bwriadu gweithio gyda chynghorau a chymunedau lleol dros y rownd nesaf o doriadau, gyda'r disgwyliadau pellach gan Lywodraethau'r DU a Chymru y bydd angen i gymunedau redeg mwy o wasanaethau yn y gymuned gan ddefnyddio gwirfoddolwyr?

Ymateb

Mae Powys wedi ceisio gweithio gyda phartneriaid allweddol fel Cynghorau Tref a Chymuned erioed, a gallwn ddangos cryn lwyddiant pan ddaw i drosglwyddo asedau a gwasanaethau. Bydd yr Aelodau yn ymwybodol o'r Seminarau Cyllideb diweddar fod y Cyngor yn wynebu pwysau ariannol parhaus gan fod y pwysau ar wasanaethau yn fwy na'n cyllid. Mae hyn yn golygu ei bod yn debygol y gallai rhai gwasanaethau a werthfawrogir gan gymunedau gael eu rhedeg yn hytrach gan grwpiau lleol neu Gynghorau Tref a Chymuned. Mae'r Cyngor yn dal i fod yn agored i drafod newidiadau o'r fath gydag unrhyw grŵp sy'n dod yn ei flaen gyda chynnig. Gellir gwneud hyn mewn nifer o ffyrdd. Er enghraifft, y Cwmni Buddiant Cymunedol yn Llanfyllin oedd y trefniant cyntaf o'r fath yng Nghymru sy'n dangos y byddwn yn agored i unrhyw fodel a gynigir.

Nododd y Cynghorydd Ratcliffe bod y Cwmni Buddiant Cymunedol yn Llanfyllin wedi dod i ben erbyn hyn. Mae Cynghorau Cymuned yn colli ffydd oherwydd gweledigaeth y Cyngor sy'n newid yn barhaus ac ni all Cynghorau Cymuned gyllidebu. Ei gwestiwn atodol oedd gofyn i'r Arweinydd sut yr oedd y Cyngor yn mynd i weithio gyda chymunedau a sicrhau cymunedau na fydd unrhyw gytundebau a wneir yn cael eu newid gan Gabinetau yn y dyfodol. Atebodd yr Arweinydd fod y Cyngor yn ystyried ffyrdd o weithio gyda chymunedau a defnyddio gwirfoddolwyr, ond ni allai unrhyw Gabinet addo bod cytundebau blaenorol yn cael eu cadw.

Mewn ymateb i gwestiwn, dywedodd Cyfreithiwr y Cyngor nad oedd unrhyw ddiweddariad ynghylch ECO3, y cyfeiriwyd ato mewn e-bost at yr Aelodau y diwrnod blaenorol.

Codwyd pryderon mai cyfarfodydd Cyngor oedd yr unig gyfle i Aelodau holi Deiliaid Portffolio a bod y broses yn ddiystyr gan fod cymaint ohonynt yn absennol heddiw. Dywedodd y Cyfreithiwr y gellid ystyried fformat cyfarfodydd y Cyngor gan y Pwyllgor Gwasanaethau Democrataidd.

Y Cynghorydd DW Meredith (Cadeirydd)

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7.1

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
7th March 2019

REPORT AUTHOR: County Councillor Martin Weale, Portfolio Holder for
Economy and Planning

SUBJECT: Question from Elizabeth Newman

Is the need to have all Planning Conditions fully discharged before work commences now a thing of the past in Powys?

Response

Not all planning conditions need to be fully discharged before work commences. For example, a condition could require works to be undertaken prior to the first occupation of a building or with six months of the commencement of development. This stance has not altered from that taken in the past. Given the various implementation time frames, it is vital that all conditions should be worded so that it is clear when they should come into effect.

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7.2

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Martin Weale, Portfolio Holder for Economy and Planning

SUBJECT: Question from Iain Aitken

Powys Council has astonished and dismayed the public across Wales by repeated refusals to enforce against the Hendy Wind Farm despite multiple contraventions against planning law. In brief:

- The developer has breached Condition 2 by not adhering to permitted plans: construction compound and track to Turbine 5 lie wholly outside the site red line;
 - The developer has introduced a new element, a hardstanding area on the N E corner of the common, but no application for planning or Commons Act consent has been submitted. Development Management must be very well aware that some form of 'restricted works' on the common are essential to permit delivery of turbine parts to the site;
 - The developer has breached Condition 49 by starting construction without the required Commons Act consent;
 - The developer has in fact almost completed the installation of a turbine before a single one of the conditions precedent has been discharged.
- The public have repeatedly been told that it has been judged 'expedient' not to enforce.

Please could the Portfolio Holder for Economy and Planning, currently Cllr Martin Weale, set out precisely what criteria have been considered in assessing the 'expediency' of enforcement against this developer?

Response

Local planning authorities have discretion to take enforcement action, when they regard it as expedient to do so having regard to the development plan and any other material considerations.

The 'development plan' and 'any other material considerations' are the main criteria used by the Investigating Officer for the Hendy wind farm development to assess the expediency of taking enforcement action. In this instance Planning Officers have taken into account considerations such as the information submitted by the applicant to discharge relevant conditions, consultee responses, such as those received from Natural Resources Wales and public representations, when assessing expediency.

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7.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
7th March 2019

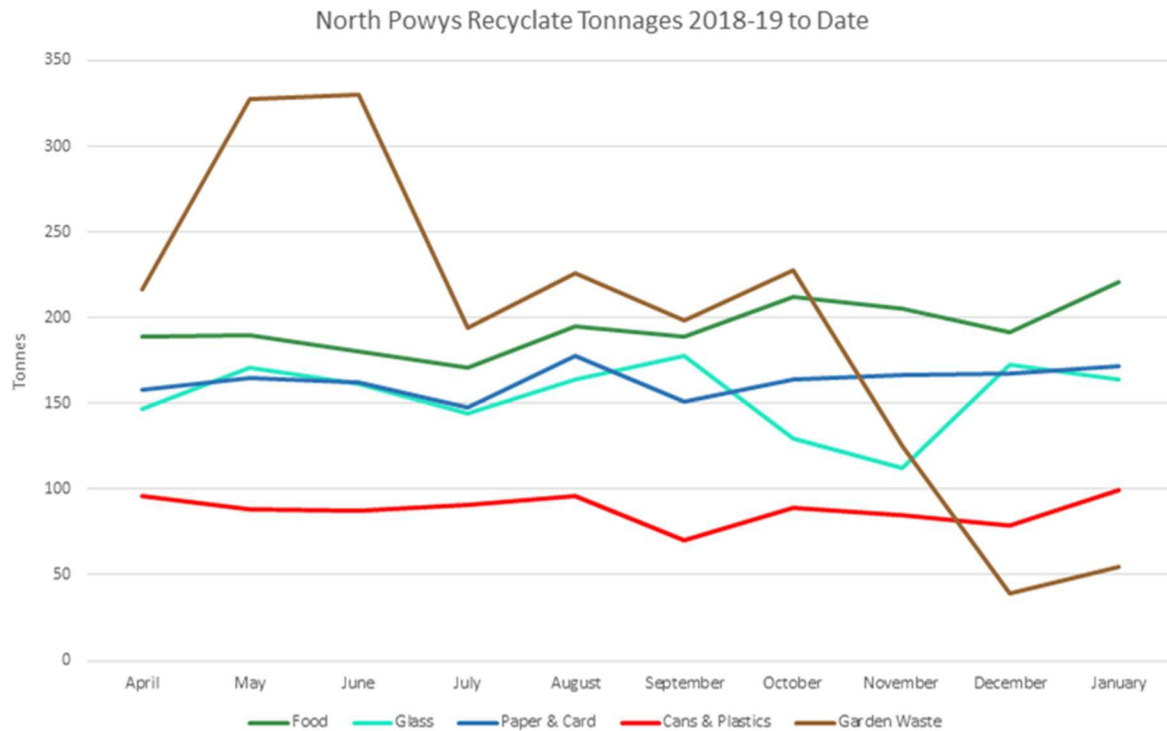
REPORT AUTHOR: County Councillor Phyl Davies, Portfolio Holder for Highways, Recycling and Assets

SUBJECT: Question from Stephen Meadowcroft

Would the Councillor share with us the current trends over the last 6 months for recycling in North Powys, in particular the tonnages for each waste material he is intending to process through the Abermule Recycling Facility when it is intending to come into operation?

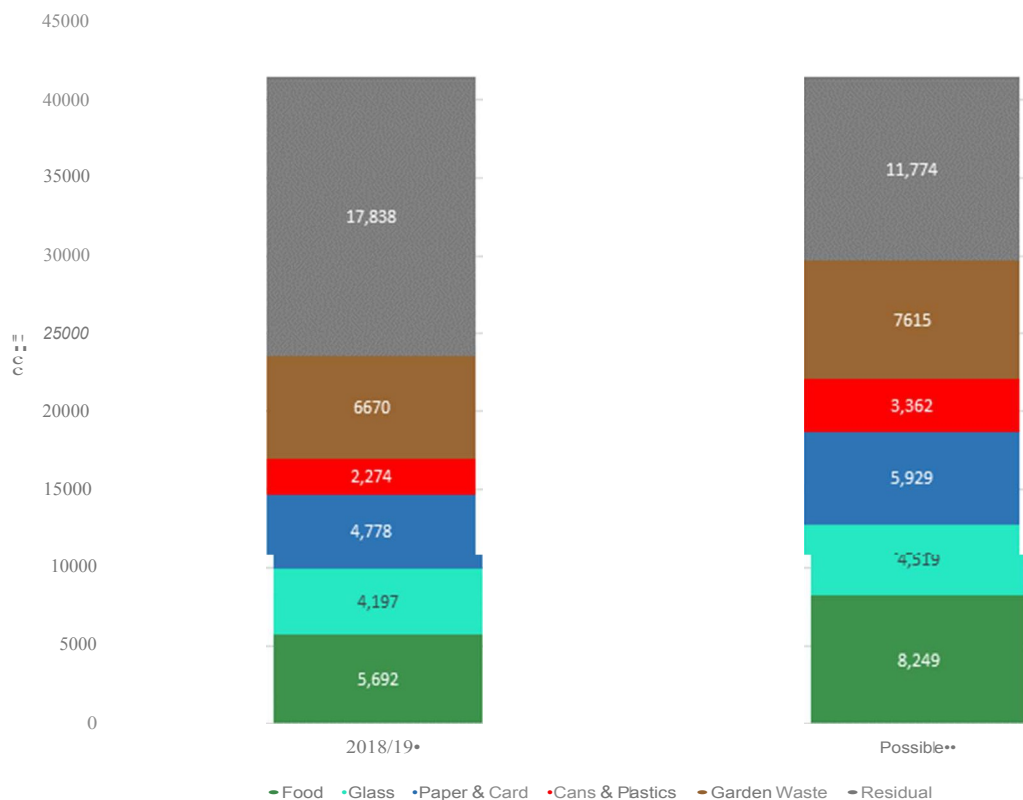
Response

The following graph shows the material that has been collected through the kerbside collection and Community Recycling Sites in North Powys during the current financial year. Whilst there is some seasonal fluctuation particularly with green waste, the tonnages have remained fairly constant over the year.



The bar chart below illustrates how much of the current kerbside waste stream is recycled countywide compared to what is potentially available to recycle or compost based on compositional analysis. This clearly shows that the requirement for bulking facilities for recyclable material will increase as we achieve each of the Welsh Government's Statutory Recycling Targets.

Kerbside Residual, Recycling and Garden Waste Tonnages



* Projected End..of-Year
 ** Based on Compositional Analysis of Residual Waste

7.4

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Phyl Davies, Portfolio Holder for Highways, Recycling and Assets

SUBJECT: Question from Jeffrey Matthews

Powys Councillors will be fully aware of the rapid, almost weekly changes in recycling methods, technology and government regulations surrounding the waste industry. Here in Powys the recycling work is successfully done 'out of house' at the moment, and those business will bear the future costs of expensive changes in the waste industry. Because Powys's main duty is to collect waste, not to run competing businesses in the waste industry, is it a wise decision for the council to be investing huge effort and millions of pounds in such a constantly changing scenario in this time of cutbacks?

Response

There are indeed many changes happening in the waste and recycling industry and the Welsh Government has been at the forefront of those changes. The challenging statutory recycling targets have meant that Wales, if taken as an independent nation, would be third in the world when it comes to recycling. This has required local authorities to increase the quantity and quality of materials collected for recycling at the kerbside. This is why we require strategically located facilities to store this material before transferring it to third party processors.

Powys County Council, as a unitary authority, is both a waste collection and waste disposal authority, and hence has a duty to collect and dispose of / process municipal solid waste. The collection and transfer is currently carried out in house with processing and disposal through procured contracts. The Council does not directly compete with businesses on this activity. As for businesses directly bearing the cost of changes, this is currently entirely dependent on any contracts that are in place, but as a general rule risk is built into these contracts and as a result any changes in legislation will be either picked up by the local authority or by consumers. With the increase in profile of plastic waste, deposit return schemes (DRS) and extended producer responsibility are now under consideration. A DRS scheme will have the most impact on the higher value containers and is likely to have a limited reduction on quantities collected at the kerbside. Previous producer responsibility initiatives such as the one for waste electrical items have generally contributed to the cost of collecting and processing materials, but collection systems have remained with the local authorities.

It is therefore essential that the Council continues to invest in its recycling infrastructure so that we are able to continue to meet the demands of national and

international legislation and sustainably manage the waste and recycling produced by our residents.

CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL
Date: 7th March 2019

REPORT AUTHOR: County Councillor Aled Davies
 Portfolio Holder for Finance

SUBJECT: Addendum to Budget for 2019-20, Medium Term Financial
 Strategy 2019-2024 and Capital Programme for 2019-2024

REPORT FOR: Decision

1. Introduction

- 1.1 This report proposes amendments to the original budget proposed to Council on the 21st February 2019 which was subsequently not approved.
- 1.2 Group Leaders have met and discussed the proposal and as a result the following amendments are now proposed:-
- Removal of Libraries savings (LRP08) - £200k
 - Make available £100k for a new Community Enablement Fund - £100k
 - Reduce the increase in the proposed charge for school meals by 5p (SCP20) - £60k
 - Reduce the level of savings required within Sports development (LTP11) by £50k.
 - In order to maintain a balanced budget the changes above will be funded by removing the proposed annual contribution to the General Fund Reserve of £500k.
 - Remove the proposal to charge Blue Badge Holders for car parking (HTP02) - £50k
 - Increase the saving from HTR Transformation (HTP10) by £50
- 1.3 The removal of the proposed transfer into the General Fund Reserve can now be considered due to an improvement in the projected Outturn for the current financial year (based on the January 2019 position recently reported). This will reduce the level of overspend and consequently ease the pressure on reserves.
- 1.4 The remaining balance of £90k will be held as contingency within the budget.
- 1.5 The Youth service (LRP02) saving of £165k has also been considered but due to additional external Welsh Government funding being secured that saving can still be achieved without a change to the provision. Therefore, this proposal remains as per the original including the reduction in support for YFC's and the Urdd.

2. Statutory Officers

2.1 The Deputy Chief Executive and Section 151 Officer comments as follows:

Having assessed the impact of the above amendments on the original budget proposed the Section 151 Officer concludes the estimates used in the budget proposal for 2019/20 are adequately robust, but significant risk remains. Although the changes above result in a removal of the proposed £500k annual contribution to the General Fund Reserve, the improvement in the outturn position projected for the current financial year (2018/19) will maintain the level of reserves as projected in the original budget proposal, on this basis the overall level of reserves is adequate but at the lower end of acceptability given the scale of savings required in the future.

2.2 The Solicitor to the Council (Monitoring Officer) notes the amendments to the budget proposal.

3. Members' Interests

3.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
1. That the Medium Term Financial Strategy for 2019 to 2024 as set out in Appendix 1 to the report be agreed in principle.	To aid business planning and development of the budget over a three year period
2. That the proposed Revenue Budget for 2019/20 shown in the Financial Resource Model in Appendix 12 which includes the changes reported in this addendum is approved.	Statutory Requirement
3. That the Fees and Charges proposed within the Fees and Charges Register are approved (Appendix 4 and 5)	To comply with Powys County Council Income Policy
4. The proposed Capital Strategy for 2019/20 shown in Appendix 6 including the revised Capital Receipts Policy is approved.	Statutory Requirement
5. That a Council Tax increase of 9.5% is included in the budget and approved.	There is a Statutory Requirement to set Council Tax but the level is a matter for local determination.
6. The authorised borrowing limit for 2019/20 as required under section 3(1) of the Local Government Act 2003 be	Statutory Requirement

approved at £497m as set out in section 11.6 of the report.	
7. The Prudential Indicators for 2019/20 are approved as set out in section 10 of the report and Appendix 7.	Statutory Requirement

Relevant Policy (ies):	
Within Policy:	Y
Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Chief Executive
Date By When Decision To Be Implemented:	1 st April 2019

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597 827789	jane.thomas@powys.gov.uk

Background Papers used to prepare Report:

Welsh Government Provisional Settlement
 Welsh Government Final Settlement
 WLGA Briefing Welsh Government Draft Budget and Provisional LGF Settlement 2019-20
 Office for Budget Responsibility Economic and Fiscal Outlook October 2018
 Independent Assessment of Budget - CIPFA

List of Documents

Appendix 1 Medium Term Financial Strategy
 Appendix 2 Financial Resource Model
 Appendix 3 Budget Savings
 Appendix 4 Income Report
 Appendix 5 Fees and Charges Register
 Appendix 6 Capital Strategy
 Appendix 7 Prudential Indicators
 Appendix 8 Reserves Policy
 Appendix 9 CIPFA Independent Assessment of Budget
 Appendix 10 Section 151 Officer Personal Statement
 Appendix 11 Finance Scrutiny Panel Observations
 Appendix 12 Revised Financial Resource Model including amendments

4. Additional Recommendations approved by Council on the 21st February, 2019

4.1 There were a number of additional recommendations proposed and approved at the Council Meeting on the 21st February, 2019 which are as follows:-

- That within 6 months of budget setting a formal review of savings delivery is reported to full Council so that the Council takes every available measure to stay within the overall budget and if necessary this will be followed up by a further review within 2 months thereafter.
- That Council supports the work underway to gain a fairer financial settlement from Welsh Government that reflects the true cost of delivering services in Powys and that a working group is formed to support this work.
- That Council notes the Welsh Budget has reduced in real terms and if spending had kept pace with GDP, the Welsh Government would have an extra £4 billion to invest in Public Services. Council calls on our members of the WLGA to work with partners in Welsh Government and lobby the UK Government to secure fair funding for Wales.

4.2 As these were approved on the last occasion Council is asked to confirm that the recommendations should be maintained.

Recommendation:	Reason for Recommendation:
<p>1. That within 6 months of budget setting a formal review of savings delivery is reported to full Council so that the Council takes every available measure to stay within the overall budget and if necessary this will be followed up by a further review within 2 months thereafter.</p>	<p>To monitor the Councils Financial Performance and ensure that savings delivery is monitored effectively.</p>
<p>2. That Council supports the work underway to gain a fairer financial settlement from Welsh Government that reflects the true cost of delivering services in Powys and that a working group is formed to support this work.</p>	<p>To secure a fair funding model for the residents of Powys,</p>
<p>3. That Council notes the Welsh Budget has reduced in real terms and if spending had kept pace with GDP, the Welsh Government would have an extra £4 billion to invest in Public Services. Council calls on our members of the WLGA to work with partners in Welsh Government and lobby the UK Government to secure fair funding for Wales.</p>	<p>To secure a fair funding model for the residents of Powys,</p>

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Chief Executive
Date By When Decision To Be Implemented:	1st April 2019

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597 827789	jane.thomas@powys.gov.uk

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CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL
21st February 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Budget for 2019-20, Medium Term Financial Strategy 2019-2024 and Capital Programme for 2019-2024

REPORT FOR: Decision

1. Introduction

- 1.1 This report and the appendices attached set out the proposals for the Revenue Budget and Capital Programme for the financial year commencing 1st April 2019 with provisional proposals for the next 4 years to 31st March 2024. The Medium Term Financial Strategy (MTFS) is attached at Appendix 1.
- 1.2 The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year. The MTFS reports a balanced budget for 2019/20. There is no requirement to set out a balanced position beyond the next year but the five-year strategy has been developed to enable longer term planning and transformation.
- 1.3 The Council continues to respond to the major financial challenge it is experiencing to ensure that it maintains a balanced budget.
- 1.4 The choices to achieve this position are difficult. Delivering services in the same way as we have done in the past is no longer viable. This budget proposal recognises that we must ensure our statutory services are delivered efficiently and achieve value for money. However, it is often the discretionary services that our residents value.

1.5 Protecting Priorities and Services

The council has attempted to protect the services our residents value and need, and prioritise the council's Vision 2025:

- This budget passes on to schools delegated budgets an additional £1m, retaining Powys' position as one of the highest funders of education in Wales.
- This budget protects the investment that has been made in Children's and Adults services although significant pressures remain.
- This budget maintains the funding for developing key priorities within Vision 2025 such as the mid-Wales Growth Deal, building 250 extra homes and using the council's considerable spend to support county businesses with greater use of the Powys pound.
- This budget protects the delivery of statutory services such as environmental health and Trading Standards.

1.6 Our approach to 'bridging the funding gap'

This starts with transformational changes to the council's operating model. This has included the following:

- A new, smaller senior management structure saving £1m.
- Reductions in management and staffing numbers and costs in back office and support functions, flowing from the new operating model, saving £3.3m.
- Changes to management and system processes saving £200k
- A radical review of all council's assets, through the rationalisation and disposing of property, we have already disposed of 81 buildings since 2013 and further changes in 2019/20 will save £384k.

1.7 The council has also started to take a transformational approach to the way it will deliver or fund some services. This includes:

- A complete review of all third party funding and withdrawal of funding from all but the highest priorities saving £862k
- Innovative models of social care, partnership working and greater use of digital technology, providing effective, integrated health and care in a rural environment.
- Full recovery of costs in some areas, withdrawal of funding from areas that are lower priority and sourcing alternative funding streams, saving £2.4m
- Restructure our services for children with additional learning needs, inclusion and behaviour through reorganisation of the delivery of support for pupils with additional learning needs in line with the new Additional Learning Needs and Education Tribunal Wales Act and increasing capacity in county to reduce the number of Out of County placements, saving £300k.
- Rationalisation of Highways Waste Recycling Centres and changes in Highways operational activity, saving £375k.
- The Highways Transport and Recycling Transformation programme for 2019/20 will improve productivity, reduce costs and generate more income delivering savings of £1.1m

1.8 We have also focussed on areas where income could be maximised either through justified increases in charges and fees, or working differently with our partners and sharing building or developing multi organisation hubs.

1.9 The budget proposed this year does not rely on reserves or one-off sources of funding and addresses one of sources used in the previous year to ensure that the budget is sustainable going forward. The level of reserves is assessed as being at an acceptable level and in line with the Council's policy of maintaining a 3% minimum general fund reserves. Specific reserves are held for identified purposes.

1.10 It is recognised that the Council of the past is no longer affordable, the council will become smaller while maintaining its focus on its priorities.

2. Strategic Context

2.1 The Office for Budget Responsibility (OBR) reported in October 2018 that the outlook for the public finances, in the medium term, looks much the same as it did in March 2018 - a significant improvement in the underlying pace of deficit reduction, that on its own would have put the Government on course to achieve its objective of a balanced budget for the first time. This underlying improvement now meets the Prime Minister's promise of higher spending on the NHS made in June. The remaining budget policy measures mean the deficit in 2022-23 is little changed overall.

- 2.2 On 29 October, the Chancellor of the Exchequer presented the UK Autumn Budget. As a result of the UK Government's spending decisions, Wales received Barnett consequentials (Wales' share of central government funding additions) of £554.3m between 2018-19 and 2020-21. This comprises an extra £485.9m revenue, £59.9m capital and £8.5m of financial transactions capital.
- 2.3 The Welsh Government stated that local government would be "front of the queue" for extra funding resulting from the Autumn Budget as it recognised the real pressures local authorities are facing. In January 2018, local authorities were facing a 1% reduction in the revenue support grant (RSG) for 2019-20 – this was equivalent to a cash reduction of £43m. The draft Budget 2019-20 reduced that cut in funding in the RSG to less than £15m (equivalent to a reduction of 0.3% in the RSG). Welsh Government put in place a funding 'floor' to ensure no authority would face a reduction in funding of more than 1% over the previous year. The draft Budget also provided £84m of additional revenue in special grants and other funding streams for local government outside the RSG.
- 2.4 In November, Welsh Government announced a package of additional funding proposals worth a total of £141.5m over three years (2018-21) for local government. Wales Fiscal Analysis briefing note reports that Welsh Government day-to-day spending will increase by over 2%, in real terms, in 2019-20, which is by far the largest increase since before the start of austerity measures in 2010-11. However, it will still be around 5% lower in real terms than in 2010-11.
- 2.5 The local context affecting our funding and demand for services is well recognised, heavily influenced by Powys being sparsely populated with a wide geographic area requiring services. It has a higher than average elderly population that is predicted to increase at a rate that is significantly greater than the national average. This statistic can largely be attributed to people living longer as a result of better healthcare and improved lifestyles together with an inward migration of people to the County above retirement age.
- 2.6 Conversely, the county's level of younger population is declining with a reducing birth rate and a sizeable outward migration of young people looking for further educational and career opportunities being the main contributors to this trend.
- 2.7 These factors in combination continue to present significant challenges. The provision of services to a dispersed and relatively small population is expensive as a result of greater transport costs and the demand for facilities to be delivered locally or within a commutable distance. Additionally, a consequence of an ageing population is the increased demand for more complex and therefore more expensive care support.
- 2.8 Social Services within Powys have been under considerable pressure. Demand for these services and the need for sustainable change has been supported by considerable investment. These pressures continue to impact on the Council's budget. Budgets for these services will be set in order to manage the current pattern of service provision. The on-going development of clear service and financial strategies support this approach. Identification of the potential future pressures these services could face, together with plans of how these can be mitigated and managed, demonstrate how service provision will transform whilst delivering the required improvement.

3 Welsh Government Settlement

- 3.1 The Final Settlement was received on the 19th December 2018. The Aggregate External Finance (AEF) figure was £174.291m which was a 0.3% reduction in grant after adjusting for transfers. The impact upon Local Government in Wales, as a whole, was an average increase in funding of 0.2%.
- 3.2 Powys, along with 9 other Authorities, saw a reduced level of funding, with Powys ranking joint 18th of the 22. The remaining 13 authorities had an increase in funding with the average being an increase of 0.2%. This position has yet again been helped by the application of a 'top up', minimising the level of reduction at 0.3%. 5 authorities benefitted from this.
- 3.3 Powys has £1,323 of funding per capita, compared to the Wales average of £1,352 and the year on year change ranks 12th out of all the Unitary Authorities.
- 3.4 The annual funding distribution from Welsh Government (WG) relies on the use of a number of key datasets within the formula that calculates the funding allocation for each council.
- 3.5 For Powys our funding settlement for next year has yet again been influenced by less favourable movement in these data sets in nearly all areas. This is a persistent factor affecting our settlement and includes population projections, pupil numbers, primary free school meals and income support and job seekers allowance/pension credits claimants. The following table shows our comparative position out of the 22 local authorities. The key data sets are population and pupil numbers.

Changes in Key Datasets

Dataset ¹	2018-19 Final	2019-20 Final	% Difference	Rank
Population projections	131,922	131,721	-0.2%	22
Pupil Numbers - Nursery and Primary	9,840	9,755	-0.9%	21
Pupil Numbers - Secondary in year groups 7-11	6,315	6,297	-0.3%	18
Free School Meals - Primary	1,065	1,034	-2.9%	20
Free School Meals - Secondary	640	637	-0.5%	15
Children in out of work families	3,000	2,900	-3.3%	15
IS/ JSA/ PC/UC (not in employment) claimants - 18 to 64	1,886	1,605	-14.9%	22
IS/ JSA/ PC claimants - 65+	4,684	4,466	-4.7%	8
IS/ JSA/ PC/UC (not in employment) claimants - all ages	6,584	6,084	-7.6%	11
SDA/DLA/PIP claimants - 18 to 64	4,538	4,544	0.1%	4

1. For definitions of the indicators refer to the Local Government Settlement 2019-20 - Local Government Finance (Councils) Report.

- 3.6 Two grants were transferred into the Revenue Support Grant (RSG):
- ❖ Teachers Pay Grant £328k
 - ❖ Free School Meals Grant £185k

Welsh Government are also providing additional support for the Teachers pay with further grant funding provided in 2019/20.

- 3.7 In recognition of the important role local authorities play in delivering core social services and the preventative approach at the heart of delivery, the Welsh Government settlement

contains a further £20 million to help ease these pressures. The allocation for Powys is £820k.

- 3.8 The final settlement includes a further £7 million to support the increase to the capital limit in charging for residential care to £50,000 commencing from April 2019. Powys has received £352k of this funding to manage the shortfall in revenue this creates.
- 3.9 Also included is an extension of the High Street rate relief scheme in 2019-20. This will enable Councils to provide additional discretionary rates relief for local businesses and other ratepayers in response to specific local issues.
- 3.10 Alongside the settlement Welsh Government is again providing £600,000 to support local government to eliminate charging for child burials.
- 3.11 While the unhypothecated (non-earmarked) Settlement is the largest single source of funding available to authorities, it is not the only one. In setting the budget and council tax levels for next year, Welsh Government expects every authority to take account of all the available funding streams and to consider how to secure best value for Welsh taxpayers through effective and efficient service provision.
- 3.12 Welsh Government provides a number of specific grants in addition to the settlement funding. A number of grants have been amalgamated with the establishment of a Children and Communities Grant (bringing together seven existing programmes) and a single Housing Support Grant (bringing together a further three programmes) from 1 April 2019. This will increase flexibility for local authorities and help to reduce the administrative burden associated with grant funding.
- 3.13 The General Capital Grant for Powys has increased by £1.545m. This is the first year of a three-year commitment to provide additional capital.

4 Proposal – Revenue Budget 2019/20

- 4.1 Underpinning the Council's budget plan and strategy is the Financial Resources Model (FRM). This model is continually reviewed and developed in formulating the budget proposal.
- 4.2 The proposed Net Revenue budget for the Council for the financial year 2019/20 is £255.2m. This includes the delegated schools' budget.
- 4.3 The budget is underpinned by the revenue settlement received from Welsh Government, which funds 68.3% of the council's net expenditure. In addition, Welsh Government and other Government departments fund activities through specific grant. The remaining net expenditure is funded by Council Tax.
- 4.4 The proposal includes an increase in Council Tax of 9.5%. This is not subject to approval as part of this report, as this is a matter for full council determination. However, the report recommends the level of Council Tax to be included in the budget that goes to full Council on 21st February 2019. On 7th March full Council meets to set the Council Tax in line with the final budget. This meeting does not reopen the budget but ensures the Council sets Council Tax for billing purposes.
- 4.5 The Council needs to look at a strategy that seeks a balance between Council Tax increases and financial resilience. Welsh Government sees Council Tax setting as a matter for each local authority to determine in order to meet pressures on its services.

This is now the government's policy expectation and planning assumption. The scale of demand and challenges in social care make it very unlikely that the 2019/20 budget could be easily balanced without an approach that sees maximising council tax as a key component. In addition, any decision to seek a low level of Council Tax will affect the Council's long term resilience as this depends on a strong tax base, meaning the rate of Council Tax as well as numbers of homes.

4.6 Any change in the level of Council Tax will have a financial impact. This is outlined below and a reduction in the level of increase must be met by further budget reductions including service cuts:-

- 0.25% change £176k
- 0.50% change £367k
- 1.00% change £735k

4.7 The financial model is developed within the framework of the Medium Term Financial Strategy attached as Appendix 1. The MTFS is influenced by the overall framework. This includes consideration of the Corporate Improvement Plan, the 2025 Vision and a range of issues including community needs and residents' views, financial and inflationary pressures, performance and regulatory reviews from Welsh Audit Office, Estyn and Care and Social Services Inspectorate Wales (CSSIW). As a result, it takes account of external as well as local issues. The MTFS has been reviewed and strengthened in response to the Wales Audit Office Annual Audit letter which recommended that "The Council must also act immediately to update its Medium Term Financial Strategy to enable the Council to live within its means going forward."

4.8 This year's budget planning has again been strengthened with the development of individual directorate and service FRMs which detail and capture all of the financial implications affecting the service. These documents enable the directorates to consider, develop and manage their own service financial strategies as well as informing the development of the overarching Council budget. The approach has significantly assisted directorates with financial planning.

4.9 The FRM shows a balanced budget for 2019/20 and is attached as Appendix 2. The specific details of the assumptions and items included are provided in the sections below.

4.10 Inflationary pressures and the impact of Local Government Pay settlement have been considered across services and £1.6m has been provided to assist in meeting these additional costs. The majority of this funding provides for the proposed Local Government pay award. The council is also dealing with the impact of new pay grading; this will be dealt with by services.

4.11 Two grants have transferred into RSG totalling £513k, as detailed in section 3.6. The budget proposes the passing of these funds to the services to meet the additional pressure.

4.12 New responsibilities are required of the Council and these are reflected with investment of £352k to support the increase to the capital limit for charging for residential care from £40,000 to £50,000 commencing from April 2019.

4.13 The proposal identifies and includes investment and service pressures of £12.9m. This demonstrates that the budget takes a balanced approach. The more significant items are summarised as follows:

- The actuarial revaluation of the pension fund in March 2017 required an increase in the Employers contribution rate. This increase has been phased in over a 3-year period with an additional £750k per annum. 2019/20 is the Year 3. This is a figure agreed by the actuary and signed off by the Treasury.
- The Authority is required to pay into a combined fire service fund in accordance with the Mid and West Fire Service (Combined Scheme) Order 1995, Part IV. Powys is one of six authorities contributing to the fund. Mid and West Wales Fire and Rescue Authority has increased the annual levy by 2.1%. This means the Powys County Council budget has to meet an additional unfunded pressure of £87k because of Mid and West Fire Service's decision.
- In line with previous years, Cabinet continues to support additional funding for schools with a further £1m included for allocation via the formula.
- Welsh Government has maintained the funding level within the Revenue Support Grant with regard to the Council Tax Reduction scheme. However, the Welsh Government settlement no longer keeps pace with payment levels and our expenditure of £8.9m currently exceeds the level of budget allocated for this. At a proposed increase level of 9.5% £1.25m is included to meet this shortfall.
- It will be recalled that the need to support Children's Services meant reserves were redirected to support the revenue budget in 2018/19. This was a 'one off' funding source and reduced the need for further immediate savings in that year, providing more time for the development of the transformational programme that needs to be implemented. The pressure this one off funding created has been resolved on a permanent basis within the 2019-20 budget proposal.

4.14 The overarching budget strategy brings together the Revenue and Capital budgets alongside the policy on Reserves. The approach links these three key elements to form the foundation of our financial plans. The Revenue Budget proposed includes these considerations with provision for the financing of capital and proposals around reserves.

4.15 This proposal provides a balanced budget for 2019/20 and includes further reductions in expenditure through efficiencies and some changes to service provision.

4.16 Reductions in expenditure through savings of £12.7m are required. Service proposals have been included in the budget plan and are provided in detail in Appendix 3.

4.17 The proposals include:-

- Continue to deliver efficiencies through process change
- Organisational Transformation - changing the Council's operating model with savings being made from and senior management arrangements.

- Where possible and appropriate, ensuring full cost recovery, or generating new sources of income.
- Consider further partnership working in order to increase efficiency and reduce cost.
- Identify services that may be no longer appropriate or required.
- Develop a community delivery approach to service delivery via the Stronger Communities Programme Board and our partners.
- Review third party spend so that contracts and specifications are appropriate and proportionate and meeting our priorities. This has seen the withdrawal of support from some organisations.
- Make more effective use of our buildings or reduce the numbers of sites out of which we operate
- Continue to restructure our services for additional learning needs, inclusion and behaviour through implementation of the revised Strategy for Special Educational needs.
- Pass on to schools delegated budgets all increases or reductions which relate to changes in pupil numbers.

4.18 The individual budget proposals have undergone an Impact Assessment to ensure that the Council understands the potential impact of the proposals. In doing so, the process considers the Council's strategic vision and priorities, risk management, equalities, Welsh language, the Wellbeing of Future Generations Act, sustainable development principles, communication and engagement, safeguarding, corporate parenting and community cohesion.

4.19 The delivery of these savings is essential to deliver a balanced budget. Achievement of savings within the financial year remains under 80%. The Council has a good record delivering savings but the record shows the savings to take longer than a financial year to be delivered. The Wales Audit Office Audit letter made a Statutory Recommendation to the Council under section 25(2) of the Public Audit (Wales) Act 2004 which stated "In setting a balanced budget, the Council must ensure that all savings plans are sufficiently well developed for inclusion in the annual budget."

4.20 Assurance must be provided to Council that the budget is robust and that the savings included in it are deliverable. This will also enable the Council and the Statutory Chief Finance Officer (S151) to sign off the budget with confidence. For the proposed budget, Savings Panels have been held to challenge and test the deliverability of each proposal. Heads of Service have provided the assurance that they can deliver the savings within the required timescales, whilst also reflecting on any risks.

4.21 In order to provide further budget assurance an independent assessment of the whole budget proposal has been undertaken by the Chartered Institute of Public Finance and Accountancy (CIPFA). This provides the Council with an independent view of the robustness of the plan.

4.22 Savings included in previous budget plans which remain outstanding, where these are undeliverable, have been removed from the budget plan. This means £3.9m was added to the pressures to balance the budget. However, by resetting areas of high risk in the budget it gives increased assurance about delivering savings on 2019-20.

4.23 A change to the Minimum Revenue Provision (MRP) policy implemented previously was further supported by a retrospective recalculation of MRP liability releasing non recurrent savings of £19.988m over a phased period by a reduction in the annual MRP charge. The saving contributes to the budget plan as follows: -

- 2017/18 £4.0m
- 2018/19 £4.5m
- 2019/20 £5.0m
- 2020/21 £4.0m
- 2021/22 £2.488m

4.24 The reduced MRP charge can be used to support services but in 2021/22 the Authority's FRM reflects the financial impact of the additional pressure as the MRP charge increases to the normal level.

5. Social Services

5.1 The level of investment in Powys' Social Services last year was considerable, increasing their base funding by an unprecedented £6.5m for Adults and £6.2m for Children's services. Further funding provided by Welsh Government via the revenue settlement (see section 3.7 above) will also be allocated to these services providing an additional £1.1m. This level of additional funding (particularly for Children's Services) reflected the serious challenge the Council faced as well as its commitment to improve outcomes by addressing the poor Children's Service inspection report.

5.2 It must be stressed that Social Services is a key area of financial risk in the 2019-20 budget. This can only be resolved through a corporate approach that sees a whole council response. An appropriate level of challenge and support will be needed in 2019-20 to ensure improvements in services to the most vulnerable are sustainable and that this does not affect the council's financial reserves.

5.3 Other funding sources will need to be maximised, including Welsh Government specific grants, to support Social Care, which the service will be able to draw down. Welsh Government has decided to use Regional Partnership Boards as the bodies for additional Children's Services funding; it therefore important that the Regional Partnership Board contributes to the pressures within Children's services, and activity that achieves service improvement and reduces financial risk must be prioritised.

5.4 In 2018-19 Adult Social Care received a significant budget increase of £6.5m. The service has delivered savings of £1.4m this year and the 2018-19 projected outturn reports a small underspend, it remains policy that there will be a reduction in base funding of £1m as part of the 2019-20 proposal. This is not without risk but the large increase in 2018-19 put the budget on a more sustainable footing and whilst potential demographic pressures are evident, it is only appropriate that Adult Services ensures it operates efficiently and effectively. However, the overall risk that Social Services (both Children's and Adults) face in 2019-20 means that the budget management reserve forms a key part of the strategy and the £2m addition included as part of the budget addresses this potential risk.

6. Capital Receipts to fund Transformation

- 6.1 Capital receipts are raised from the sale of council assets and can be used to fund capital costs or repay debt. A Capitalisation directive (April 2018) issued by the Welsh Cabinet Secretary for Local Government and Public Services, enables authorities to use capital receipts much more flexibly. This means capital receipts can help fund the revenue costs of transformation projects that generate ongoing revenue savings or transform service delivery in a way that reduces cost or demand for services in future years. This is a welcome flexibility but is restricted to the financial years from 1st April 2016 to 31st March 2022. In other words, there is a window to use the directive to support the Council through a challenging period.
- 6.2 The Council has used this flexibility since its introduction and has reduced the impact on the revenue budget by approximately £3m in the last 3 years. It is proposed to continue the use of this funding stream for the next 3 years with a minimum of £2m per annum supporting qualifying revenue expenditure. The detailed policy on the use of Capital receipts is provided in Appendix 6 and also forms part of the Capital Strategy.

7. Reserves

- 7.1 The Council's reserves are key to our financial planning; maintaining these at an appropriate level is central to our financial stability. They provide a safeguard against risk, unusual events and future financial pressures.
- 7.2 In assessing the appropriate level of reserves, the Authority will ensure that the reserves are not only adequate, but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.
- 7.3 The Reserves Policy (Appendix 8) establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.
- 7.4 The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's Budget setting process.
- 7.5 The level of reserves held and their forecast use in 2018/19 is reported monthly to Cabinet as part of the budget monitoring report and the table below reports the opening and projected balance of the reserves at year end. This is based on the position as at 31st December 2018.

Revenue Reserve	Opening Balance 1st April 18 Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Forecast (Over) / Under Spend	Projected Balance 31st March 19 Surplus/ (Deficit)
	£'000	£'000	£'000	£'000
General Fund	9,680	0	(3,072)	6,608
Budget Management Reserve	3,584	0		3,584
21st Century Schools Reserve	5,524	(5,043)		481
Adult Services Reserve	2,750	(2,004)		746
Specific Reserves	2,356	130		2,486
Other Ringfenced & Specific Reserves	14,072	(3,355)	0	10,717
Schools Delegated Reserves	(878)	(1,545)	(671)	(3,094)
Housing Revenue Account	3,267	212	28	3,507
Total Revenue Reserves	40,355	(11,605)	(3,715)	25,035

- 7.6 A risk based assessment has been carried out to review the level of reserves held and to assess if this level is appropriate when tested against the budget proposals.
- 7.7 The need for improvement within Social Services added to the financial challenge the Council faced for the 2018-19 budget. The need to respond quickly necessarily saw “one off” sources of funding used to support the budget in the short term. The 2019/20 budget deals with the pressure that this funding originally supported.
- 7.8 The Budget Management Reserve has been considered alongside the General Fund reserve in assessing the level of general reserve available. The Council faces a continuing financial challenge; in particular, the demand for services in both Adults and Children’s Services, and it is essential that a prudent reserve level is in place to ensure enough financial capacity is available. This cannot be stressed too highly given the level of savings, the risk inherent in the budget and the significant challenge to balance the budget over the medium term.
- 7.9 It is therefore prudent to increase the level of Budget Management Reserve in consideration of these risks. The significant potential pressure in Social Services and the requirement to deliver transformational change has influenced inclusion of £2m to be set aside and added to this reserve. Any use of the reserve will only be approved when there is an evidence based business case to support it.
- 7.10 In addition, our ongoing financial strategy will include an annual contribution to replenish our General Fund reserves. £500k per annum has been included on our budget plan from 2019/20 onwards.
- 7.11 The budget and MTFs to be approved at Council in February 2019 will confirm that the Council should continue to retain a policy of a minimum general reserve provision in excess of 3%.
- 7.12 Reserves held in the Transport and Equipment Fund, previously set aside to support the Capital Programme, will continue to be used in 2019-20.

- 7.13 The current and projected financial position of our Schools continues to be a challenge, the additional funding included in the budget plan assists schools in meeting the pressures they face, but it is essential that all Governing Bodies take action to provide a curriculum that can be delivered within the funding provided to them. The school reserves are ring fenced but ultimately represent a potential council risk. It is essential that compliance work is undertaken to ensure that school budgets are managed in accordance with regulations by Governing Bodies.
- 7.14 The use of these reserves will continually be reviewed particularly if alternative funding sources become available.
- 7.15 The reserves position will be monitored carefully on a monthly basis as the financial year progresses. Under Section 26 of the 2003 Local Government Act, an appropriate person (S151 Officer) must determine the minimum amount of General Fund Reserve.

8 Income Generation

- 8.1 Income Generation continues to form a significant part of the Council's financial strategy; the revenue budget is supported by over £60m of generated income. The Income and Cost Improvement Policy forms the framework within which income is reviewed annually. The budget proposed for 2019-20 includes the increasing of fees and charges in line with inflation, where permitted, and where appropriate, the principle of full cost recovery has been applied. The Fees and Charges register has been updated and it, together with a briefing paper, is attached as Appendix 4 and 5.

9 Impact Assessment

- 9.1 All budgetary proposals carry associated impacts – whether it is an impact on service delivery, equality and poverty, Welsh language, well-being of future generations, safeguarding, or a combination of any or all of these. The level of savings required is considerable and requires robust consideration regarding their impact. There must be an appropriate balance struck between, on the one hand being aware of the impact and seeking to avoid or mitigate adverse impacts and, on the other, the benefit gained from making the saving. It is therefore inevitable that a certain, manageable amount of risk is inherent within the budget.
- 9.2 Impact Assessments have been undertaken for the budget proposals and these have informed and assisted the Cabinet in forming the proposed budget. Completed impact assessments are included as part of the budget pack.
- 9.3 Risks identified within the impact assessments will be monitored in service risk registers or the corporate risk register going forward. The corporate risk register is reported to Cabinet, Management Team and Audit Committee on a regular basis and forms part of on-going monitoring of impacts and risk.

10 Proposal – Capital Budget 2018/19 to 2023/24

- 10.1 The Cabinet continues to support an increase in the level of capital investment in the County. It is important that the council continues to renew its core infrastructure such as schools and housing in spite of funding cuts by central government.

- 10.2 Maintaining the capital programme has a significant regeneration impact for the economy of Powys alongside the direct effect of better infrastructure to deliver services.
- 10.3 Capital investment has a significant input into the delivery of revenue savings and it is essential that both budget strategies are developed in tandem.
- 10.4 The indicative 5-year programme has been reviewed and, in order to reduce the impact of borrowing on our revenue budget, we have limited the level of investment to that which is affordable for the longer term. Each of the projects included in the programme will be scrutinised further upon the submission of a detailed business case before final approval is given.
- 10.5 The Capital Strategy is attached as Appendix 6. The Strategy sets out the priorities for the next 5 years with the Capital Programme totalling £277m (including HRA). This is a significant commitment. The Capital Programme is included in Appendix 6 in the Capital Strategy.
- 10.6 The Projects included in the Capital Programme include:-
- 21st Century Schools
 - Highways Asset Management Plan
 - Waste Management
 - Vehicle Replacement Programme
 - Community Regeneration and development
 - Office accommodation
 - Investment and rationalisation in our IT infrastructure
 - Disabled Facilities Grants
 - Community Equipment and Telecare
- 10.7 The Council achieved Welsh Housing Quality Standard (WHQS) at the end of December 2018 but this doesn't mark the end of our investment programme in our housing stock. The HRA capital programme will develop new council homes; ensure we maintain the WHQS; increase thermal efficiency; address problems of dampness; improve the fabric of our estates; and improve the quality of older persons' accommodation, to enable vulnerable older people to remain living independently for longer.
- 10.8 The Council's Capital budget for 2019/20 is proposed at £75.682m and, in addition the Housing Revenue Account, Capital Budget is proposed at £16.662m.
- 10.9 The FRM includes the funding of the capital programme for 2019/20, together with an increase in the following year's budgets, to support the prudential borrowing requirements of the capital budget over the whole programme. The Programme is also supported by grant funding, reserves, and capital receipts.
- 10.10 Going forward it is important the Council tests the level of affordability of the programme this will mean that the Programme will need review and re-profiling.

11 Prudential Indicators

- 11.1 The objectives of the Prudential Code are to ensure, within a clear framework, that the capital investment plans of the local authority are affordable, prudent and sustainable. The statutory Prudential Indicators are shown in full in Appendix 7. The tables include the revised estimate for 2019/20, as well as the indicators for the next four years, up to 2023/24.
- 11.2 The key indicator of affordability is the estimate of the ratio of financing costs to net revenue stream (Table 1). The ratio of financing costs for the council fund is 5.61% in 2019/20 rising to 7.79% in 2023/24. The amount of HRA income required to pay for financing increases is 24.04% in 2019/20 falling to 21.27% in 2023/24.
- 11.3 The capital financing requirement (CFR) is shown at table 5 and is the measure of the authority's underlying need to borrow for a capital purpose. It is the amount of capital expenditure that has not yet been financed by capital receipts, capital grants or contributions from revenue.
- 11.4 The CFR is £301m in 2019/20 and will rise to £395m by the end of 2023/24, and £101m dropping to £96m for HRA debt. The level of external debt is higher than the CFR in the short term as the Council is currently funding previously used internal borrowing with external borrowing.
- 11.5 The operational boundary (Table 4) and authorised limits for external debt (Table 3) both reflect the Treasury Management policy and are set at a level to be affordable and prudent.
- 11.6 Members are asked to note that the authorised limit for 2019/20 will be the statutory limit under Section 3(1) of the Local Government Act 2003. It is recommended that the level for the authorised limit is set at £497m and the Operational Boundary is set at £472m.

12 Medium Term Financial Strategy

- 12.1 The Medium Term Financial Strategy, attached as Appendix 1, provides the framework for future budget modelling and the FRM incorporates the details of the budgetary impact. The FRM (Appendix 2) already builds initial budgets for the following years and the model currently assumes continuing reductions in funding of 2% through to 2023/24.
- 12.2 Forecasting inflation includes a number of assumptions. It is assumed that the pay award will be at 2% for future years.
- 12.3 Council tax increases of 5% are currently included for the remainder of the plan.
- 12.4 These factors will have a real terms cut in the Council's spending power and further savings have to be identified to produce a balanced budget.
- 12.5 The level of investment included in 2018/19, particularly to support the rising pressures and improvement within our Social Services, was unprecedented and a significant challenge to our financial planning. The use of one-off sources of funding such, as the adjustment to our minimum revenue provision eases the impact over a number of years but, as this ceases, it creates further pressure within our medium term plan.

- 12.6 In order to deliver a balanced budget over the medium term, the transformational approach will continue and increase in pace. This will require some radical thinking, drawing on experience of other authorities and learning from others. We will have to reconsider the discretionary services we provide and review the levels of service we can afford to deliver for our statutory services.
- 12.7 The developing commissioning strategy for Social Services, will describe how we will align the finances in that area, what investment/reinvestment and disinvestment is required to reshape the service and what outcomes will be achieved in the short, medium and long term.
- 12.8 These transformation strategies will reduce social care costs including placements for Looked After Children, support for people with Learning Disabilities and care for the Elderly.
- 12.9 We will continue to review the provision in Education including Post 16.
- 12.10 We will change the way the public interact with the Council, and continue to improve productivity and efficiency using digitalisation and automation of processes.
- 12.11 This work is key to the development of the Councils financial strategy. On the current modelling transformational change is required to deliver significant reductions in expenditure to bridge the budget gap of over £6.5m in 2020/21 with a further £20m over the following 3 years.

13 Timetable of Key dates

- 12th February 2019 Cabinet agree Budget, Medium Term Financial Strategy, Capital Strategy and proposed Council Tax.
- 21th February 2019 Council approve Budget, Medium Term Financial Strategy and Capital Strategy.
- 7th March 2019 Council set Council Tax.

14 Longer Term Strategy

- 14.1 Despite the comments by central government about austerity ceasing, the Council cannot assume better funding settlements will feature beyond 2019-20. If Welsh Government continues to prioritise the Health Service, this will affect local government. Welsh Government policy will impact on our finances and whether these issues are fully funded cannot be guaranteed. Devolved taxation powers may also influence Welsh fiscal policy in the medium term.
- 14.2 Working with wider public sector partners is also important. Local authorities have shown their ability to work with Local Health Boards through the Integrated Care Fund. Now authorities need to meet their statutory obligations in terms of pooling budgets for key services.
- 14.3 In 2018-19’s report, it acknowledged the scale of the budget reduction would drive change across the Council. This has started to happen and the significant reductions in running costs of the council is evidence of this response.

14.4 We have entered a new era for Local Government and the response requires a longer term commitment to reshaping service provision.

14.5 The remodelling of Council services to respond to reduced funding places developing the local economy at the heart of our strategy. This will play a role in our financial planning. By doing this we can seek to shift the balance of funding towards areas that we control so that we have some resilience to be able to absorb some of the estimated future reduction in Welsh Government funding.

15. Corporate Improvement Plan

15.1 The budget has been developed within the framework of the Corporate Improvement Plan. A range of issues, including community needs and resident's views, financial and inflationary pressures, performance and regulatory reviews from Welsh Audit Office, Estyn and CSSIW, have all been considered. The resultant proposals are included in this plan and reflected in the Council's budget.

16. Options Considered/Available

16.1 A wide range of options were considered, both at an individual service level and corporate level.

17. Preferred Choice and Reasons

17.1 The preferred choices are set out in this report.

18. Local Member(s)

Not applicable

19. Other Front Line Services

19.1 All Heads of Service, Strategic Directors and Portfolio Holders have been involved in the compilation of the budget proposals.

20. Support Services (Legal, Finance, Corporate Property, HR, ICT, BPU)

20.1 The Finance function has been an integral part of developing the budget proposal working closely with service managers to support the development of service and Directorate FRM's and the identification and assessment of savings proposals.

20.2 Legal – The recommendations can be supported from a legal perspective

21. Corporate Communications

21.1 The content and implications of the budget, medium term financial plan and capital programme are of significant interest to residents and staff and should be communicated widely via proactive press release, website and social media as well as through internal channels, following decision.

22. Statutory Officers

22.1 The Deputy Chief Executive and Section 151 Officer comments as follows:

The Local Government Act 2003 requires an authority's Section 151 officer to give a formal opinion as to the robustness of the budget estimates and the level of reserves

held by the Council. Under Section 26 of the 2003 Act it is not considered appropriate for the balance of the Council's General Fund Reserves to be less than the maximum amount determined by an appropriate person, in this case, the Deputy Chief Executive and Section 151 Officer.

The level of savings required in 2019-20 is a significant challenge and presents some risk to the Council. When this is coupled with the need to transform the council and the increasing potential pressures in social services it means that a prudent approach must be adopted.

The budget has been produced within the framework of the established Medium Term Financial Strategy (MTFS). The overall process continues to be refined, developed and strengthened in order that the risk faced by Council, as a result of reducing funding and increasing financial pressures, can be mitigated.

The approach to the budget has been influenced by the 2018/19 Wales Audit Office Annual Audit letter that contained the following statutory recommendation:

“The Council must act immediately to update its Medium Term Financial Strategy to enable the Council to live within its means going forward. In setting a balanced budget, the Council must ensure that all savings plans are sufficiently well developed for inclusion in the annual budget.”

This was responded to with the following measures that give further assurance to the robustness of the estimates:

- a.** The development of individual and service Financial Resource Models that detail and capture all of the financial implications affecting services; this approach has meant directorates can develop and manage their own financial strategies as well as informing the Corporate position. In effect, a 'no surprises' approach has been adopted, enabling all potential pressures to be brought forward by services.
- b.** Several Cabinet and EMT events tested pressures, savings and funding assumptions
- c.** A Budget Assurance Panel was set up, comprising the Chief Executive, Section 151 Officer, Head of Financial Services, and the Portfolio Holder for Finance. Each Head of Service delivered their savings proposals to the Panel. The Panel then tested the position to help enable the Council and Statutory Officer to sign-off the budget with confidence.
- d.** A budget review saw the removal of £2.2m of undelivered savings in Children's Services and £1.7m of undelivered income and cost reduction savings. These were in the 2018/19 budget and will not feature from 2019/20 onwards.

In reaching a conclusion about the budget the level of reserves held by a council is an important aspect. This issue is also a matter for members to receive advice upon from the S151 Officer. The Council carries out an annual reserves assessment and operates a policy of a maximum of holding and a minimum level of 3% for its General Fund Reserve.

As of the end of December 2018 the General Fund Reserves is projected to be £6.608m.

The advice given by the S151 Officer has seen the 2019/20 budget strategy include an additional £2m for the Budget Management Reserve and £500k for the General Fund. This will take the General Fund to £7.1m and the Budget Management Reserve to £5.6m. These are amounts that can support any potential slippage in delivery of savings and given the level of potential risk in the 2019/20 budget it is the S151 Officer's view that it is appropriate that these sums are added to reserves especially when looking at the potential pressure in Social Services.

An independent assessment of the budget proposal was commissioned through the Chartered Institute of Public Finance and Accountancy (CIPFA) to provide an independent review and assist in the assessment of how the Council has developed its budget proposals in line with the requirements of the Local Government Act 2003. The subsequent report provides assurance on the robustness of the estimates, highlighting the risks associated with its deliverability and the adequacy of the reserves allowed for in the budget proposals. The report is attached as (Appendix 9).

In conclusion the report states:

- The Council has appropriate procedures in place to set a robust budget for 2019/20;
- Based on our discussions with officers and Members we are satisfied that the Council is well aware of the difficult financial position that it continues to face and that it will need to monitor the budget closely during 2019/20;
- We are also satisfied that the Council operates a sound system of budget monitoring during the financial year with monthly figures available on a timely basis. This enables corrective action to be taken in-year;
- There is a sound process in place for monitoring the level and use of reserves.

A series of documents and policies constitute the budget framework including the Reserve Policy. This has been set in consideration of a number of key factors such as the strengthened approach to risk management. The level of general reserves is in line with best practice as recommended by CIPFA and the Audit Commission. Even so, the position going forward will require reserves to be maintained at a prudent level. It is evident that, given future pressure and the need to deliver savings, the levels proposed in the budget and MTFs should not be reduced.

The current and projected financial position of our Schools continues to be a challenge. The additional funding included in the budget plan assists schools in meeting the pressures they face, but it is essential that all Governing Bodies take action to provide a curriculum that can be delivered within the funding provided to them. The school reserves are ring fenced but, ultimately, represent a potential council risk. It is essential that compliance work is undertaken to ensure that school budgets are managed in accordance with regulations by Governing Bodies.

The budget continues to be set at a time of continuing austerity with a future that is highly likely to see continuing reductions in funding. The Council also faces significant pressures, not only to improve its Social Services provision, but to manage the increasing demand for these services. The proposed increase in council tax will help mitigate the position but the Council must seek other opportunities to identify alternative sources of funding.

Taking all of the above into account, the Section 151 Officer concludes the estimates used in the budget proposal for 2019/20 are adequately robust but significant risk remains. Based on the assessment of reserves (including the proposed use of reserves within the plan) the overall level is adequate but at the lower end of acceptability given the scale of savings required in the future.

22.2 The Solicitor to the Council (Monitoring Officer) has commented as follows:

The Report has been prepared in accordance with the requirements of the Local Government Act 2003 and the Local Government Finance Act 1992. In accordance with Section 25 of the 2003 Act, the Council must have regard to the advice of the Director of Resources (Section 151 Officer), as the Chief Finance Officer, regarding the robustness of the budget estimates and the adequacy of the financial reserves. This advice must be taken into account when considering the proposals in the Report and the recommendations from the Cabinet regarding the budget and the Council tax rate. In accordance with the Functions and Responsibility Regulations, agreeing the budget and setting the Council Tax rate under the 1992 Act is a matter for full Council. In accordance with Section 30 of the 1992 Act, the Council is required to set the Council tax for the next financial year on or before 11th March.

23. **Members' Interests**

23.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
1. That the Medium Term Financial Strategy for 2019 to 2024 as set out in Appendix 1 to the report be agreed in principle.	To aid business planning and development of the budget over a three year period
2. That the proposed Revenue Budget for 2019/20 shown in the Financial Resource Model in Appendix 2 is approved.	Statutory Requirement
3. That the Fees and Charges proposed within the Fees and Charges Register are approved (Appendix 4 and 5)	To comply with Powys County Council Income Policy
4. The proposed Capital Strategy for 2019/20 shown in Appendix 6 including the revised Capital Receipts Policy is approved.	Statutory Requirement
5. That a Council Tax increase of 9.5% is included in the budget and approved.	There is a Statutory Requirement to set Council Tax but the level is a matter for local determination.
6. The authorised borrowing limit for 2019/20 as required under section 3(1) of the Local Government Act 2003 be	Statutory Requirement

approved at £497m as set out in section 11.6 of the report.	
7. The Prudential Indicators for 2019/20 are approved as set out in section 10 of the report and Appendix 7.	Statutory Requirement

Relevant Policy (ies):	
Within Policy:	Y
Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Chief Executive
Date By When Decision To Be Implemented:	1 st April 2019

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597 827789	jane.thomas@powys.gov.uk

Background Papers used to prepare Report:

Welsh Government Provisional Settlement
 Welsh Government Final Settlement
 WLGA Briefing Welsh Government Draft Budget and Provisional LGF Settlement 2019-20
 Office for Budget Responsibility Economic and Fiscal Outlook October 2018
 Independent Assessment of Budget - CIPFA

List of Documents

Appendix 1 Medium Term Financial Strategy
 Appendix 2 Financial Resource Model
 Appendix 3 Budget Savings
 Appendix 4 Income Report
 Appendix 5 Fees and Charges Register
 Appendix 6 Capital Strategy
 Appendix 7 Prudential Indicators
 Appendix 8 Reserves Policy
 Appendix 9 CIPFA Independent Assessment of Budget
 Appendix 10 Section 151 Officer Personal Statement
 Appendix 11 Finance Scrutiny Panel Observations



Powys County Council's Medium Term Financial Strategy 2019 to 2024

Foreword by the Leader

This Medium Term Financial Strategy (MTFS) has been produced at a challenging time against the backdrop of continuing reductions in grant income from Welsh Government. In addition, the outcome of the Children's Services inspection during the Autumn of 2017 required a wholesale redrafting of the 2018/19 budget; this has inevitably impacted on our financial strategy for future years.

Whilst an increase in the funding to Wales from central government has meant that we have received an improved settlement from that originally projected, it is, however, still a reduction in the level of funding for services. This has created financial pressure particularly when our costs and investment requirements continue to rise.

The challenge of delivering services in rural areas has long been recognised in our County and I am pleased to say that this challenge is now acknowledged at a national level when the previous financial year saw the full implementation of the population sparsity allowance within the Social Services allocation of the funding formula. It's well known that this did not provide 'extra' funding but did see Powys removed from the need for 'Top Up' funding provided in previous years.

Even so, we continue to be affected by population changes and other factors that impact on the amount of money we receive to deliver services. Powys may no longer be at the bottom of the funding table but we are still 19 out of 22.

The 2019/20 budget proposal sees a significant level of budget reductions but the Cabinet has attempted to avoid reductions in front line services and the clear priority is to improve the provision of Social Services within our County. In 2018/19 we changed our budget plan at a late stage to include over £12m of investment that demonstrated our commitment to safeguarding children and vulnerable adults in Powys. This commitment remains and the draft 2019/20 budget takes out the need for Children's Services to make a £2.2m saving whilst confirming last year's significant addition remains in the base budget.

We have also continued to support investment in education at a time of reducing funding with a further £1m provided to schools. Over three years this means that an additional £1m has been provided each year.

The combination of these factors mean we face one of the most challenging periods in the history of Powys County Council. We must transform the way that we provide services using our 2025 programme as the basis for that change.

This revised MTFS continues to see closer alignment between the policy framework and the way we plan to use our finances. Our vision is a Council that is both open and enterprising. We want communities to feel supported so that they have a say in what is provided for them locally and the way those services are delivered.

We acknowledge that we need to increase the pace of change to meet the challenges we face and the new cabinet will bring fresh challenge, new ideas and new thinking that is flexible, innovative and designed to set the authority on course for a strong and

vibrant future. This approach along with a Corporate Improvement Plan provides the framework to deliver services over the medium term.

We note and welcome Welsh Government's commitment to seek greater collaboration across local government boundaries rather than changing local government structures. We were already fortunate to have a unique position in Wales with the same boundary as our single Local Health Board. The future will see integrated working develop further as we deliver the services that the people of Powys expect and deserve.

The Cabinet has a bold and ambitious programme to see Powys play a significant role in the region's economy and the close collaboration with Ceredigion continues in order to gain a growth deal that will have a greater significance beyond the economic agenda. It is essential that we see Powys retain its young people in new and innovative employment sectors whilst recognising that our traditional sectors of agriculture and tourism will also expand and flourish. There is a close link to our funding settlement because if we can increase employment and the numbers living in our county we will see more funding to deliver key services. This will help secure the County as place that provides the right environment for communities and business to thrive.



Rosemarie Harris
Leader of Powys County Council

Introduction

This document is the financial strategy for Powys County Council for the period 2019 to 2024. It has been developed as part of the overall strategic planning process alongside the 2025 Vision and Corporate Improvement Plan which captures the financial, regulatory and policy drivers affecting the council and sets the direction and approach. It also incorporates the plan for delivering a balanced budget for 2019/20, and indicative budgets for the following 4 years to March 2024. This means the Council has an ongoing financial plan to enable service transformation within the funding levels available.

This financial strategy includes all Council services activity funded by the revenue budget, the Housing Revenue Account and the Capital programme. This information is presented in a 5-year budget model and a 5-year Capital Strategy Programme.

The model sets out how a balanced budget will be delivered for 2019/20.

The model identifies the estimated requirement for further savings of £26m over the remaining four-year period of this strategy. Given that local government does not have funding data from Welsh Government beyond 2019/20, this assessment is based on indicative figures focusing on how Local Government Settlements in Wales may be affected by central government's finances in the future. It is therefore based on best available information. However, forecasting for future years is difficult to predict with any great certainty and is subject to multiple internal and external influences. Even so, it is highly likely the reducing funding for Powys will continue because of population changes and the continuing reductions in national funding. The funding for local government is finite and largely distributed based on population factors and this remains our greatest challenge when compared with other parts of Wales that see an increase in population.

Strategic Context

The Chancellor has signalled an end to austerity but the Council's budget settlement will continue to be affected by the UK Government's measures to prioritize levels of public spending. Welsh Government's policy of prioritization on the Health Service will also impact adversely on local government funding.

The budget process both at a national and local level continues to be undertaken against an uncertain backdrop, both in terms of the fiscal outlook and in terms of the impact of leaving the European Union.

The Office for Budget Responsibility reports that the outlook for the public finances, in the medium term, looks much the same as it did in March 2018. A significant improvement in the underlying pace of deficit reduction, that, on its own, would have put the Government on course to achieve its objective of a balanced budget for the first time. However, this underlying improvement had already been swallowed up by the Prime Minister's promise of higher spending on the NHS made in June. The remaining budget policy measures are a further near-term giveaway that gradually diminishes over the forecast leaving the deficit in 2022-23 little changed overall.

GDP growth in 2018 is projected to be 1.3 per cent down from the 1.5 originally forecasted, primarily due to temporary effects of the snowy first quarter. Therefore, slightly stronger growth is expected than was forecasted in March.

The upward revision to cumulative GDP growth means that the underlying improvement in the budget deficit rises from £11.9 billion, this year to £18.1 billion by 2022/23. At 0.6 per cent of GDP, on average, this is the largest favourable underlying forecast revision made since Dec 13. Improvements are down to the strength in tax receipts in 2018/19, lower unemployment, lower debt interest and other smaller factors. On its own, this would have been sufficient to achieve a budget surplus of £3.5 billion by 2023-24, meeting the fiscal objective of balancing the budget by 2025, but the UK Governments budget spends the fiscal windfall rather than saving it.

The big picture in this forecast is of a relatively stable but unspectacular trajectory for economic growth close to 1.5 percent in every year plus a gradual further decline in the budget deficit and in net debt as a share of GDP. However, the forecast is made based on some broad brush assumptions regarding the impact of Brexit. OBR will adjust their assumptions, as necessary, for the eventual agreements on trade, migration, budget contributions and other issues. The forecast assumes a relatively smooth exit from the EU. A disorderly one could have severe short-term implications for the economy, the exchange rate, asset prices and the public finances. The scale is very hard to predict, given the lack of precedent.

On 29 October, the Chancellor of the Exchequer presented the UK Autumn Budget. As a result of the UK Government's spending decisions, Wales received Barnett consequential of £554.3m between 2018-19 and 2020-21. This comprises an extra £485.9m revenue; £59.9m capital and £8.5m of financial transactions capital.

Welsh Government had stated that local government would be "front of the queue" for extra funding resulting from the Autumn Budget as it recognised the real pressures local authorities are facing. The final settlement reflected some awareness of this commitment.

In January 2018, local authorities were facing a 1% reduction in the Revenue Support Grant (RSG) for 2019-20 – this was equivalent to a cash reduction of £43m. The draft Budget 2019-20 reduced that cut in funding in the RSG to less than £15m (equivalent to a reduction of 0.3% in the RSG). Welsh Government put in place a floor to ensure no authority would face a reduction in funding of more than 1% over the previous year. The draft Budget also provided £84m of additional revenue in special grants and other funding streams for local government outside the RSG.

In November, Welsh Government announced a package of additional funding proposals worth a total of £141.5m over three years (2018-21) for local government.

Wales Fiscal Analysis briefing note reports that Welsh Government day-to-day spending will increase by over 2%, in real terms, in 2019-20 - by far the largest increase since before the start of austerity measures in 2010-11. However, it will still be around 5% lower in real terms than in 2010-11.

On the capital side of the budget, the majority of consequentials for capital spending from the Autumn Budget was for the current financial year (2018-19), though the capital block grant for 2019-20 has increased by around £10.6 million. The Welsh Government has also allocated a further £27.5 million from its unallocated capital finance, the majority of which will go to local authorities' general capital fund.

Local government and the wider public sector has, and must continue, to realign itself to the fiscal reality it faces and manage its spending within the available funding.

Powys has already made significant reductions in its expenditure with savings in excess of £100 million over the last decade as a response to reduced government funding and the requirement to cover additional spending demands.

The local context affecting our funding and demand for services is well recognised and heavily influenced by Powys being sparsely populated with a wide geographic area requiring services. Powys has a higher than average elderly population that is predicted to increase at a rate that is significantly greater than the national average. This statistic can largely be attributed to people living longer as a result of better healthcare and improved lifestyles together with an inward migration of people above retirement age to the County. Conversely, the county's younger population is declining with a reducing birth rate and a sizeable outward migration of young people. Further educational and career opportunities are the main contributors to this trend.

These factors in combination are presenting significant challenges. The provision of services to a dispersed and relatively small population is expensive as a result of greater transport costs and the demand for facilities to be delivered locally or within a commutable distance. Additionally, a consequence of an ageing population is the increased demand for more complex, and therefore more expensive, care support.

We welcomed the recognition in the funding settlement that rural authorities incur additional costs to deliver services such as social services and are pleased to see the inclusion of adjustments to the formula through the implementation of the Social Services sparsity allowance. The phasing of this change now sees Powys excluded from the top-up protection it received previously so the actual effect of the change is nil.

The work undertaken by the Local Government and Welsh Government Joint Distribution Sub Group has been vital in bringing these issues to the fore. This is only the start and we would welcome further work on the grant funding formula looking at other costs such as Public, Home to School and Special Education Transport all of which are significant cost pressures for rural authorities.

In 2017 Powys received a poor inspection report from Care and Social Services Inspectorate Wales (CSSIW). The Council fully accepted the findings in the report, published on the 17th October, and the subsequent warning notice issued by Welsh Government. It quickly acknowledged the need for urgent and sustained change to ensure the safeguarding of children in Powys.

A significant level of investment has been provided for both Children's and Adult's totalling £12m, and while this demonstrates the priority that these services have in our

decision making, it presented a significant and late challenge to our financial planning in 2018/19.

In order to deliver a balanced budget over the medium term, a transformational approach is required, and which will need to be delivered at pace. This will require some radical thinking, drawing on experience of other authorities and learning from others. We will have to reconsider the discretionary services we provide and review the levels of service we can afford to deliver for our statutory services.

The developing commissioning strategy for Social Services will describe how we will align the finances in that area, what investment/reinvestment and disinvestment is required to reshape the service, and what outcomes will be achieved in the short, medium and long term, including savings from more efficient working practices as well as investment and early intervention.

This work is key to the development of the Council's financial strategy and as this and the approach to transformation becomes clearer over the next few months, we will need to realign and refocus our financial strategy over the medium and longer term.

On the current modelling, reductions are required in spending of over £6.5m in 2020/2021 with a further £20m over the following 3 years. This will be achieved through transformational change and cost efficiencies but reductions in some services offered will also be inevitable.

We clearly recognise that we can no longer afford to maintain the Council in its current form. The status quo is not sustainable and a different operating model will be required.

Vision 2025 – Our Corporate Improvement Plan 2018 - 2023

The 2017 local government elections saw a new cabinet and new vision in place. Vision 2025 represents the new administration's long term vision for the council and its priorities are clearly laid out, these are:

- **The Economy** - We will develop a vibrant economy
- **Health and Care** - We will lead the way in providing effective, integrated health and care in a rural environment
- **Learning and Skills** - We will strengthen learning and skills
- **Residents and Communities** - We will support our residents and communities

To help us deliver the above outward facing priorities, we also have an internal facing priority called Making it Happen, which focusses on improving communication and engagement, leadership and governance and changing how we work.

The Corporate Improvement Plan is our road map to achieve the Vision 2025, setting out our top priorities and milestones. It draws together information from a number of our key strategies, the steps we will take to meet our priorities and the improvements you can expect to see when our plan is delivered.

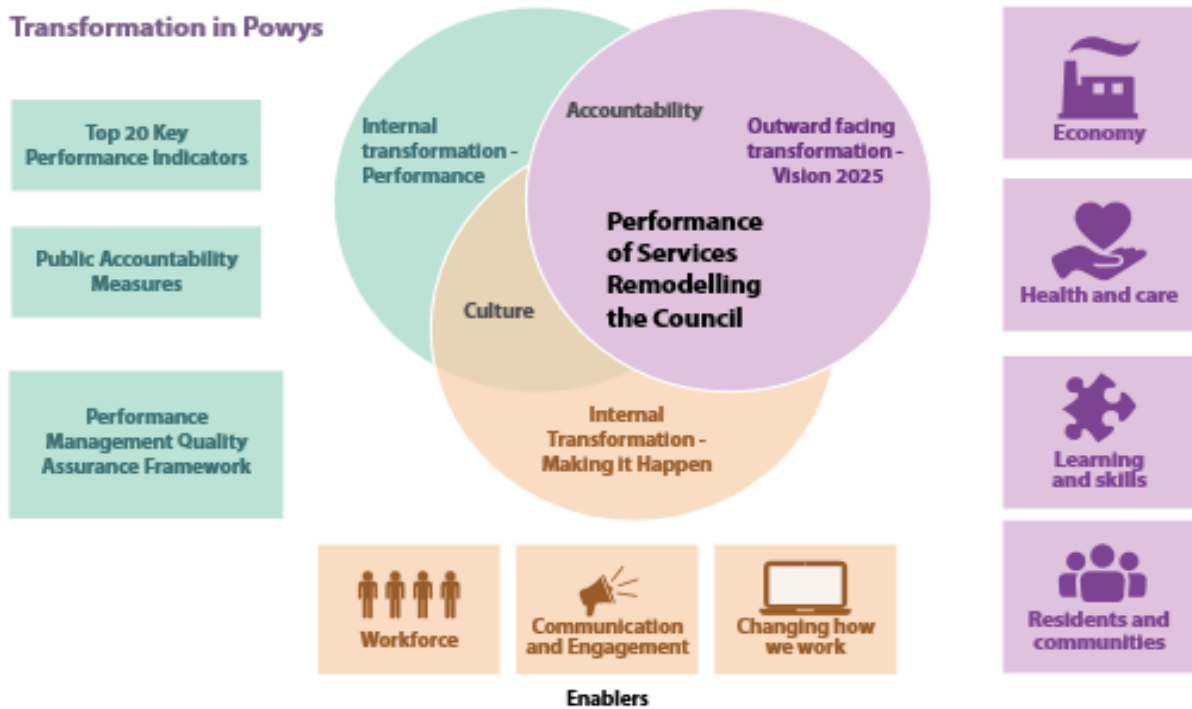
It provides an important framework for engaging residents, councillors, staff and other stakeholders, such as regulators, in the vision and the council's priorities.

During 2018, we redefined our approach to delivering Vision 2025 to ensure improved accountability and a greater focus on outcomes. This includes:

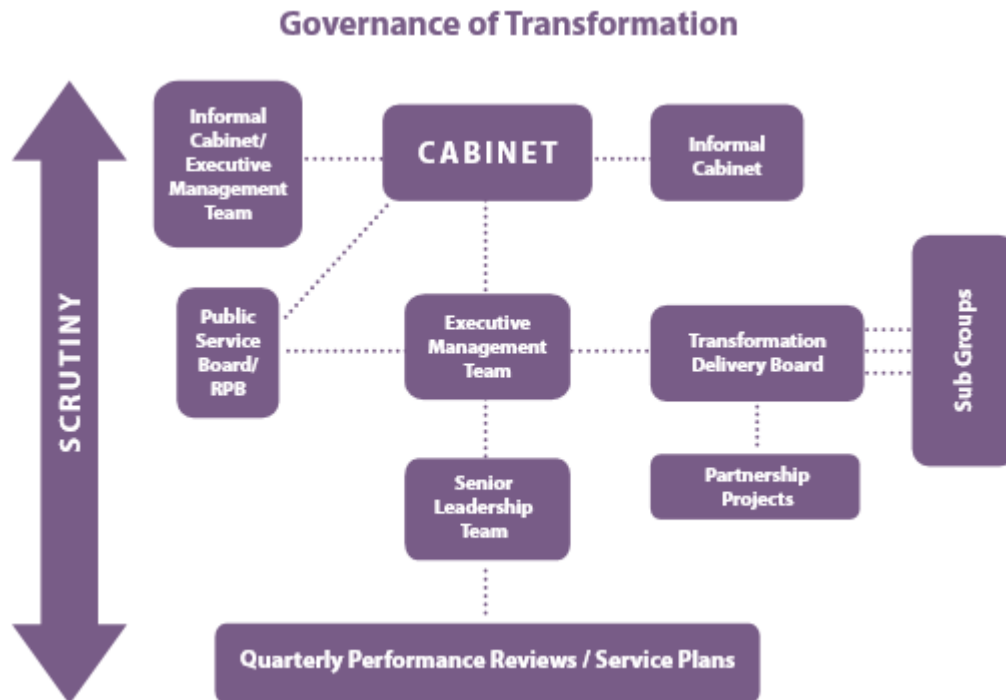
- Adopting a new strategic approach to council performance
- Changing the organisation culture and promoting positive behaviour
- Internal transformation and remodelling the council

The new approach to organisational transformation includes:

Transformation in Powys

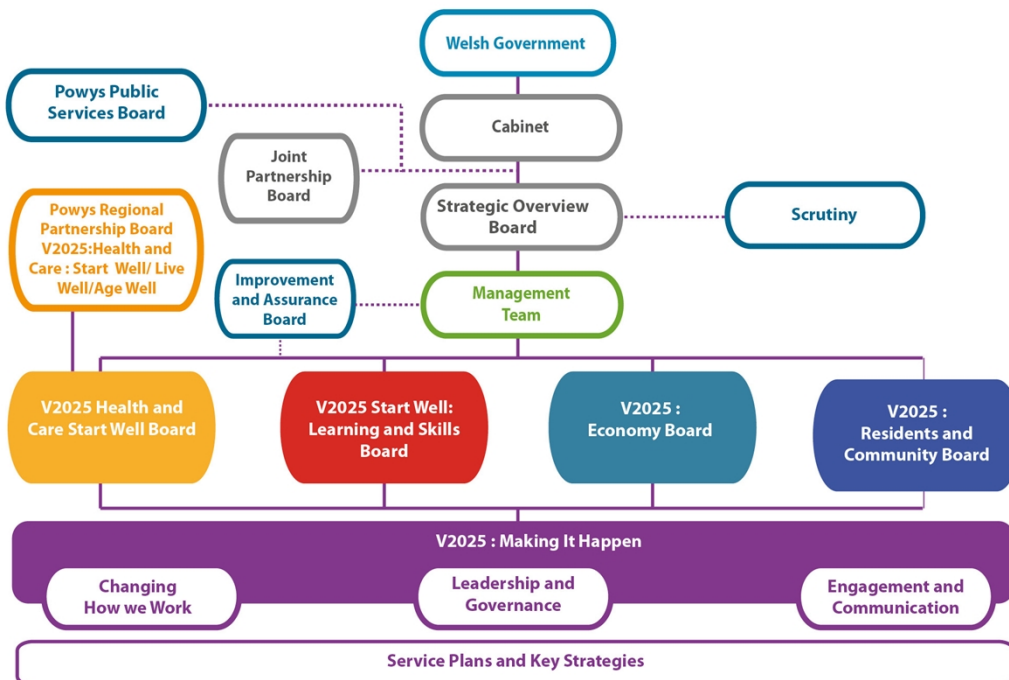
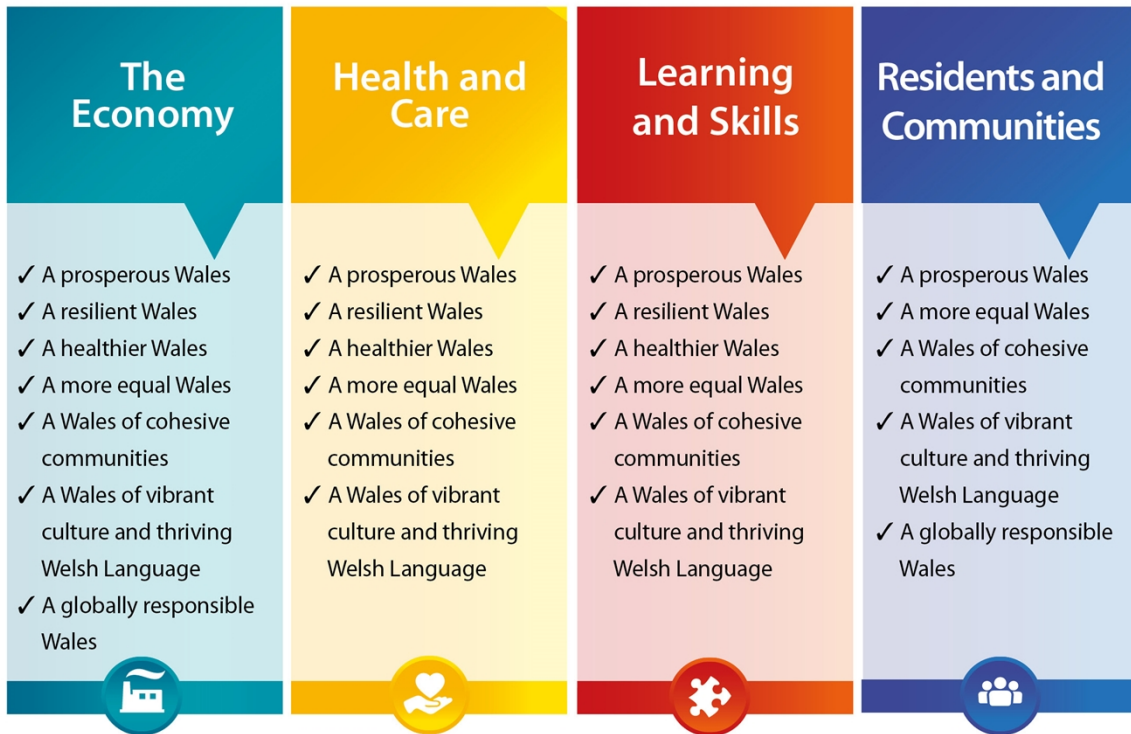


Governance of Vision 2025 has also been streamlined. There is now one Transformation Programme that will focus purely on significant transformational projects that need to be delivered by more than one service. There will still be lots of service improvement work that will help us deliver Vision 2025, but this will be managed and governed separately at a service level.

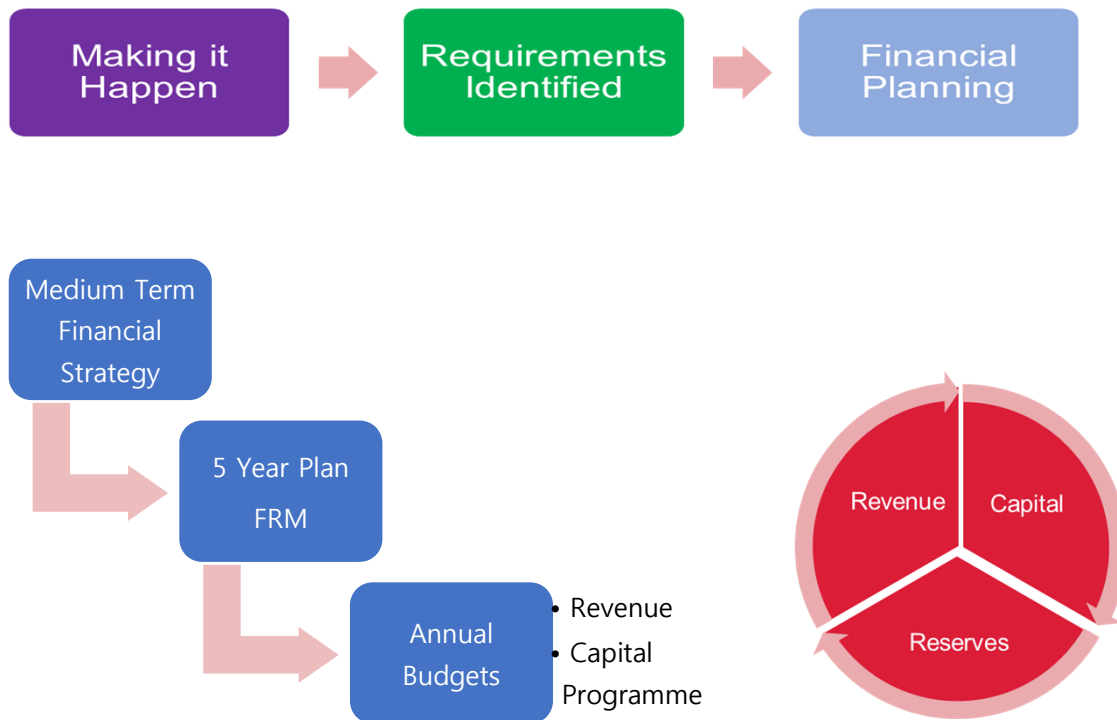


Our Corporate Improvement Plan shows our contribution to the strategies that we are working on with our partners. These include the Powys Public Services Board Towards 2040, and the Powys Regional Partnership Board Joint Area Plan.

The plan also shows how we are contributing to the aspirations of the Well-being of Future Generations (Wales) Act 2015. The Act puts in place seven well-being goals to ensure public bodies in Wales are working towards improving the social, economic, environmental and cultural well-being of their areas. Each of our priorities contributes to one or more of the well-being goals that will help us improve Powys now and over the long term:



In an era of continued budgetary pressures, growing demand and increased expectations, it is very important that we are clear about what we want to achieve now, and in the future and support this within our financial planning.



Funding Assumptions

The Welsh Government provides funding to the Council in the form of a Revenue Settlement Grant (RSG) and a share of the National Non Domestic Rates Pool (NNDR). Together they constitute the Council’s Aggregate External Finance (AEF), which represents approximately 70% of our funding.

The Aggregate External Finance (AEF) figure for 2019/20 was £174.291m, which was a 0.3% or £0.524m reduction in grant after adjusting for transfers. The impact upon Local Government in Wales as a whole was an average increase in funding of 0.2%. This means that Powys has £1,323 of funding per capita, compared to the Wales average of £1,352 and the year on year change ranks 12th out of all the Unitary Authorities.

Powys collects NNDR (more commonly known as Business Rates) from businesses within the county. These funds are pooled at a national level and redistributed to Councils via a formula. Powys receives over £13m more than it collects.

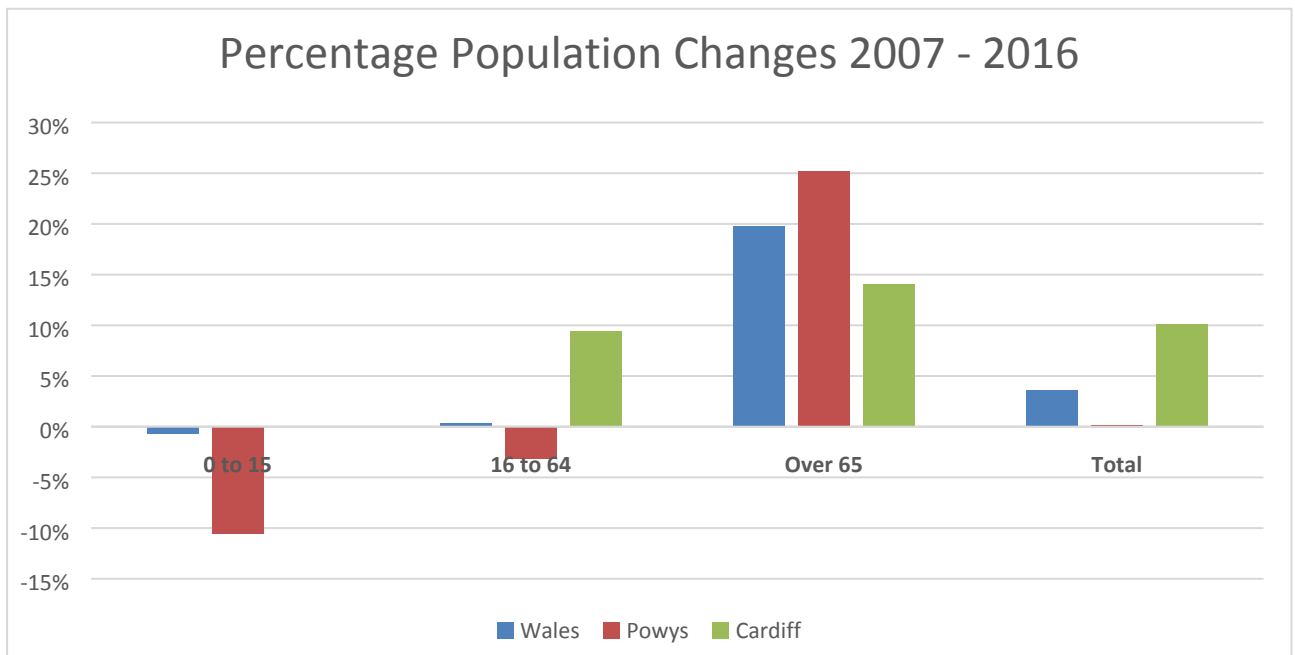
Powys’ Settlement also reflects movements in the factors included in the overall formula like population projections, pupil numbers and benefit claimant counts. The key indicators are shown in the table below.

Changes in Key Datasets

Dataset*	2018-19 Final	2019-20 Final	% Difference	Rank
Population projections	131,922	131,721	-0.2%	22
Pupil Numbers - Nursery and Primary	9,840	9,755	-0.9%	21
Pupil Numbers - Secondary in year groups 7-11	6,315	6,297	-0.3%	18
Free School Meals - Primary	1,065	1,034	-2.9%	20
Free School Meals - Secondary	640	637	-0.5%	15
Children in out of work families	3,000	2,900	-3.3%	15
IS/ JSA/ PC/UC (not in employment) claimants - 18 to 64	1,886	1,605	-14.9%	22
IS/ JSA/ PC claimants - 65+	4,684	4,466	-4.7%	8
IS/ JSA/ PC/UC (not in employment) claimants - all ages	6,584	6,084	-7.6%	11
SDA/DLA/PIP claimants - 18 to 64	4,538	4,544	0.1%	4

1. For definitions of the indicators refer to the Local Government Settlement 2019-20 - Local Government Finance (Councils) Report.

The total number of people living in Powys is declining which impacts on the amount of funding we receive. This is further compounded as population in other Authorities and across Wales is rising leading to further impacts for Powys on the distribution of funding. This trend is set to continue and is reflected in the funding assumptions we make.



The number of pupils in Nursery and Primary Schools in Powys have reduced. Pupil numbers reduced by 85. The number of pupils in Secondary Schools in Powys has reduced by 18.

Powys has seen a continued decline in pupil numbers over the last ten years and although numbers are stabilising, they are not projected to recover to their former levels. Even if maintained at their current levels, the increase in numbers elsewhere in Wales will potentially mean we have less funding in our future settlements.

Free School Meals in Powys have decreased in both Primary and Secondary sectors, by 2.9% and 0.5% respectively.

Welsh Government has not provided any settlement figures for future years. The table below models the percentage change in Aggregate External Finance (AEF) if a reduction were applied. A 1% reduction equates to £1.74m.

Reduction %	Cash Reduction £'000
0.5%	0.870
1.0%	1.740
2.0%	3.480
3.0%	5.221
4.0%	6.961

Due to the amount of funding delivered to the Council in this way, any change can be significant and in order to plan over a 5-year period we have assumed that funding will continue to fall at 2% per annum; a reduction of over £13.5m by 2023/2024.

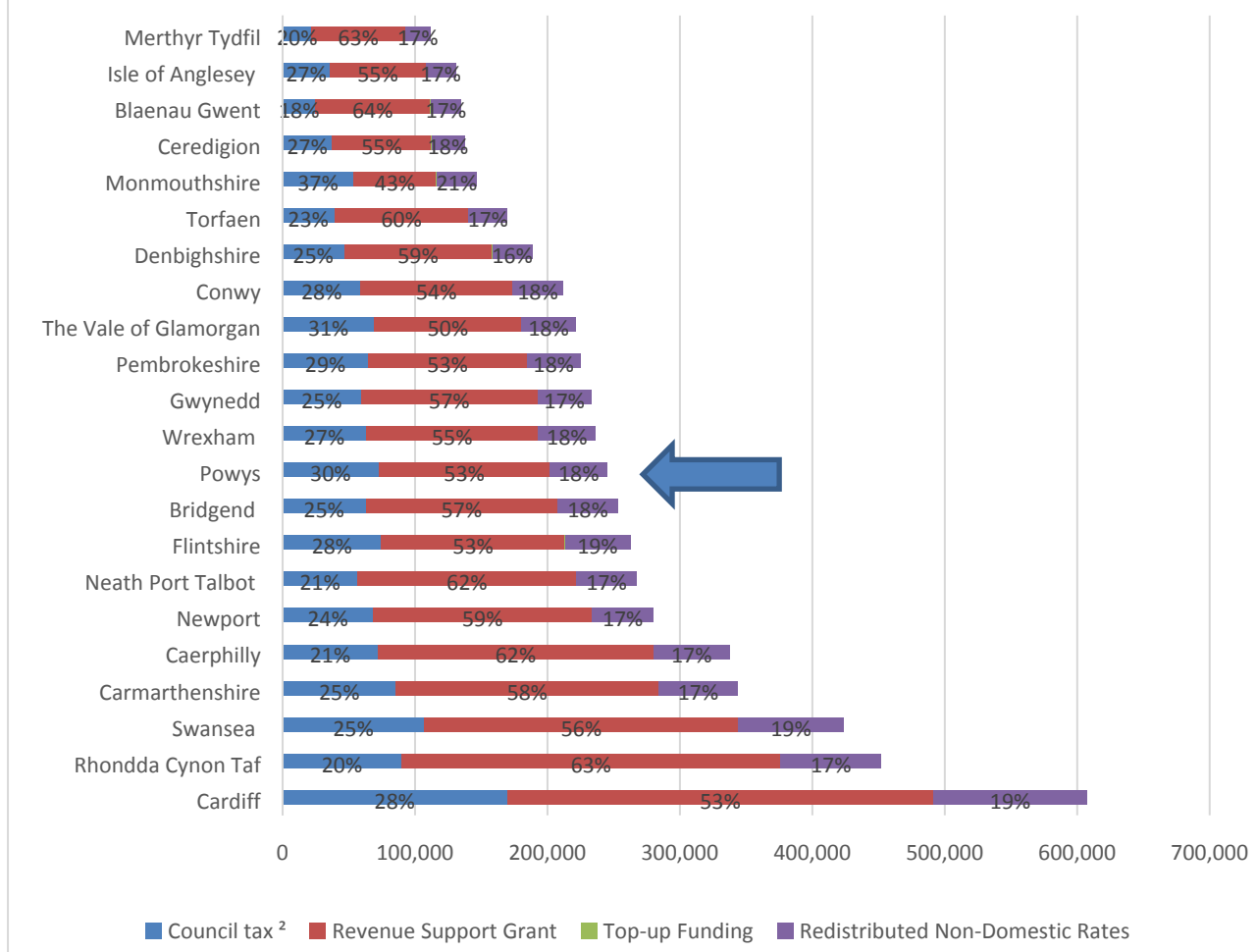
Specific Grants

In addition to the AEF, Councils also receive specific grants which are accompanied by specific terms and conditions as to how they can be used. We receive around £60m of grant funding each year. These grants have also declined in recent years and where a grant has been reduced or withdrawn, the Council's policy is that the service funded by the grant also reduces or ceases.

Council Tax

Council Tax represents around 30% of the Council's Net revenue budget. Powys' Council Tax contribution is greater than other Authorities. Most other authorities collect less because they have a greater share of the RSG. Council tax charges across Wales in 2018/19 shows that Powys has the 9th lowest charge for Band D in Wales.

Principal council funding, by Unitary Authority, 2018-19



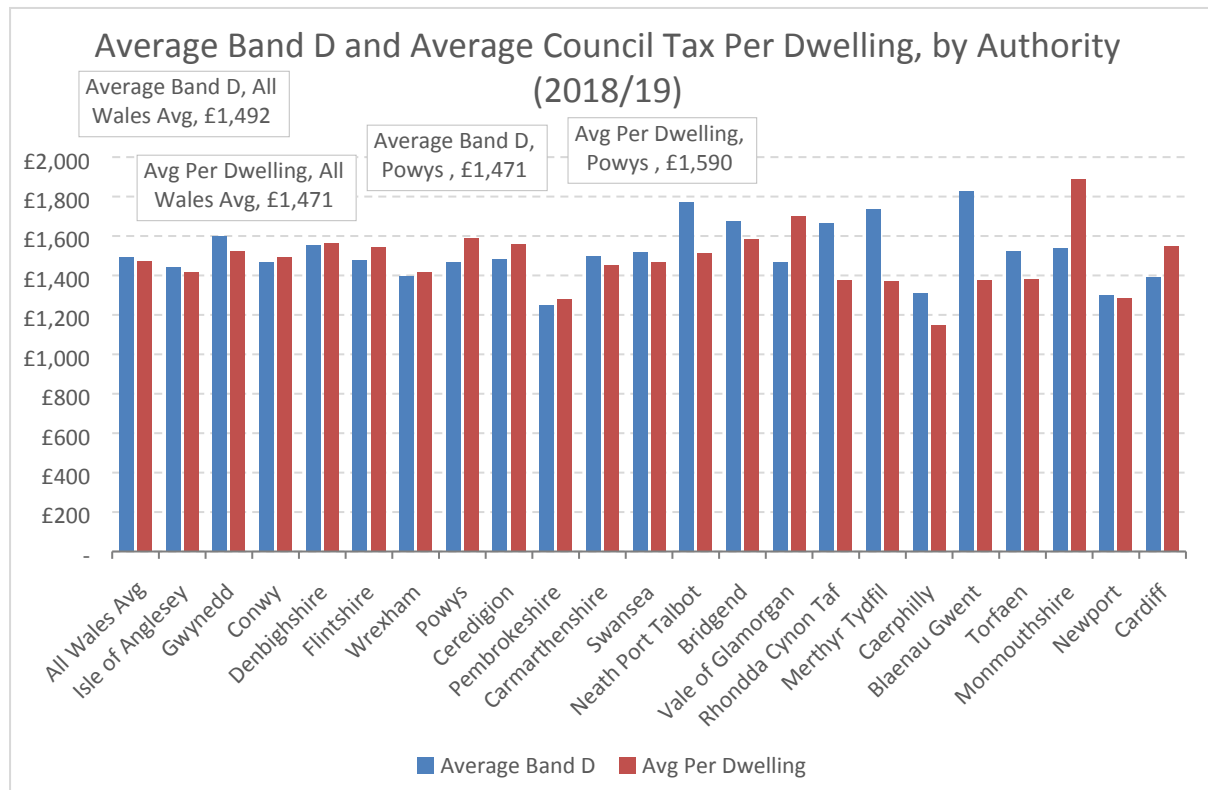
In our financial model (FRM), we are proposing an increase in Council Tax each year of 5% for future years.

The total Council Tax households will have to pay will be affected by decisions from public bodies, including Community Councils and the Police Authority.

The following table indicates the additional permanent funding per annum that Council Tax increases ranging from 1% to 10% produces:

Council Tax Percentage	Impact of Increase
1.0%	£0.73m
2.5%	£1.84m
5.0%	£3.67m
7.5%	£5.51m
10.0%	£7.35m

A balance needs to be struck between the ability to raise enough money to fund important services to the right level and the impact increasing taxation has on the residents of the County. Average Council Tax per dwelling in Powys was the 4th highest in Wales in 2018/19. This is particularly sensitive in a county with one of the lowest average wage levels in Wales.



Council Tax collection rate for 2017/18 was 97.5%, 0.1% above the Welsh average of 97.4%. The highest collection rate in Wales for 2017/18 was 98.3%. By the end of December 2018 the collection rate for 2017-18 had risen to 99.04%.

The introduction of Council Tax premiums, on 1st April 2017, and the roll-out of Welfare Reform, including universal credit in Powys, in October 2018, was predicted to have an impact on in-year collection and arrears, estimated at between 0.2% to 0.3% drop on in-year collection. Comparing in-year collection rates, 2016/17 (97.6%) to 2017/18 (97.5%), saw a reduction of 0.1% - less than predicted.

Revenue Budget

Our revenue budget indicates what we will spend on day to day services. It includes the cost of salaries for staff employed by the Council, contracts for services procured by the Council, other goods and services consumed by the Council and the cost of financing borrowing to support the capital programme. Our revenue spending priorities

are determined according to the Council's statutory responsibilities and local priorities as set out in our corporate plan (Vision 2025).

Reductions in funding and increasing cost pressures place significant pressure on service delivery. Over the last decade we have made savings of approximately £100m. Our financial strategy must identify and calculate the impact of pay, price and inflationary increases, changes in demand for service provision, changes in statutory and legislative obligations, and the funding of our local priorities.

Each Directorate maintains an individual Financial Strategy and model (FRM) which is considered as part of the overall budget model. The approach is a new one and enables a greater level of financial planning at a lower organisational level. In addition, the strategy "Safe and Sustainable Budgets for Social Care" will inform future investment and disinvestment in these services. In addition, the Programmes to deliver the Vision 2025 will be developed and monitored through the Council's Transformation Delivery Board for inclusion in the annual budget cycle and 5-year plan.

It is expected that the 2025 Vision will be delivered within the existing Revenue Budget. Some investment may be required to support capital expenditure or transformational activity and funding identified to support our plans will be allocated on the basis of sound business cases.

A number of overarching assumptions are included in our planning, a summary of which together with a sensitivity analysis of the projections are as follows:-

Driver	Comments	FRM Assumption(s)	Impact (£m)	Sensitivity: +/- 1% (£m)
Revenue Support Grant & Non-Domestic Rates Funding	Welsh Government have indicated an average 1% reduction in funding for 2019/20; in addition data changes impact adversely on Powys' funding, therefore we assume a higher level of reduction	0.15%	£0.26m	£1.74m
Council Tax	Cabinet have set the current assumption at 5% increase per annum	9.80%	£7.20m	£0.73m
Council Tax Reduction Scheme	1% Change in Council tax			
External Grants	Approximately £62.6m of external revenue grants expected in 2018/19	-	-	£0.63m
Inflation - Pay	Includes Employers National Insurance & Pensions	2.00%	£1.37m	£0.68m
Inflation - Non Pay	Excludes Schools and Adult Social Care	2.00%	£0.28m	£0.14m
Additional Funding For Schools	Additional £1m assumed in 2019/20		£1.00m	
Children's Placements	1% Change in the number of Children who are looked after			£0.85m
Home Care Clients	1% Change in the number of clients receiving home care			£0.20m
Residential/ Nursing Clients	1% Change in the number of clients placed in residential homes			£1.13m
Pension Fund Contributions	Based on the latest actuarial review an additional £750k has been included in the FRM every year throughout the planning horizon		£0.75m	
School Rolls	Net increase of c. £200k included in FRM for 2019/20; Impact beyond 2019/20 TBC		£0.19m	

We set our budget within a statutory framework under the Local Government Act 2003 that requires a balanced budget for the forthcoming financial year. There is no requirement to set out a balanced position beyond the next year but the five-year strategy has been developed to enable longer term planning and transformation.

The Medium Term Financial Strategy:

- Identifies the cost of implementing our Vision;
- sets out future funding levels from Welsh Government;
- considers the level of Council Tax to be raised;
- identifies and estimates the cost pressures facing the Council;
- sets out the policy on Reserves;
- identifies the gap between our funding and expenditure.

How we will balance the budget

In order to deliver an ongoing balanced budget, the gap in our financial planning must be closed.

As a temporary measure reserves were utilised in 2018/19 to bridge the gap. This provided more time for the development of savings proposals and the transformational programme that needs to be implemented.

Current modelling is as follows:-

	2019/20	2020/21	2021/22	2022/23	2023/24
Council Tax Increase	9.5%	5.0%	5.0%	5.0%	5.0%
Funding Change	0.2%	(2.0%)	(2.0%)	(2.0%)	(2.0%)
Total Funding	£255.2m	£255.7m	£256.6m	£257.7m	£259.1m
Net Budget c/f	£247.5m	£255.2m	£255.7m	£256.6m	£257.7m
Inflation	£1.6m	£3.5m	£3.6m	£3.6m	£3.7m
New Responsibilities	£4.1m	£0.5m	£0.5m	£0.5m	£0.5m
Pension Requirements	£0.9m	£0.8m	£0.8m	£0.8m	-
Other Pressures	£6.3m	£2.4m	£1.4m	£2.8m	-
Savings Identified	(£12.7m)	-	-	-	-
To/ (From) Reserves & MRP	£7.5m	-	£2.5m	£2.5m	-
Total Budget	£255.2m	£262.3m	£264.5m	£266.7m	£261.8m
Budget Gap - In Year	-	(£6.6m)	(£7.9m)	(£9.0m)	(£2.7m)

The following strategies will be developed to close the gap:-

- The transformation of service provision;
- improved efficiency and a “Right First Time” ethos;
- identification of investment opportunities and income;

- Capital Programme – reviewed, opportunity to invest;
- Cross Cutting Themes;
- commerciality/income generation/fees and charges;
- reconsider the levels of Council Tax increase;
- some service reductions – ceasing or reductions to levels of service;
- the use of the Spend to Save reserve to support transformation;
- the raising of capital receipts to support transformation.

Council Wide Operating Principles for Transformation

- Moving from an organisational focus (supporting our own internal requirements and functional silo's) to a focus that looks to meet our residents and communities' needs;
- Management ethos focuses on improving the outcomes for residents and communities by removing barriers.
- Moving from functional silos to services that effectively meets our residents and communities' demand.
- Decision making is based on a clear set of principles, experience, knowledge, robust evidence and is taken as close to the frontline as possible.
- Continuous improvement informed by timely data which will measure how well we are delivering outcomes for residents and communities.
- Accountable for activities and accepting responsibility, resulting in transparent delivery of effective outcomes.
- We challenge everything we do, and will realise the right outcomes using our transformation methodology.
- Partnerships are outcome focused, based on collaboration and strong relationships (working together, stronger together).

The transformation of services will require investment to implement. This is supported within our financial planning and includes a recurring Management of Change revenue budget, a specific Spend to Save reserve and the use of capital receipts to capitalise appropriate costs. We will also bid for additional resources from Welsh Government to support our programme.

Budget Principles

The approach to budget setting is underpinned by the following Budget Principles approved by Cabinet:-

- a. Flexible, Remote and Mobile working
This is already underway and should be aligned to downsizing corporate offices and increasing productivity. There is considerable cost tied up in the corporate estate and a savings target for accommodation savings will be explored. This must be based on a new approach to working arrangements.
- b. Improving Collaboration
The Welsh Government's policies on local government collaboration mean we will seek partnering arrangements as further detail emerges. There may be scope to explore the various collaborative models including partnerships and

shared services. We already collaborate but more can be done and the Local Health Board is a key partner under this theme.

c. Customer Insight

The Business Intelligence function has made progress since its creation. However, we are still richer in data than information. Improved decision making and performance through better customer insight may be an area where financial gains can be made.

d. Business Process Improvements

There is already good evidence that progress has been made in this area. However, this is patchy and the organisation needs to fully embrace business process improvement techniques. Technology can assist this area and the introduction of a new finance system will be a key element as well as integrating systems to make processes more efficient. Investment here can bring significant savings which may not impact directly on front-line service delivery and therefore should be politically easier to deliver.

e. Productivity

Access to information, better techniques and relevant training can increase productivity and more responsive services (this should be linked to business process improvements outlined above). The Roots programme can be a key foundation for improving productivity. Areas such as customer relationship management, workflow and case management can also be looked at under this theme.

f. Flexibility

It may be appropriate to support the workforce in work/life balance issues whilst remaining within Local Government terms and conditions. Some councils have offered the workforce the options of a more flexible approach to leave arrangements that sees staff `buy` additional holiday by being able to take unpaid leave to external holidays. Clearly this would need to be carefully managed but has the benefit of avoiding reducing workforce numbers as a result of change.

g. Commercialisation.

A more commercial approach is already evident in Business Services within the Resources Directorate with contracts being won and services provided to other public organisations. This can be a key part meeting the 2019/20 requirement and may require an exploration of the model in order to remain compliant with local government legislation. There is great scope to increase the income flows to the Council. In addition to business services, there is potential for a range of services such as catering, cleaning and vehicle/plant maintenance to trade. The services will need to be run on a commercial basis and will have to compete locally as well as nationally. Property is another area where we can increase income from taking a more speculative approach to acquisitions, leases and development.

Income, Fees and Charges

Income generated through fees and charges plays an important part of our financial strategy. The Council raises approximately £60m of income annually. An **Income Policy** is in place together with a Fees and Charges register. It is important that fees are reviewed at least annually as part of the budget setting process and reviewed during the year, in line with the Council's income policy. This will ensure existing targets are being met, additional costs are being recovered through charging, and any further income potential is explored to maximise the Council's resources.

Improving income management and service cost recovery has a key role to play in enabling the Council to achieve its financial and wider strategic objectives.

The Wellbeing and Future Generation Act – Assessing the impact of our decisions

The Wellbeing and Future Generation Act enshrines in legislation sound principles that mean the impact of decisions should be considered over a wide range of stakeholders over a longer period. The Council has a thorough impact assessment process in place to ensure that all decisions are properly considered. All budget decisions will continue to be assessed rigorously to ensure that the impact is understood and that prudent and sustainable budgets continue to be set.

Capital

The **Capital Strategy** is fundamental to the effective delivery of the Council priorities and our Vision 2025. It facilitates a seamless interface between business planning within the Council and the management of assets and capital resources. This will ensure that the provision of resources and future investment are prioritised. The provision of the right asset in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services. It is aligned to the Asset Management Plan and the major investment plan for 21st Century Schools, jointly funded with Welsh Government.

The future capital requirements will align with the revenue budget, ensuring investment is linked to service development and commerciality. Ultimately, our aim is to use fewer resources, including our buildings, but use these far more efficiently.

The Capital Programme, is closely aligned to the Treasury Management Strategy, in terms of identifying and undertaking necessary borrowing and when cash will be paid into the Council's bank to support cashflow.

The Council is required to make an annual charge against its revenue budget for the repayment of its debt liability in respect of capital expenditure funded by borrowing, for both the General Fund and Housing Revenue Account Debt. This is called the Minimum Revenue Provision (MRP). The Council revised the method of calculating MRP to a 2% straight line for the General Fund, for debt going forward.

It has now reviewed the current years MRP liability and will retrospectively make an adjustment that will see the debt liability being repaid eight years earlier, and effectively moves the start point of the 50 years useful asset life back to 2007/08. This means that the debt liability will be reduced to nil in 2057, rather than in 2065. The

impact is less MRP on the general fund of over £19m. The MRP policy statement is adopted each year and provides a full picture of the Council's strategy.

A Welsh Government Directive has provided Authorities with the opportunity to utilise capital receipts from the sale of property and other assets to fund transformation costs. Powys has used this opportunity appropriately to capitalise such costs over the last 3 years and will again consider using this to support transformation costs over the next 3 years.

A **Capital Receipts Policy** has been developed to support this approach which includes the projected level and use of receipts over the period for which the directive applies. The disposal of surplus property and assets will be assessed on an annual basis and the level of receipt projected and considered within the budget model.

Reserves

The **Reserves Policy** establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used. This is a key component of the MTFS as a sound reserves policy is essential in order to underpin the financial sustainability of the Council. It is for this reason that we have developed our approach to reserves through an effective policy.

The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's budget setting process following a risk based assessment. The approach is supported by the policy around the use of reserves. All reserves are corporate rather than service based.

The Council faces a continuing financial challenge and it is essential that a prudent reserve level is in place to ensure enough financial capacity is available. This cannot be stressed too highly given the level of savings, the risk inherent in the budget and the significant challenge to balance the budget over the medium term.

Reserves of £7m were used to support the 2018/19 budget. This one-off funding reduced the need for further immediate savings, providing more time for the development of the transformational programme that needs to be implemented.

The level and purpose of holding of reserves is a matter for each authority to determine as part of sound financial management. However, it is useful to refer to Financial Indicators based on ratios produced by Welsh Government. These indicators provide comparative statistics for Local Authorities and include the following on reserves:-

	Powys¹	All Wales Average¹
Usable reserves as % of gross revenue expenditure	17.9%	17.5%
Earmarked reserves as % of gross revenue expenditure	9.7%	12.2%
General reserves days turnover	10.8 days	10.3 days

¹Local Authority Financial Indicators, Wales

2016/17

The above indicates Powys compares favourably with the rest of Wales in terms of usable reserves and days turnover.

Usable reserves as a percentage of gross revenue expenditure

This indicator measures the relationship between an authority's usable reserves and its annual gross revenue expenditure.

The average for Wales in 2016/17 was 17.5% (17.8% 2015/16). Seven authorities had a % greater than 20% (seven in 2015/16). Powys is 17.9% (18.4% 2015/16).

Earmarked reserves as a percentage of gross revenue expenditure

This is an indication of reserves increasing proportionately more than gross revenue expenditure or vice versa.

Councils with very high levels of earmarked reserves relative to their spending should review the purposes for which these are held to ensure they are still required. The purpose for holding reserves, particularly where reserves are increasing, should be clearly communicated in presentation to the Council and through the annual accounts. The average for Wales in 2016/17 was 12.2% (12.4% 2015/16). Seven authorities had a % greater than 15% (eight in 2015/16). Powys is 9.7% (2015/16 8.4%).

General reserves days' turnover

This measures the number of days an authority would have of financial cover if it needed to utilise solely general reserves to fund day to day expenditure. Usually this is shown as a percentage but number of days can provide a clearer way of showing the reserve cover. Where the cover is high, it will indicate that an Authority has a low risk strategy. Conversely, a low coverage suggests a higher risk strategy. This may be through choice or due to a lack of other funds.

The number of days' turnover covered by unallocated reserves for Wales in 2016/17 was 10.3 (2015/16 was 10.8). Four authorities had more than 17 days' turnover cover (2015/16 two). Powys is 10.8 (2015/16 18 days).

These indicators demonstrate that Powys has been around the average for the indicators reported.

Ring-fenced and Specific Reserves are identified and held for defined purposes, this includes a Spend to Save reserve which provides a source of funding for transformational activity across the Council. Allocations from this reserve are considered by the Making it Happen Programme Board and are approved on the basis of an appropriate business case.

The use and replenishment of reserves are included into the 5 year FRM.

Investments and Borrowing

The Council has a clear ***Treasury Management and Investment Strategy*** which is approved at Council each year and sets out the expected activities and appropriate strategies of the Treasury function in respect of borrowing and investments.

Cashflow management is essential to ensure we minimise our need to borrow. Strengthening the understanding and importance of this function could facilitate stronger working capital and the ability to invest balances at a rate of return level of around 0.5%. In recent years, minimal investment income has been achieved through cashflow management, because of the uncertainty about the level of capital spending

profile. A return could be achieved if we had confidence in capital obligations alongside corporate changes to creditor payments and debt collection.

The strategy confirms the need to borrow to support the capital programme and continue to be significantly under borrowed. The consequence of which is the reduced cost of borrowing and the revenue budget model and forecast are revised regularly to assist the budgets.

The Council's policy of avoiding new borrowing by running down spare cash balances has served well over the last few years. However, this needs to be carefully reviewed to avoid incurring higher borrowing costs in later times when the Authority will not be able to avoid new borrowing to finance capital expenditure and/or to refinance maturing debt. Borrowing rates are forecast to increase, and borrowing to cover the future capital programme costs will be considered against the cost of carry.

Risks and Risk Management

At a time when the Council is facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the objectives of Vision 2025 and deliver services more efficiently, using innovative and cost-effective means.

A ***Risk Management Framework*** is in place to ensure that at all levels of the organisation we are able to identify risks which would prevent us from achieving our objectives (including failing to take advantage of opportunities). There is clear guidance on the terminology associated with risk management and the process itself, along with a set of practical tools and techniques to help us manage risks, deliver objectives, meet targets and maintain resilience.

We must not lose sight of the fact that risk is inextricably linked to opportunities and innovation. The Council cannot be risk adverse, and it needs to take full advantage of opportunities for improving services therefore we need to be proactive in the way that we identify and manage our risk.

Having a better understanding of the importance of, and fully implementing, risk management will make a huge contribution to the Council. Better identification of risks and their management will mean that better use of resources is achieved. If we use the resources available to us more efficiently and effectively then the service to our customers can only be improved.

Budget Risks

Change Delivery Capacity

A number of savings are now categorised as 'transformational'. In other words, a proactive approach to change is required rather than the more traditional percentage budget cut. It is important the Council recognises that, at a time of change, investment may be needed to deliver change. In some cases, specialist skills will be required for short periods.

Budget Savings

The level of savings required in 2019/20 is significant. Any unforeseen delays in implementation will impact on the achievement of the reductions required. Progress on the delivery of agreed savings targets will be reported to Cabinet on a monthly basis. The reserve position of the Authority is in line with the prudent range of 3 - 5% and these are available to “smooth” any slippage in delivery of the savings. However, the emphasis is placed on ensuring savings are delivered. Plans within service areas need to be managed robustly in order to limit any underachievement and monthly budget monitoring and savings delivery monitoring ensures Cabinet has visibility of financial performance. The table below summarizes the level of savings delivered over the last 4 years.

Financial Year	Target (£000s)	Delivered (£000s)	Delivered %
2014/15	17,576	14,016	80%
2015/16	12,768	9,716	76%
2016/17	12,139	9,633	79%
2017/18	11,780	8,327	71%
2018/19	8,280	6,294	76%

Income

The budget is supported by approximately £60m of generated income and therefore services need to constantly review their income levels and develop creative plans to ensure that they are sustained. This risk is being mitigated by an overall strategy for income and a move to full cost recovery wherever appropriate.

Equal Pay

The Council has mitigated the financial risk of potential future equal pay claims by holding a reserve to support these costs. This is kept under review.

Treasury Management

The revenue budget and capital programme are supported by daily cash movement managed within our borrowing and investment strategies. The financial climate has a significant impact on these activities. We continue to monitor these on a daily basis. Any variation in the cost of borrowing is being mitigated by a proactive approach to refinancing our borrowing wherever possible. This ensures that, wherever possible, our long term borrowing for our capital projects takes advantage of the historically low level of debt interest.

Variations to Settlement Assumptions

The Council makes every effort to ensure that its assumptions about budget settlements for future years are based upon the best available evidence. However, future settlements cannot be predicted with absolute accuracy and can be influenced by political and economic policy changes.

Political Approval of Budget

The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year, and this must be approved by Full Council.

Availability of Reserves

The Council may suffer other costs that may arise due to unexpected events such as: -

- Civil emergencies and Natural Disasters
- Failure to deliver statutory duties – failure to deliver, including safeguarding activity in relation to adults, children, health and safety or public health could result in possible negligence claims.
- Increased threat of legal litigation in respect of service delivery standards and regulations and multiple insurance claims. This risk is the likelihood of needing to replenish the insurance fund immediately from reserves as a result of several claims above our excess.
- Increase in energy cost prices.

If the actual position is different to the assumptions made in producing the budget, in-year adjustments would be needed.

Mitigation, Review and Monitoring

As part of the impact assessment process, the author of the assessment is asked to identify mitigation to any negative impacts that have been identified. The risks and the identified mitigation must be managed within the appropriate project risk register to ensure continual monitoring and management of the risks.

Stakeholder Engagement & Public Consultation

Public Consultation

Over the past few years the Council has sought to engage residents in the decision making process around setting a balanced budget using an online budget simulator tool. The savings targets subsequently agreed by the Cabinet and ratified by Full Council have then led to service managers needing to develop more detailed proposals which have, in the main, gone out for public consultation. This has created a further opportunity for affected residents to influence service delivery by attending drop-in engagement sessions, public meetings, organised workshops or completing online/paper surveys to have their say.

The views of residents have been sought and received in a number of ways including:

- The Powys Budget Simulator
- Specific service type Consultations
- Legislative consultations

Appropriate methods of engaging with our residents are considered and implemented on an annual basis.

Member Seminars

Members of the Council are engaged in the budget planning process from the outset through a series of budget seminars. These seminars look at the development of the budget proposals and all members have an opportunity to consider, challenge and input into the process. Financial assumptions and settlement information is shared with members and the impact on the budget modelled and considered. Members are provided with the Impact Assessments for each of the proposals and the feedback from the consultation exercises carried out.

Finance Scrutiny Panel

The Finance Scrutiny Panel, comprising Group Leaders of non-Executive Groups together with representatives of the Audit Committee, continue to be engaged in the budget process and are regularly updated on the process and the proposals as they develop.

Conclusion

In developing this Medium Term Financial Strategy, the Council has a clear framework within which to develop its 5-year budget model and a 5-year Capital Strategy Programme. The model and the assumptions included within it will be reviewed and updated as more information becomes available. Specific savings proposals are being developed and these will be finalised and reported in detail as each annual budget is developed and submitted for approval.

The detailed proposals for 2019/20 are in place and a programme to identify the remaining mitigations required to produce a balanced position for 2020/21 through to March 2024 will be implemented.

This process will enable the Council to strategically prepare to deliver a Council which is affordable, sustainable and able to achieve its 2025 Vision.

Supporting Documentation

Vision 2025: Our Corporate Improvement Plan
Income Management and Service Cost Recovery Policy
Capital Strategy
Capital Receipts Policy
Reserves Policy
Treasury Management and Investment Strategy

***Risk Management Framework
Corporate Risk Register***

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	Current	FY +1	FY +2	FY +3	FY +4	FY +5
REVENUE FUNDING	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£000s	£000s	£000s	£000s	£000s	£000s
Base Funding (Prior Year)		247,482	255,186	255,745	256,576	257,688
AEF (RSG & NNDR Allocation)	174,026	+ 264	(3,486)	(3,416)	(3,348)	(3,281)
Council Tax	73,456	+ 7,440	+ 4,045	+ 4,247	+ 4,459	+ 4,682
Total Projected Funding	247,482	255,186	255,745	256,576	257,688	259,089
<i>Total Funding Change v. Prior Year</i>		+ 7,704	+ 559	+ 831	+ 1,112	+ 1,402
<i>% Change v. Prior Year</i>		+ 3.1%	+ 0.2%	+ 0.3%	+ 0.4%	+ 0.5%
<i>AEF % Change v. Prior Year</i>		0.15%	-2.00%	-2.00%	-2.00%	-2.00%
<i>CT % Change v. Prior Year</i>		+ 10.13%	+ 5.00%	+ 5.00%	+ 5.00%	+ 5.00%

	Current	FY +1	FY +2	FY +3	FY +4	FY +5
REVENUE EXPENDITURE	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£000s	£000s	£000s	£000s	£000s	£000s
Base Budget (Prior Year)		247,482	255,187	262,297	271,011	281,165
Inflation Non Schools		+ 1,646	+ 1,989	+ 2,029	+ 2,069	+ 2,069
Inflation Schools Delegated		-	+ 1,500	+ 1,530	+ 1,561	+ 1,592
Revised Base Budget	-	249,128	258,676	265,856	274,641	284,826
New Responsibilities						
Free School Meals Grant		+ 177				
Social Care		+ 820				
Holiday Pay Directive		+ 300				
Council Tax Reduction Scheme		+ 1,255	+ 450	+ 450	+ 450	+ 450
Discretionary Rate Relief for Local Businesses		+ 105				
Raise Capital Limit Charging For Residential Care		+ 352				
Pension Liability		+ 100	-	-	-	-
Actuarial Revaluation of Pension Fund		+ 750	+ 750	+ 750	+ 750	-
Fire Levy		+ 87	-	-	-	-
Policy Decisions						
Additional Funding For Schools		+ 1,000				
Corporate and Service Pressures (Must Haves)						
Budget Management Reserve - Service Pressures		+ 2,000				
Increase in School Roll		+ 280	-	-	-	-
Reduction in School Roll		(88)	-	-	-	-
Removal of ICIB & Childrens Target		+ 3,900	-	-	-	-
Leisure Contract Savings		(25)	(14)	(32)	-	-
Capital Financing Costs						
New Capital Funding		+ 2,209	+ 2,436	+ 1,475	+ 836	-
Transformation Costs supported by Capital Receipts		(2,000)			+ 2,000	
Savings Identified						
Adult & Commissioning		(1,000)	-	-	-	-
Property and Regeneration		(1,724)				
Business Services		(920)				
Corporate Activities		(1,643)				
Comms		(405)				
Legal Services		(183)				
Financial Services		(330)				
Housing (excl HRA)		(197)				
Highways, Transport and Recycling		(1,975)				
Information Services		(80)				
Leisure and Recreation		(1,374)				
Workforce, OD and Training		(418)				
Schools Central		(2,416)				
Reserves						
Contribution to General Fund delayed		+ 500	-	-	-	-
Adult Social Care Reserve		+ 2,000	-	-	-	-
Other Reserves - 21st Century Schools		+ 5,000	-	-	-	-
One off funding						
Changes in MRP		-	-	+ 2,512	+ 2,488	-
Total Projected Budget	247,482	255,187	262,297	271,011	281,165	285,276
(Funding Shortfall)/ Surplus - Cumulative	-	(0)	(6,552)	(14,435)	(23,477)	(26,187)
(Funding Shortfall)/ Surplus - In Year		(0)	(6,552)	(7,883)	(9,042)	(2,710)

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Summary of Service Proposals:

Reference	Proposal Title	Service	Brief Description	Total Savings Proposed (£k)
BCP01	21% Reductions in Net Operating Budget in Building Control for delivery in 19/20 financial year	Property and Regeneration	21% Reductions in Net Operating Budget in Building Control for delivery in 19/20 financial year	18
BSP01	Business Services Savings 2019/20	Business Services	Increased income, service reduction, digitalisation, automation	875
BSP02	Customer Services - efficiencies from digitalisation	Business Services	Customer Services - efficiencies from digitalisation	45
FSP03	Income and Awards	Financial Services	Income generation, Service and Management reductions	131
CEP01	Chief Executive's	Corporate Activities	Restructure Strategic Policy and Performance and Executive Support	427
CSP01, CSP02, CSP03, MSP01, WLP01	Savings Proposals – Communications	Comms	Review structure, discretionary spend and budgets in Communications, Member Support and Welsh Language	345
CSP02	RWAS events budget	Comms	Scale back on some of the activity at all three RWAS events	5
DMP01	Review administration staffing levels	Property and Regeneration	Review administration staffing levels	26
DMP02	Reduction in advertising budget	Property and Regeneration	Reduction in advertising budget	15
DMP03	Reduction in Development Management legal fees	Property and Regeneration	Reduction in Development Management legal fees	4
DMP04	Review Planning Office functions	Property and Regeneration	Review Planning Office functions	25
EDP01	Economic Development and Regeneration Service development programme	Property and Regeneration	50% reduction of the Tourism Development and Marketing Budget	58
EDP02	Economic Development and Regeneration Service development programme	Property and Regeneration	100% reduction of the Tourism Research Budget	15
EDP03	Economic Development and Regeneration Service development programme	Property and Regeneration	80% reduction of the Grounds Maintenance Budget	13
EDP04	Economic Development and Regeneration Service development programme	Property and Regeneration	100% reduction of the Glasi Admin	30
EDP05	Economic Development and Regeneration Service development programme	Property and Regeneration	100% reduction of the Community Enablement Support Fund	133
EDP06	Economic Development and Regeneration Service development programme	Property and Regeneration	100% reduction of the Tourism Development fund	25
EDP07	Economic Development and Regeneration Service development programme	Property and Regeneration	100% reduction of the Spa Town Trust Fund	5
EHP01	Transfer funds from HE558 Licensing Act and subsequently reduce budget against HE551 – H&S Enforcement	Property and Regeneration	Transfer funds from HE558 Licensing Act and subsequently reduce budget against HE551 – H&S Enforcement	3
EHP02	Reduce budget against HE920	Property and Regeneration	Reduction in postal budget	8
EHP03	Reconfiguration of licensing service	Property and Regeneration	Savings from reconfiguration of licensing service and review in staffing levels	25
EHP04	Review in staffing level in PPPP	Property and Regeneration	Review Staffing levels - Public Protection structure	49
EHP05	Review in staffing level in Management PPPP	Property and Regeneration	Management Savings	85
EHP06	Reduce stray dog contractor budget by £7k	Property and Regeneration	Reduce stray dog contractor budget	7
EHP07	Increase cemetery fees by 20%	Property and Regeneration	Increase cemetery fees by 20%	64
EHP08	Reduce Closed landfill budget by £65k	Property and Regeneration	Reduce Closed landfill budget	65
EHP09	Increase the number of risk assessments of private water supplies	Property and Regeneration	Increase the number of risk assessments of private water supplies	20
ELP01	Budget Proposal for the Elections team	Legal Services	Reduced postage cost & staffing	49
FSP01	Staffing review	Financial Services	Restructure Technical Finance Team and not fill the current Technical Lead vacancy	76
FSP02	Right First Time Project	Financial Services	Highlight, review and correct processes that require significant manual intervention or rectification within the finance function.	123

GDP01	Graphic Design	Comms	Savings in the discretionary external print and design budget. Costs for external design and print would be transferred to services. The impact on services could be mitigated by a greater use of digital only documents.	10
HSP04, HSP06, HSP07, HSP09	Housing	Housing (excl HRA)	The Housing Service will fund an existing role and services from other more appropriate funding sources	197
HTP01	Logistics – Beyond 17/18 W&R	Highways, Transport and Recycling	Review of Highways Gully Emptying operation, reduction of resources.	225
HTP02	Parking Policy Review	Highways, Transport and Recycling	Parking Policy Review- Introduce charge for Blue Badge holders	50
HTP03	Rationalisation of Household Waste Recycling Centres	Highways, Transport and Recycling	Rationalisation of Household Waste Recycling Centres- Share Ystradynlais facility with NPTCBC, renegotiate third party contract	150
HTP05	Introduction of chargeable garden waste collection service	Highways, Transport and Recycling	Introduction of chargeable garden waste collection service	250
HTP06	Car Park Charges Review	Highways, Transport and Recycling	Review car parking charges, increase income.	100
HTP07	Service Reductions – Street Lighting	Highways, Transport and Recycling	Review street light provision (non-statutory) and limit PCC funding to conflict areas only. Encourage Town & Community Councils to support any additional local lighting requirements.	75
HTP10	HTR Transformation Programme	Highways, Transport and Recycling	Further efficiencies through better productivity, improved sickness absence management, developing additional income streams, internal cost reduction and reduced 3rd party spend.	1,100
ITP01	ICT savings 2019/20	Information Services	Further system rationalisation (contract and support reductions, and improved efficiencies (improved contract management / reducing complexities)	80
LRP01	Archives and Information Management Service	Leisure and Recreation	Review staffing levels & efficiency saving	46
LRP02	Youth Service	Leisure and Recreation	Review grants to external bodies and to review staffing and service costs	165
LRP03	Arts & Culture Service	Leisure and Recreation	Review savings options including ceasing service & remove the Council from arts & cultural partnership arrangements	139
LRP04	Catering Service	Leisure and Recreation	Increase income generation, reduce food waste and reductions to restaurants	230
LRP05	Cleaning Service	Leisure and Recreation	Increase Income Generation	39
LRP06	Countryside Services	Leisure and Recreation	Reduction of 3rd Party spend, review staff levels	145
LRP08	Library Service	Leisure and Recreation	Review all library provision.	200
LRP09	Museum Service	Leisure and Recreation	Cease external grant support, review staffing, maximise opportunities for partnership working	85
LRP10	Outdoor Recreation	Leisure and Recreation	Transfer of play areas to Housing and community councils, review grass cutting. Review Staffing levels.	97
LRP11	Budget reductions proposals for Sports Development (Sport Powys)	Leisure and Recreation	Reductions in staffing levels and reduced level of participation and support with clubs and activities	108
MBP02	Budget Proposal for Members	Legal Services	Reduced spend on 'controllable' items	33
ODP01	Reduction in service delivery through review in staffing	Workforce, OD and Training	Reduction in service delivery through review in staffing	418
PPP01	Concede planning policy (PP150) budget lines for Printing and Advertising	Property and Regeneration	Concede planning policy (PP150) budget lines for Printing and Advertising	7
PPP02	Staffing review	Property and Regeneration	Staffing review for planning including Policy	26
PPP03	Income generation by the Planning Policy service	Property and Regeneration	Income generation by the Planning Policy service	52
PRP01	Cessation of Carbon Reduction commitment CP7	Property and Regeneration	Cessation of Carbon Reduction commitment CP7	80
PRP02	Exit Neuadd Maldwyn	Property and Regeneration	Exit Neuadd Maldwyn	165
PRP04	Reduction in cost for valuation work	Property and Regeneration	Reduction in cost for valuation work	40
PRP05	Cleaning Savings	Property and Regeneration	Reduced cleaning in our corporate buildings	150
PRP06	Increase income from property	Property and Regeneration	Increased rental income from properties, Ladywell House, Business unit portfolio, County Farms	170
RSP01	Budget Proposal for Registration Services	Legal Services	Closure of the outlying stations (Llanidloes, Builth Wells, Knighton and Hay on Wye)	49
SCP01	Cease uniform grant and achieve income from ALN (sensory, psychology and welfare services)	Schools Central	Remove uniform grant and achieve income from ALN (sensory, psychology and welfare services)	46
SCP04	Schools central budgets, school houses, R & M advice, maternity	Schools Central	Schools central budgets, school houses, R & M advice, maternity	86
SCP05	Schools central & Transformation budgets	Schools Central	Review and restructure of staff teams	250
SCP06	Schools Early Years	Schools Central	Pre-school foundation phase funding review	221
SCP07	EIG Grant - Schools School Improvement	Schools Central	Reduce the level of match funding to be in line with other authorities within the ERW Consortia of around 10%.	675

SCP10	Schools ALN	Schools Central	Reduce Out of County Placements by developing new local model	298
SCP13	Schools central budgets	Schools Central	Removal of centrally held redundancy budget	236
SCP14	School Improvement & Central Services	Schools Central	Staffing review	191
SCP17	Special schools, Band 1 & 2 learners reduction - School ALN	Schools Central	Ensure more children with Band 1/2 needs are taught in local mainstream schools	45
TSP01	Increased income	Property and Regeneration	Additional income which will come from Proceeds of Crime	70
TSP02	Review Consumer Fraud team	Property and Regeneration	Review Consumer Fraud team structure	59
TSP04	Restructure of Emergency Planning Team	Property and Regeneration	Restructure staff structure	22
TSP05	Increase income within Trading Standards	Property and Regeneration	New proposals to increase income from Trading Standards - additional functions from UK and Welsh Government	40
LDS01	Legal and Democratic Services	Legal Services	Legal and Democratic Services Restructure	52
MBP03	Spare Cabinet Member allowance	Corporate Activities	Spare Cabinet Member allowance	16
CEP03	Commercial Services reductions	Corporate Activities	Commercial Services Team reductions	100
SCP18	Swimming Time for Schools	Schools Central	Review school swimming provision above the statutory requirements	100
SCP19	Reduction in Challenge Advisor costs (ERW change)	Schools Central	Reduction in Challenge Advisor costs (ERW change)	88
PRP07	Regeneration Review	Property and Regeneration	Regeneration Review	150
LRP12	R&M Leisure centres	Leisure and Recreation	R&M Leisure centres - capital not revenue	70
SCP20	Schools Meals Increase	Schools Central	Increase in School meal prices	180
CEP04	Grant to PAVO	Corporate Activities	To support PAVO's core work in building and developing the capability of the third sector in Powys	78
CEP02	Senior Management Restructure	Corporate Activities	Senior restructure as part of organisational transfer	1,000
CEP05	Discretionary Rate Relief	Corporate Activities	Support for businesses held at 2018/19 levels	100
LRP13	Reduction in levels of grass-cutting	Highways, Transport and Recycling	Reduction in urban verge cutting.	25
PRP08	Twr building RWAS	Comms	Current lease expires 30th June 2019. Look to secure the Twr for the show week only at £5k from the RWAS.	45
LRP15	Reduction in revenue support for Y Gaer	Leisure and Recreation	Reduction of Y Gaer operating budget. Longer term MTFS aspiration is either shared use of charitable trust status.	50
TOTAL				11,743

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Briefing Paper to accompany the Fees and Charges Register

1 Summary

- 1.1 The purpose of this report is to consider and approve the changes to charges detailed within the Council's fees and charges register. The fees and charges register will be maintained and updated for submission as part of the budget setting process on an annual basis, with the new fees agreed as a whole rather than on an individual basis.
- 1.2 The fees and charges register, contains details of all items for which a charge is made. It is important that these fees are reviewed at least annually as part of the budget setting process and reviewed during the year, in line with the Councils income policy. This will ensure existing targets are being met and to explore any further income potential to maximise the Councils resources.
- 1.3 Improving income management and service cost recovery has a key role to play in enabling the Council to achieve its financial and wider strategic objectives.
- 1.4 The fees and charges register has been reviewed by each Service area, and appropriate uplifts proposed. A general increase of 4% has been applied where no alternative basis has been applied.

2 Additions, removal and reduction of fees and charges are noted below along with any items where a significant increase has been applied:

The following new charges should be noted:

- 2.1 **Road Closures/Traffic Regulation Order** – a charge is proposed for amendments to existing temporary traffic road orders and notices.
- 2.2 **Traffic Signs, Signals and Parking** – a number of new charges are proposed including suspension of on-street parking, temporary parking dispensation and the switching on and off of permanent traffic lights.
- 2.3 **Registrations** – an additional charge has been proposed for a statutory fee for priority certificate 24-hour service.

3 The following removal of a charge should be noted:

- 3.1 **Road Tanker Fuel Measuring** – the charges relating to dipstick measuring systems are no longer relevant, as bulk tankers no longer have dipsticks due to working height regulations and bottom loading.
- 3.2 **Child burial fees** – it has been agreed to abolish child burial fees and abide by the memorandum of understanding between Welsh Government and Local Authorities, to assist families with funeral costs and to ensure a consistent approach across Wales.

3.3 Business desks in libraries where available – the service was introduced in 2017/18 on a trial basis which was unsuccessful. However, the service is exploring a formal offer to businesses with the Economy/Regeneration team instead.

4 The following areas have significant increases:

4.1 Water sampling – Risk Assessment for single dwelling supplies (by request only) - to bring this charge in line with the fee for a new risk assessment, an increase of £115 or 110% is proposed.

4.2 Burial Fees – an increase of 20% has been agreed for all burial fees to enable the Service savings target to be achieved.

4.3 Licenses, authorisations, permissions, agreements, approvals and notices (LAPAAN) – List of Streets – time taken to deal with ‘opinion in relation to the extent of county classified and unclassified highways’ has been reviewed and the charge brought in line with actual cost. It is therefore proposed to increase the fee for a desk top study by £110 or 123% and a desk top study plus site visit by £243 or 155%.

5 The following fees and charges are proposed to reduce from 1st April 2019:

5.1 Other Licences - Taxis

Private Hire Operator – admin charge for consideration of the application will reduce by 2% from £407 to £398

The taxi fees have been consulted on and approved by the appropriate committee. The fees were calculated using a detailed toolkit, devised and used across the Welsh Local Authority Licensing Services based on actual resource used and therefore open to fluctuation as consumption of resources from the previous year impacts on the calculation process. Income from fees with a reduction in price should be offset by those that have seen an increase.

Service Area	Service Charge Category	2019-20 Inflationary Increase/dec	Comments
REGULATORY SERVICES	Other Licences:		
	Gambling	0%	set by statute
	Animals	5%	service strategy
	Taxi	-2% to 15%	approved by Licensing Committee in December 2018
	Petroleum	0%	set by Health and Safety Executive
	Explosives	0%	set by Health and Safety Executive
	Miscellaneous	0% to 4%	0% Scrap metal - renewable every 3 years using All Wales Toolkit 0% Mobile Homes - renewable every 5 years using All Wales toolkit
	Water Sampling	0% to 110%	service strategy and risk assessment for single dwelling supplies 110% further details in the report
	Weights and Measures	-100% to 2.4%	Fees increased inline with Cymru Group, of which Powys is a member, based on Septembers inflation (CPI) of 2.4%. This has been adopted by a large majority of Local Authorities in Wales. Dipstick charges no longer exist, further detail contained in the report above.
	Food and H&S	0% - 13%	service strategy and a nationally set increase of 13% for a re-rating request
	Licensed Premises	0%	set by statute
	Building Control	0%	service strategy to leave fees as they are to remain competitive within the current market
	Planning	0%	set by Welsh Government
Burial fees	-100% - 20%	child burial fees have been abolished and other burial fees have been increased by 20% further detail within the report above	
Dog & Pest Control	4%	uplifted by the agreed inflationary rate of 4%	
FINANCE	Council Tax and NNDR - Summons and Liability Order	0%	as per Legislation maximum costs that can be charged in Wales is £70.00 (any combination)
LEISURE AND RECREATION	Catering	0% - 2%	School meals to be increased from September 2019
	Cleaning	0% - 18%	To enable the service to remain viable, prices have been increased to cover costs.
	Libraries	-100% - 33%	service strategy to increase some fees where possible and the removal of one fee relating to business desks, further information contained within the report.
	Museums	0% - 25%	service strategy to increase some fees where possible
	Archives	0% - 33%	service strategy to increase some fees where possible
HIGHWAYS, TRANSPORT AND RECYCLING	Car Parks	0%	a separate report will be submitted for approval by the Service once the agreed strategy has been agreed with the portfolio holder
	Waste Collection	0% - 20%	service strategy to increase fees where possible. Trade prices have been omitted for 2019/20 due to an agreement to allow flexible pricing to enable the service to remain competitive and also so that competitors cannot access Powys prices in respect of trade waste
	Licenses, authorisations, permissions, agreements, approvals and notices (LAPAAN)	0% - 155%	7 new charges introduced and 123% and 155% increase to 2 fees under 'List of Streets' further detail contained within the report.
HOUSING	Private Sector Housing	0%	based on Welsh Government guidelines, maximum charge already implemented
LEGAL AND DEMOCRATIC	Registrations	0% to 175%	The 175% increase relates to the statutory fee for a certificate which will be raised to £11 across the board instead of the present 3-tier system of £4, £7 and £10 depending on when the certificate is issued. A new statutory fee for a priority certificate 24 hour service of £35 has been introduced.
	Land Charges	0%	service strategy to leave fees as they are
SCHOOLS	Schools	4% to 9%	Rent on School houses has been uplifted by the agreed inflationary rate of 4%. Home to School Transport pre and post 16 has been increased by 7% and 6% which equates to a £10 increase per term
SOCIAL CARE	Social Care	0%	part of Service strategy and Welsh Government guidelines
BUSINESS SERVICES	Careline	2%	inflationary increase based on CPI of 2.4%

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Service Charge Category	Service Area	Last Update
Other Licences	Regulatory Services	Jan-19
Water Sampling	Regulatory Services	Jan-19
Weights and Measures	Regulatory Services	Jan-19
Food and H&S	Regulatory Services	Jan-19
Licensed Premises	Regulatory Services	Jan-19
Building Control	Regulatory Services	Jan-19
Planning	Regulatory Services	Dec-18
Burial fees	Regulatory Services	Jan-19
Dog & Pest Control	Regulatory Services	Jan-19
Council Tax and NNDR - Summons and Liability Order	Finance	Dec-18
Catering	Leisure and Recreation	Jan-19
Cleaning	Leisure and Recreation	Jan-19
Libraries	Leisure and Recreation	Dec-18
Museums	Leisure and Recreation	Jan-19
Archives	Leisure and Recreation	Dec-18
Freedom	Leisure and Recreation	Dec-18
Car Parks	Highways Transport and Recycling	Jan-19
Waste Collection	Highways Transport and Recycling	Dec-18
Licenses, authorisations, permissions, agreements, approvals and notices (LAPAAN)	Highways Transport and Recycling	Dec-18
Private Sector Housing	Housing	Dec-18
Registrations	Legal and Democratic	Dec-18
Land Charges	Legal and Democratic	Jan-19
Schools	Schools	Dec-18
Social Care	Social Care	Jan-19
Business Services	Careline	Jan-19

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Service Area	Service Charge Category	2019-20 Inflationary Increase/decr	Comments
REGULATORY SERVICES	Other Licences:		
	Gambling	0%	set by statute
	Animals	5%	service strategy
	Taxi	-2% to 15%	approved by Licensing Committee in December 2018
	Petroleum	0%	set by Health and Safety Executive
	Explosives	0%	set by Health and Safety Executive
	Miscellaneous	0% to 4%	0% Scrap metal - renewable every 3 years using All Wales Toolkit 0% Mobile Homes - renewable every 5 years using All Wales toolkit
	Water Sampling	0% to 110%	service strategy and risk assessment for single dwelling supplies 110% further details in the report
	Weights and Measures	-100% to 2.4%	Fees increased inline with Cymru Group, of which Powys is a member, based on Septembers inflation (CPI) of 2.4%. This has been adopted by a large majority of Local Authorities in Wales. Dipstick charges no longer exist, further detail contained in the report above.
	Food and H&S	0% - 13%	service strategy and a nationally set increase of 13% for a re-rating request
	Licensed Premises	0%	set by statute
	Building Control	0%	service strategy to leave fees as they are to remain competitive within the current market
	Planning	0%	set by Welsh Government
Burial fees	-100% - 20%	child burial fees have been abolished and other burial fees have been increased by 20% further detail within the report above	
Dog & Pest Control	4%	uplifted by the agreed inflationary rate of 4%	
FINANCE	Council Tax and NNDR - Summons and Liability Order	0%	as per Legislation maximum costs that can be charged in Wales is £70.00 (any combination)
LEISURE AND RECREATION	Catering	0% - 2%	School meals to be increased from September 2019
	Cleaning	0% - 18%	To enable the service to remain viable, prices have been increased to cover costs.
	Libraries	-100% - 33%	service strategy to increase some fees where possible and the removal of one fee relating to business desks, further information contained within the report.
	Museums	0% - 25%	service strategy to increase some fees where possible
	Archives	0% - 33%	service strategy to increase some fees where possible
HIGHWAYS, TRANSPORT AND RECYCLING	Car Parks	0%	a separate report will be submitted for approval by the Service once the agreed strategy has been agreed with the portfolio holder
	Waste Collection	0% - 20%	service strategy to increase fees where possible. Trade prices have been omitted for 2019/20 due to an agreement to allow flexible pricing to enable the service to remain competitive and also so that competitors cannot access Powys prices in respect of trade waste
	Licenses, authorisations, permissions, agreements, approvals and notices (LAPAAAN)	0% - 155%	7 new charges introduced and 123% and 155% increase to 2 fees under 'List of Streets' further detail contained within the report.
HOUSING	Private Sector Housing	0%	based on Welsh Government guidelines, maximum charge already implemented
LEGAL AND DEMOCRATIC	Registrations	0% to 175%	The 175% increase relates to the statutory fee for a certificate which will be raised to £11 across the board instead of the present 3-tier system of £4, £7 and £10 depending on when the certificate is issued. A new statutory fee for a priority certificate 24 hour service of £35 has been introduced.
	Land Charges	0%	service strategy to leave fees as they are
SCHOOLS	Schools	4% to 9%	Rent on School houses has been uplifted by the agreed inflationary rate of 4%. Home to School Transport pre and post 16 has been increased by 7% and 6% which equates to a £10 increase per term
SOCIAL CARE	Social Care	0%	part of Service strategy and Welsh Government guidelines
BUSINESS SERVICES	Careline	2%	inflationary increase based on CPI of 2.4%
PLEASE NOTE: THE FEES AND CHARGES DETAILED IN THIS DOCUMENT ARE EXCLUSIVE OF VAT WHICH SHOULD BE APPLIED WHERE APPROPRIATE.			
IF YOU ARE UNSURE ABOUT THE APPLICATION OF VAT THEN PLEASE CONTACT CORPORATE FINANCE AND REFER TO THE GUIDANCE ON PAGE 4327 OF THE INTRANET			
VIA THE FOLLOWING LINK: http://intranet.powys.gov.uk/index.php?id=vat&L=0			

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CATEGORY	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
GAMBLING	Small Lotteries - New Registration	£40	£40	£40	0%	set by statute
	Small Lotteries - Renewal	£20	£20	£20	0%	
	Notification of Gaming Machine	£50	£50	£50	0%	
	Betting Premises Annual Fee	£480	£480	£480	0%	
	Betting Premises Application	£2,400	£2,400	£2,400	0%	
	Family Entertainment Centre	£0	£0	£0	0%	
	Licensed Family Entertainment Centre Application	£1,600	£1,600	£1,600	0%	
	Licensed Family Entertainment Centre Annual Fee	£600	£600	£600	0%	
	Unlicensed Family Entertainment Centre permit (10 year permit)	£300	£300	£300	0%	
	Club Gaming Machine - New Permit	£200	£200	£200	0%	
	Club Gaming Machine - Renewal	£100	£100	£100	0%	
Club Gaming/Machine Permit Annual fee due in the first month of applying	£50	£50	£50	0%		
ANIMALS	Riding Establishments	1-29 horses - £231	£238	£250	5%	
		30-99 horses - £267	£275	£289	5%	
		>100 horses - £339	£349	£366	5%	
	Animal Boarding Establishments	1-10 dogs/cats - £195	£201	£211	5%	
		11-30 dogs/cats - £204	£210	£221	5%	
		>31 dogs/cats - £213	£219	£230	5%	
	Pet Shops	Not Exotic - £195	£201	£211	5%	
		Exotic - £204	£210	£221	5%	
	Dog Breeding	1-10 dogs - £195	£201	£211	5%	
		11-30 dogs - £204	£210	£221	5%	
		>31 dogs - £213	£219	£230	5%	
	Dangerous Wild Animals	£459 (2 yearly licence)	£473	£497	5%	
	Zoo	£500.00	£515	£541	5%	
Performing Animals - Registration Fee	£137.00	£141	£148	5%		
Home Boarder	£98.00	£101	£106	5%		
TAXI	Private Hire Operator: Admin charge for consideration of the Application	£400	£407	£398	-2%	Calculated using the All Wales toolkit and approved by Licensing Committee in December 2018 and currently advertised for consultation, will return to committee if representations to consider.
	Private Hire Operator: CRB Fee	£25	£25	£25	0%	
	Private Hire/Hackney Carriage Drivers: Administration Charge for consideration of a New Application	£256	£244	£247.50	1%	
	Private Hire/Hackney Carriage Drivers: Administration Charge for Renewal	£256	£244	£247.50	1%	
	Driver Licence (1 year – on request)	£140	£129	£148	15%	
	Private Hire/Hackney Carriage Drivers: CRB Fee	£44	£44	£44	0%	
	Private Hire/Hackney Carriage Drivers: DVLA Fee	£3	£3	n/a		
	Plus CRB Fee	£44	£44	£44	0%	
	Plus DVLA Fee	£3	£3	n/a		
	Private Hire Vehicle	£129	£133	£138	4%	
	Hackney Carriage Vehicles	£129	£133	£138	4%	
	Transfer of Plate	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	na	
	Replacement of Plate	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	na	
	Plate Bracket	£11.30	£11.30	£11.30	0%	
	Replacement of Badge	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	can't charge separately recover through licence application fee	na	
Pair of door stickers	£7.50	£7.50	£7.50	0%		
Driver test	£36	£36.5	£38.0	4%		
PETROLEUM	Less than 2,500 litres (550 gallons)	£44	£44	£44	0%	set by HSE
	Between 2,500 litres (550 gallons) and 50,000 litres (11,000) gallons	£60	£60	£60	0%	
	More than 50,000 litres (11,000 gallons)	£125	£125	£125	0%	
	Transfer of Licence	£8.00	£8.00	£8.00	0%	
MISCELLANEOUS	Licence to store explosives >0m separation - 1 year	£185	£185	£185	0%	set by HSE
	Licence to store explosives >0m separation - 2 year	£243	£243	£243	0%	
	Licence to store explosives >0m separation - 3 year	£304	£304	£304	0%	
	Licence to store explosives >0m separation - 4 year	£374	£374	£374	0%	
	Licence to store explosives >0m separation - 5 year	£423	£423	£423	0%	
	Renewal of Licence to store explosives >0m separation - 1 year	£86	£86	£86	0%	
	Renewal of Licence to store explosives >0m separation - 2 year	£147	£147	£147	0%	
	Renewal of Licence to store explosives >0m separation - 3 year	£206	£206	£206	0%	
	Renewal of Licence to store explosives >0m separation - 4 year	£266	£266	£266	0%	
	Renewal of Licence to store explosives >0m separation - 5 year	£326	£326	£326	0%	
	Licence to store explosives <=0m separation - 1 year	£109	£109	£109	0%	
	Licence to store explosives <=0m separation - 2 year	£141	£141	£141	0%	
	Licence to store explosives <=0m separation - 3 year	£173	£173	£173	0%	
	Licence to store explosives <=0m separation - 4 year	£206	£206	£206	0%	
	Licence to store explosives <=0m separation - 5 year	£238	£238	£238	0%	
	Renewal of Licence to store explosives <=0m separation - 1 year	£54	£54	£54	0%	
	Renewal of Licence to store explosives <=0m separation - 2 year	£86	£86	£86	0%	
	Renewal of Licence to store explosives <=0m separation - 3 year	£120	£120	£120	0%	
	Renewal of Licence to store explosives <=0m separation - 4 year	£152	£152	£152	0%	
	Renewal of Licence to store explosives <=0m separation - 5 year	£185	£185	£185	0%	
	Registration for up to 5 years	£105.00	£105.00	£105.00	0%	
	Registration Renewal for up to 5 years	£52.00	£52.00	£52.00	0%	
	Any other kind of variation	reasonable cost	reasonable cost	reasonable cost	na	
	Licence Variation: Amending name of licensee or address of site	£36	£36	£36	0%	
	Licence Variation: Transfer of licence or registration	£36	£36	£36	0%	
	Licence Variation: Replacement of Licence or registration if lost	£36	£36	£36	0%	
	MISCELLANEOUS	Sexual Entertainment Venue/Sex Establishment	£1,029.70	£1,061	£1,104	
Street Trading Consents		£405.5	£418	£435	4%	
Skin Piercing		£142.50	£213.50	£222.00	4%	
Ear Piercing - duplicate for above really no need for separate entry		£142.50	£213.50	£222.00	4%	
Scrap Metal Site - New		£270	£270	£270	0%	
Scrap Metal Site - Renewal		£270	£270	£270	0%	
Scrap Metal Site - Variation		£102	£102	£102	0%	
Scrap Metal Collector - New		£270	£270	£270	0%	
Scrap Metal Collector - Renewal		£270	£270	£270	0%	
Scrap Metal Collector - Variation		£102	£102	£102	0%	
New Mobile Home Site		£776.00 plus £6/pitch	£776.00 plus £6/pitch	£776.00 plus £6/pitch	0%	
Variation of up to 2 licence conditions		£50	£50	£50	0%	
Depositing site rules		£48.32	£48	£48	0%	
Replacement licence	£17.36	£17	£17	0%		
Significant amendments	£135.26	£135	£135	0%		
Environmental Search Enquiry	£69.3	£71	£74	4%		

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Sampling Fees	Risk Assessment for single dwelling supplies (by req. only)	£100.00 plus VAT	£105.00	£220.00	110%	statute
	New risk assessment	£200.00	£210.00	£220.00	5%	
	Revised risk assessment	£125.00	£130.00	£135.00	4%	
	Sampling of single supplies (by req. only)	£100.00 plus cost of analysis, PLUS vat	£100.00	£100.00	0%	statute
	Sampling of statutory supplies (each visit)	£100.00 plus cost of analysis	£100.00	£100.00	0%	statute
	Investigation (each supply)	£100.00	£105.00	£110.00	5%	
	Granting an authorisation for temporary exemption from certain limits on impurities	£100.00	£100.00	£100.00	0%	statute
	Small shared domestic property only	£100 plus cost of analysis	£100 plus cost of analysis	£100.00	0%	statute

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Category	ITEM/SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	
Measuring Instruments Directive	Automatic discontinuous totalisers, automatic rail weighbridges, automatic catchweighers, automatic gravimetric filling instruments and beltweighers. Cold water meters	£82.67 per hour	£85.56 per hour	£87.61	2.4%	
	Measuring instruments for liquid fuel and lubricants	10% surcharge	10% surcharge	10% surcharge	0%	
	Measuring instruments for liquid fuel delivered from road	10% surcharge	10% surcharge	10% surcharge	0%	
	Capacity serving measures	25% surcharge	25% surcharge	25% surcharge	0%	
	Material measures of length	25% surcharge	25% surcharge	25% surcharge	0%	
Special Weighing & Measuring Equipment (per hour)	Automatic or totalising weighing machines	£82.67	£85.56	£87.61	2.4%	
	Equipment designed to weigh loads in motion	£82.67	£85.56	£87.61	2.4%	
	Bulk fuel measuring equipment tested following a Regulation 65 or 66 occurrence under the 1983 Regulations or Regulation 23 or 24 occurrence under the 1988 Regulations	£82.67	£85.56	£87.61	2.4%	
	Weighing or measuring equipment tested by means of statistical sampling	£82.67	£85.56	£87.61	2.4%	
	The establishment of calibration curves from templates	£82.67	£85.56	£87.61	2.4%	
	Templates graduated in millilitres	£82.67	£85.56	£87.61	2.4%	
	Testing or other services in pursuance of a Community obligation other than EC initial or partial verification	£82.67	£85.56	£87.61	2.4%	
Weights (per hour)	Full hourly rate for the first hour, thereafter £42.55 ph	£82.67 ph (Discount £43.40)	85.56 (N.B. Discount)	£87.61 (Discount)	2.4%	
Measures (ea)	Linear measures not exceeding 3m, for each scale	£10.29	£10.65	£10.91	2.4%	
	Capacity measures, without divisions, not exceeding 1 litre	£7.70	£7.97	£8.16	2.4%	
	Cubic ballast measures (other than brim measures)	£182.02	£188.39	£192.91	2.4%	

	Liquid capacity measures for making up and checking average quantity packages	£28.77	£29.78	£30.49	2.4%	
Templates (ea)	Per scale - first item	£53.03	£54.89	£56.20	2.4%	
	Second and subsequent items	£18.93	£19.59	£20.06	2.4%	
Weighing Instruments - Non NAWI	Not exceeding 1 tonne (ea)	£65.34	£67.63	£69.25	2.4%	
	Exceeding 1 tonne to 10 tonne (ea)	£105.85	£109.55	£112.18	2.4%	
	Exceeding 10 tonnes (ea)	£221.05	£228.79	£234.28	2.4%	
	Certification of Weighbridge Operators (ph)	£82.67 (No VAT Min charge of half an hour)	£85.56	£87.61	2.4%	
Weighing Instruments - NAWI	Not exceeding 1 tonne (ea)	£108.75	£112.56	£115.26	2.4%	
	Exceeding 1 tonne to 10 tonne (ea)	£168.32	£174.21	£178.39	2.4%	
	Exceeding 10 tonnes (ea)	£368.46	£381.36	£390.51	2.4%	
	When testing instruments incorporating remote display or printing facilities, and where completion of the test requires a second person or a second series of tests by the same person, an additional fee may be charged.	50% surcharge	50% surcharge	50% surcharge	0%	
Measuring Instruments for Intoxicating Liquor: (ea)	Not exceeding 150ml	£17.92	£18.55	£19.00	2.4%	
	Other	£20.72	£21.45	£21.96	2.4%	
Measuring Instruments for Liquid Fuel and Lubricants:	Container type (not subdivided) (ea)	£75.12	£77.75	£79.62	2.4%	
	First nozzle tested, per site (ea)	£122.54	£126.83	£129.87	2.4%	

Single/multi-outlets (nozzles)	Each additional nozzle tested (ea)	£75.28	£77.91	£79.78	2.4%	
	Testing of peripheral electronic equipment on a separate visit (per site) (ph)	£82.67	£85.56	£87.61	2.4%	
	Testing of credit card acceptor (per unit, regardless of no. of slots/nozzles/pumps) (ph)	£82.67	£85.56	£87.61	2.4%	
Road Tanker Fuel Measuring Equipment (Above 100 Litres):	Meter measuring systems: Wet hose with two testing liquids (ea)	£263.01	£272.22	£278.75	2.4%	
	Meter measuring systems: Wet hose with three testing liquids	£306.85	£317.59	£325.21	2.4%	
	Meter measuring systems: Dry hose with two testing liquids (ea)	£292.20	£302.43	£309.69	2.4%	
	Meter measuring systems: Dry hose with three testing liquids	£336.21	£347.98	£356.33	2.4%	
	Meter measuring systems: Wet/dry hose with two testing liquids (ea)	£409.11	£423.43	£433.59	2.4%	
	Meter measuring systems: Wet/dry hose with three testing liquids (ea)	£437.35	£452.66	£463.52	2.4%	
	Dipstick measuring systems: Up to 7,600 litres (for calibration of each compartment and production of chart) (ea)	£178.96	£185.22	£0	-100.0%	Bulk tankers no longer have dipsticks - due to working at height regulations and bottom loading.
	Dipstick measuring systems: Over 7,600 litres (basic fee plus additional charge) (ph)	£82.67	£85.56	£0	-100.0%	
	Initial dipstick (ea)	£20.71	£21.43	£0	-100.0%	
	Spare dipstick (ea)	£20.71	£21.43	£0	-100.0%	
Replacement dipstick (including examination of compartment)	£45.47	£47.06	£0	-100.0%		
Certificate of Errors: For supplying a certificate containing results of errors found on testing (certificate supplied upon request of the submitter; fee applies when no other fee is	£53.30	£55.17	£56.49	2.4%		

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CATEGORY	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
FOOD HYGIENE	Request for re-rating	£160.00	£160.00	£180.00	13%	Nationally set
	Food advisory service	£150.00	£150.00	£150.00	0%	Fee for 2 hours plus £40 plus vat per hour for any further hours based on actual costs.
	Food export health certificates	£83.20	£85.70	£90.00	5%	
	Voluntary surrender of foods	£83.20	£85.70	£90.00	5%	Fee for first hour, plus £40.00 per additional hours and actual costs of food disposal.
	Food hygiene training	£55.00	£55.00	£55.00	0%	
	Factual Statement HSW Act	£140.80	£145.02	£151.00	4%	
	Primary Authority Arrangements for food hygiene				n/a	fee will be based on actual cost
HEALTH AND SAFETY	Safety Certificate for Sports Ground		£516.73	£538.00	4%	

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Licensed Premises/Club Application/Variation	Band A (non-domestic rateable value £0 - £4,300)	£100.00	£100.00	£100.00	0%	same as other years as set by statute (last revision 2003)
	Band B (non-domestic rateable value £4,301 - £33,000)	£190.00	£190.00	£190.00	0%	
	Band C (non-domestic rateable value £33,001 - £87,000)	£315.00	£315.00	£315.00	0%	
	Band D (non-domestic rateable value £87,001 - £125,000)	£450.00	£450.00	£450.00	0%	
	Band E (non-domestic rateable value £125,001+)	£635.00	£635.00	£635.00	0%	
Licensed Premises/Club Annual Fee	Band A (non-domestic rateable value £0 - £4,300)	£70.00	£70.00	£70.00	0%	
	Band B (non-domestic rateable value £4,301 - £33,000)	£180.00	£180.00	£180.00	0%	
	Band C (non-domestic rateable value £33,001 - £87,000)	£295.00	£295.00	£295.00	0%	
	Band D (non-domestic rateable value £87,001 - £125,000)	£320.00	£320.00	£320.00	0%	
	Band E (non-domestic rateable value £125,000+)	£350.00	£350.00	£350.00	0%	
Miscellaneous	Copy of Premises Licence	£10.50	£10.50	£10.50	0%	
	Premises Provisional Statement	£315.00	£315.00	£315.00	0%	
	Premises Change of name	£10.50	£10.50	£10.50	0%	
	Premises Change DPS	£23.00	£23.00	£23.00	0%	
	Premises Transfer	£23.00	£23.00	£23.00	0%	
	Premises Interim Notice	£23.00	£23.00	£23.00	0%	
	Club Change of Name or Rules	£10.50	£10.50	£10.50	0%	
	Club Change of Registered Address	£10.50	£10.50	£10.50	0%	
	Minor Variation	£89.00	£89.00	£89.00	0%	
	Disapply DPS on Community Premises	£23.00	£23.00	£23.00	0%	
	Temporary Event Notice	£21.00	£21.00	£21.00	0%	
	TEN Copy Notice	£10.50	£10.50	£10.50	0%	
	Personal Licence	£37.00	£37.00	£37.00	0%	
	Personal Licence Copy	£10.50	£10.50	£10.50	0%	
	Personal Change Name/address	£10.50	£10.50	£10.50	0%	
Premises Freeholder Interest	£21.00	£21.00	£21.00	0%		

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Category	Quantity	Service	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Table A - New Dwellings Number of Units (Full Plans Vetting Charge): *	1		£191.49	£197.23	£197.23	0%	
	2		£256.25	£263.94	£263.94	0%	
	3		£337.50	£347.63	£347.63	0%	
	4		£418.75	£431.31	£431.31	0%	
	5		£506.25	£521.44	£521.44	0%	
	6		£593.75	£611.56	£611.56	0%	
	7		£618.75	£637.31	£637.31	0%	
	8		£643.75	£663.06	£663.06	0%	
	9		£668.75	£688.81	£688.81	0%	
	10		£675.00	£695.25	£695.25	0%	
11 - 30		Quote	Quote	Quote	N/A		
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Table A - New Dwellings Number of Units (Full Plans Inspection Charge): *	1		£294.15	£302.97	£302.97	0%	
	2		£438.13	£451.27	£451.27	0%	
	3		£631.88	£650.84	£650.84	0%	
	4		£832.50	£857.48	£857.48	0%	
	5		£1,026.88	£1,057.69	£1,057.69	0%	
	6		£1,138.75	£1,172.91	£1,172.91	0%	
	7		£1,361.25	£1,402.09	£1,402.09	0%	
	8		£1,583.75	£1,631.26	£1,631.26	0%	
	9		£1,806.25	£1,860.44	£1,860.44	0%	
	10		£2,047.50	£2,108.93	£2,108.93	0%	
11 - 30		Quote	Quote	Quote	n/a		
Table A - New Dwellings	1		£485.64	£500.21	£500.21	0%	
	2		£694.38	£715.21	£715.21	0%	
	3		£969.38	£998.46	£998.46	0%	
	4		£1,251.25	£1,288.79	£1,288.79	0%	

Number of Units (Building Notice Charge):

5		£1,533.13	£1,579.12	£1,579.12	0%
6		£1,732.50	£1,784.48	£1,784.48	0%
7		£1,980.00	£2,039.40	£2,039.40	0%
8		£2,227.50	£2,294.33	£2,294.33	0%
9		£2,475.00	£2,549.25	£2,549.25	0%
10		£2,722.50	£2,804.18	£2,804.18	0%
11 - 30		Quote	Quote	Quote	n/a

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Table B - Amount of Full Plans Vetting Charge

Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and	£127.66	£131.49	£131.49	0%	
	Single Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 10m2, including means of	£127.66	£131.49	£131.49	0%
		Any extension of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in	£127.66	£131.49	£131.49	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed	£127.66	£131.49	£131.49	0%
	Two Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 40m2, including means of access and work in connection with that	£127.66	£131.49	£131.49	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension	£127.66	£131.49	£131.49	0%
	Loft Conversions	Loft conversion floor area not exceeding 40m2	£127.66	£131.49	£131.49	0%
		Loft conversion floor area exceeding 40m2 but does not exceed 60m2	£127.66	£131.49	£131.49	0%
		Conversion of a single domestic garage in to a	£192.34	£198.11	£198.11	0%
		Replacement of windows in a dwelling (up to 20	£55.32	£56.98	£56.98	0%
		Installation or replacement of domestic sewage treatment system	£153.19	£157.79	£157.79	0%
		Upgrading thermal elements (as defined in	£55.32	£56.98	£56.98	0%

Other Works	Installation of heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump etc) inc associated flue arrangement. (Where the installer Uis notU a member of a	£153.19	£157.79	£157.79	0%
	Replacement of an existing heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump etc) (Where the installer Uis notU a member of a 'Competent	£55.32	£56.98	£56.98	0%
	Installation of a solar hot water system (Where the installer Uis notU a member of a 'Competent	£153.19	£157.79	£157.79	0%
	Electrical Installations a.Where the installer Uis not Ua member of a 'Competent Persons Scheme'	£170.21	£175.32	£175.32	0%

Page 153 Table B - Amount of Full Plans Inspection Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and	£124.51	£128.25	£128.25	0%
	Single Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 10m2, including means of access and work in connection with that	£124.51	£128.25	£128.25	0%
		Any extension of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2,including means of access and work in	£238.72	£245.88	£245.88	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in	£331.50	£341.45	£341.45	0%
	Two Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 40m2,including means of access and work in connection with that	£274.92	£283.17	£283.17	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in	£367.70	£378.73	£378.73	0%
		Loft conversion floor area not exceeding 40m2	£238.72	£245.88	£245.88	0%

**Table B -
Amount of
Building Notice
Charge**

	Loft Conversions	Loft conversion floor area exceeding 40m2 but does not exceed 60m2	£331.50	£341.45	£341.45	0%
	Garages	Erection or extension of a detached building	£277.39	£285.71	£285.71	0%
	Single Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 10m2, including means of access and work in connection with that	£277.39	£285.71	£285.71	0%
		Any extension of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in	£403.02	£415.11	£415.11	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in	£505.08	£520.23	£520.23	0%
	Two Storey Extensions	Any extension of a dwelling the total floor area of which does not exceed 40m2, including means of access and work in connection with that	£442.84	£456.13	£456.13	0%
		Any extension of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in	£544.90	£561.25	£561.25	0%
	Loft Conversions	Loft conversion floor area not exceeding 40m2	£403.02	£415.11	£415.11	0%
		Loft conversion floor area exceeding 40m2 but does not exceed 60m2	£505.08	£520.23	£520.23	0%
	Other Works	Conversion of a single domestic garage in to a	£211.57	£217.92	£217.92	0%
		Replacement of windows in a dwelling (up to 20	£60.85	£62.68	£62.68	0%
		Installation or replacement of domestic sewage treatment system	£168.51	£173.57	£173.57	0%
		Upgrading thermal elements (as defined in	£55.32	£56.98	£56.98	0%
		Installation of heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump etc) inc associated flue arrangement. (Where the installer Uis notU a member of a	£168.51	£173.57	£173.57	0%

Replacement of an existing heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump etc) (Where the installer is not a member of a 'Competent Persons Scheme')	£55.32	£56.98	£56.98	0%
Installation of a solar hot water system (Where the installer is not a member of a 'Competent Persons Scheme')	£168.51	£173.57	£173.57	0%
Electrical Installations a. Where the installer is not a member of a 'Competent Persons Scheme'	£187.23	£192.85	£192.85	0%

£0 - £2,000	£110.00	£113.30	£113.30	0%
£2,001 - £5,000	£181.50	£186.95	£186.95	0%
£5,001 - £10,000	£61.22	£63.06	£63.06	0%
£10,001 - £15,000	£74.34	£76.57	£76.57	0%
£15,001 - £20,000	£87.45	£90.07	£90.07	0%
£20,001 - £25,000	£99.11	£102.08	£102.08	0%
£25,001 - £30,000	£110.77	£114.09	£114.09	0%
£30,001 - £35,000	£122.43	£126.10	£126.10	0%
£35,001 - £40,000	£134.09	£138.11	£138.11	0%
£40,001 - £45,000	£148.02	£152.46	£152.46	0%
£45,001 - £50,000	£157.10	£161.81	£161.81	0%
£50,001 - £55,000	£168.10	£173.14	£173.14	0%
£55,001 - £60,000	£179.10	£184.47	£184.47	0%
£60,001 - £65,000	£190.10	£195.80	£195.80	0%
£65,001 - £70,000	£201.10	£207.13	£207.13	0%
£70,001 - £75,000	£212.10	£218.46	£218.46	0%
£75,001 - £80,000	£223.10	£229.79	£229.79	0%
£80,001 - £90,000	£234.10	£241.12	£241.12	0%
£90,001 -	£245.10	£252.45	£252.45	0%

£5,001 - £10,000	£157.50	£162.23	£162.23	0%
£10,001 - £15,000	£191.25	£196.99	£196.99	0%
£15,001 - £20,000	£225.00	£231.75	£231.75	0%

Table C - Cost of Works - Amount of Full Plans Inspection Charge

£20,001 - £25,000	£255.00	£262.65	£262.65	0%
£25,001 - £30,000	£285.00	£293.55	£293.55	0%
£30,001 - £35,000	£315.00	£324.45	£324.45	0%
£35,001 - £40,000	£345.00	£355.35	£355.35	0%
£40,001 - £45,000	£375.00	£386.25	£386.25	0%
£45,001 - £50,000	£405.00	£417.15	£417.15	0%
£50,001 - £55,000	£435.00	£448.05	£448.05	0%
£55,001 - £60,000	£465.00	£478.95	£478.95	0%
£60,001 - £65,000	£495.00	£509.85	£509.85	0%
£65,001 - £70,000	£525.00	£540.75	£540.75	0%
£70,001 - £75,000	£555.00	£571.65	£571.65	0%
£75,001 - £80,000	£585.00	£602.55	£602.55	0%
£80,001 - £90,000	£625.00	£643.75	£643.75	0%
£90,001 -	£655.00	£674.65	£674.65	0%

no increase to fees so that the Service remains competitive within the current market

Table C - Cost of Works - Amount of Building Notice Charge

£0 - £2,000	£121.00	£124.63	£124.63	0%
£2,001 - £5,000	£199.65	£205.64	£205.64	0%
£5,001 - £10,000	£240.59	£247.81	£247.81	0%
£10,001 - £15,000	£292.15	£300.91	£300.91	0%
£15,001 - £20,000	£343.70	£354.01	£354.01	0%
£20,001 - £25,000	£389.52	£401.21	£401.21	0%
£25,001 - £30,000	£435.35	£448.41	£448.41	0%
£30,001 - £35,000	£481.17	£495.61	£495.61	0%
£35,001 - £40,000	£527.00	£542.81	£542.81	0%
£40,001 - £45,000	£575.32	£592.58	£592.58	0%
£45,001 - £50,000	£618.31	£636.86	£636.86	0%
£50,001 - £55,000	£663.41	£683.31	£683.31	0%
£55,001 - £60,000	£708.51	£729.77	£729.77	0%
£60,001 - £65,000	£753.61	£776.22	£776.22	0%
£65,001 - £70,000	£798.71	£822.67	£822.67	0%
£70,001 - £75,000	£843.81	£869.12	£869.12	0%
£75,001 - £80,000	£888.91	£915.58	£915.58	0%
£80,001 - £90,000	£945.01	£973.36	£973.36	0%

£90,001 -	£990.11	£1,019.81	£1,019.81	0%
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Table D -Other Residential (Institution and Other) Full Plans Vetting Charge

Floor area not exceeding 10m2	£127.66	£131.49	£131.49	0%
Floor area exceeding 10m2 but not exceeding	£170.21	£175.32	£175.32	0%
Floor area exceeding 40m2 but not exceeding	£212.77	£219.15	£219.15	0%
Floor area exceeding 100m2 but not exceeding	£212.77	£219.15	£219.15	0%

Table D -Other Residential (Institution and Other) Full Plans Inspection Charge

Floor area not exceeding 10m2	£348.94	£359.41	£359.41	0%
Floor area exceeding 10m2 but not exceeding	£510.64	£525.96	£525.96	0%
Floor area exceeding 40m2 but not exceeding	£765.96	£788.94	£788.94	0%
Floor area exceeding 100m2 but not exceeding	£936.17	£964.26	£964.26	0%

Table D - Assembly and

Floor area not exceeding 10m2	£102.13	£105.19	£105.19	0%
Floor area exceeding 10m2 but not exceeding	£136.17	£140.26	£140.26	0%

Recreation Full Plans Vetting Charge	Floor area exceeding 40m2 but not exceeding	£170.22	£175.33	£175.33	0%
	Floor area exceeding 100m2 but not exceeding	£170.22	£175.33	£175.33	0%

Table D - Assembly and Recreation Full Plans Inspection Charge	Floor area not exceeding 10m2	£279.15	£287.52	£287.52	0%
	Floor area exceeding 10m2 but not exceeding	£408.51	£420.77	£420.77	0%
	Floor area exceeding 40m2 but not exceeding	£612.77	£631.15	£631.15	0%
	Floor area exceeding 100m2 but not exceeding	£748.94	£771.41	£771.41	0%

Table D - Industrial and Storage Full Plans Vetting Charge	Floor area not exceeding 10m2	£63.83	£65.74	£65.74	0%
	Floor area exceeding 10m2 but not exceeding	£85.11	£87.66	£87.66	0%
	Floor area exceeding 40m2 but not exceeding	£106.39	£109.58	£109.58	0%
	Floor area exceeding 100m2 but not exceeding	£106.39	£109.58	£109.58	0%

Floor area not exceeding 10m2		£174.47	£179.70	£179.70	0%
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Table D - Industrial and Storage Full Plans Inspection Charge	Floor area exceeding 10m2 but not exceeding		£255.32	£262.98	£262.98	0%
	Floor area exceeding 40m2 but not exceeding		£382.98	£394.47	£394.47	0%
	Floor area exceeding 100m2 but not exceeding		£468.09	£482.13	£482.13	0%

Table D - All Other Use Classes Full Plans Vetting Charge 159	Floor area not exceeding 10m2		£76.60	£78.90	£78.90	0%
	Floor area exceeding 10m2 but not exceeding		£102.13	£105.19	£105.19	0%
	Floor area exceeding 40m2 but not exceeding		£127.66	£131.49	£131.49	0%
	Floor area exceeding 100m2 but not exceeding		£127.66	£131.49	£131.49	0%

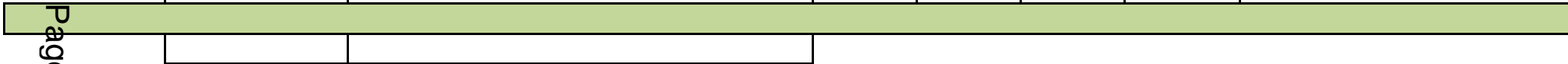
Table D - All Other Use Classes Full Plans Vetting Charge	Floor area not exceeding 10m2		£209.36	£215.64	£215.64	0%
	Floor area exceeding 10m2 but not exceeding		£306.38	£315.57	£315.57	0%
	Floor area exceeding 40m2 but not exceeding		£459.58	£473.37	£473.37	0%
	Floor area exceeding 100m2 but not exceeding		£561.70	£578.55	£578.55	0%

Table E - Other Services

E1 Code for Sustainable Homes – Pre-assessment		£157.50	£162.23	£162.23	0%
E1a Code for Sustainable Homes – Registration Fee (Single dwelling)		£152.25	£156.82	£156.82	0%
E2 Code for Sustainable Homes – Design Stage Assessment (two		£1,260.00	£1,297.80	£1,297.80	0%
E2a Code for Sustainable Homes – Additional Optional Services (per calculation)		£42.00	£43.26	£43.26	0%
E3 Code for Sustainable Homes – Post		£262.50	£270.38	£270.38	0%
E4 Code for Sustainable Homes – Additional visits		£420.00	£432.60	£432.60	0%
E5 SAP Rating – On construction (New Build)		£131.25	£135.19	£135.19	0%
E6 EPC Rating - Existing Dwelling		£105.00	£108.15	£108.15	0%
E7 Copy of Decision Notices / Completion Certificates with		£21.87	£22.53	£22.53	0%

E8 Copy of Decision Notices / Completion Certificates		£30.63	£31.55	£31.55	0%
E9 Letter Confirming L10 Pre-Application Advice		£30.63	£31.55	£31.55	0%
		£61.25	£63.08	£63.08	0%

Potential Service Charges to be Introduced/Charges levied but not yet published	Demolition Notices		£78.75	£81.11	£81.11	0%
	CON 29 Searches - on basis of time as well as		tbc	tbc	tbc	n/a
	Street signs		tbc	tbc	tbc	n/a
	Fire Risk		POA	POA	POA	n/a
	Fire Door		POA	POA	POA	n/a



NOTES:

Our statutory fees are subject to legislation which means we are unable to make a profit to subsidise non statutory work, we have done an exercise to ensure our charges are fair. This comprises Tables A, B, C and D only.

Application types can be either Full Plans, Building Notices or Regulariations.

The charge for regularisation is 140% of the Building Notice Charge, I have not added these to this list, VAT is not applicable on a regularisation application.

All fees are based on Tables A, B, C, D and E.

Table A - more than 30 units we provide a bespoke quotation

Table C - schemes of more than £100,000 we provide bespoke quotation

Table D - Commercial schemes can only be submitted via Full Plans application type

Table E - These charges are for discretionary and non statutory works.

Sue Bolter asked us all to review our fees back in December 2013, with a view to bringing in charges April 2014

KEYS: * - Full Plans Fees are split into two stages Full Plans Vetting charge submitted with application and Full Plans Inspection charge submitted when works commence on site, both have to be added together for total fee.

Please note we are also looking at all of our processes at the moment and may identify further opportunities for charges.

Please Note

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Planning Fees

The latest planning permission fees can be obtained by clicking on the following link:-

<https://en.powys.gov.uk/article/6040/Planning-permission-fees>

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Excavation	Burial - Adults: Single Depth	£621.90	£684.09	£820.91	20%
	Burial - Adults: Double Depth	£783.90	£862.29	£1,034.75	20%
	Burial - Children: Stillborn to under 12 years	£188.81	£207.69	£0	-100%
	Burial - Children: Children over 1 month and under 12 years	£367.52	£404.27	£0	-100%
	Cremated Remains: All burials	£196.81	£216.49	£260	20%
Monument Registrations	Right to erect a headstone & first inscription	£179.42	£197.36	£236.83	20%
	Right to erect a kerbstone	£179.42	£197.36	£236.83	20%
	Subsequent inscriptions	£45.52	£50.07	£60.08	20%
Purchase of Exclusive Right of Burial (ERB)	Adults & Children 12 and over	£716.08	£787.69	£945.23	20%
	Children - under 12 years	£358.81	£394.69	£0	-100%
	Stillborn/under 1 month	£179.42	£197.36	£0	-100%
	Cremation Space	£354.80	£390.28	£468.34	20%
Registration of Burial	Adults & Children 12 and over	£223.15	£245.47	£294.56	20%
	Stillborn and Children under 12 years	£0.00	£0.00	£0	0%
Miscellaneous	Scattering of Ashes	£223.15	£245.47	£294.56	20%
	Home burial visit		£100.00	£120.00	20%
	Genealogy Research Requests*	£53.16	£58.48	£70.18	20%
	Saturday cremations (additional cost)	£200	£220.00	£264	20%
	Saturday burials (additional cost)	£400	£440.00	£528	20%
	<i>N.B: ALL CHARGES RELATING TO BURIALS SHALL BE DOUBLED IN RESPECT OF PERSONS RESIDING OUTSIDE POWYS</i>				
	<i>All fees are exclusive of VAT. * = VAT is applicable</i>				

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CATEGORY	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Council Tax	Summons (subject to Court approval)	£50.00	£50.00	£50.00	0%	as per Legislation maximum costs that can be charged in Wales is £70.00 (any combination).
	Liability Order	£20.00	£20.00	£20.00	0%	
	<i>Council tax Premium- second homes</i>	n/a	n/a	n/a	n/a	Housing (Wales) Act enables a 100% premium to be charged on second homes. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 . Exceptions to premium apply.
	Council tax Premium -Long Term empties	n/a	n/a	n/a	n/a	Housing (Wales) Act enables a 100% premium be charged on Long-term empty properties. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 . Exceptions to premium apply
NNDR	Summons (subject to Court approval)	£50.00	£50.00	£50.00	0%	
	Liability Order	£20.00	£20.00	£20.00	0%	

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Primary School	Meal	£2.25	£2.30	£2.50	9%	increases proposed to School meals from September 2019
	Free Meal	£2.30	£2.30	£2.50	9%	
High School	Meal of the day	£2.35	£2.40	£2.60	8%	
	Free Meal	£2.40	£2.40	£2.60	8%	
Adults	Meal Tickets	£4.50	£4.50	£4.50	0%	
	Meals	£4.50	£4.50	£4.50	0%	
Other	Clifford Meals	£2.40	£3.40	£3.40	0%	

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
External Sites	Cleaner	£11.18	£11.18	£13.18	18%
	Cleaner in Charge	£11.33	£11.33	£13.36	18%
	Caretaker	N/A	£12.70	£12.92	2%
Schools	Cleaner	£11.41	£11.41	£13.45	18%
	Cleaning Caretaker	£12.45	£12.70	£12.92	2%
Internal Sites	Cleaner	£10.42	£10.52	£12.40	18%
	Cleaner in Charge	£10.42	£10.52	£12.40	18%
	Cleaner Supervisor		£11.39	£13.47	18%
	Caretaker / Handyman	£12.82	£12.90	£12.92	0%
	Caretaker	£14.13	£14.13	£14.13	0%
Other sites	Fire Stations small Not including materials	11.18	11.18	13.18	18%

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SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Fines – books	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children's items.	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children's items.	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children's items.	0%	<i>Increased by 50% 15/16</i>
Fines – other	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children's items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children's items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.01	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children's items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	0%	<i>Increased by 50% 15/16</i>

Reservations	Books in stock or on order: no charge Not in stock book or periodical: £6.00 Music and play sets: from £20.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £6.00 Overdue inter-library loan items: £6.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	0%	<i>Increased by 50% and 67% in 17/18</i>
DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	0%	<i>Boxed sets charge introduced 16/17. Feature films increased 25% 15/16.</i>
Talking Books	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	0%	<i>Increased 50% 16/17</i>
Replacement tickets	Adult / children: £1.00	Adult / children: £2	Adult / children: £2	0%	<i>Increased 100% 18/19</i>

Sales of withdrawn stock	Adult fiction: from 40p Non-fiction: from 60p Junior: from 20p Audio: from 50p DVDs: from £2.50	Adult fiction: from 50p Non-fiction: from 75p Junior: from 20p Audio: from 50p DVDs: from £2.51	Adult fiction: from 50p Non-fiction: from 75p Junior: from 20p Audio: from 50p DVDs: from £2.51	0%	<i>Increased 25% 18/19</i>
Photocopies	A4, 15p per sheet; A3,30p per sheet	A4, 15p per sheet; A3,30p per sheet	A4, 20p per side A3, 40p per side	25% and 33%	<i>It is believed that this is one area where the market should sustain an increased price without detrimentally</i>
Paper	A4 10p per sheet	A4 10p per sheet	A4 10p per sheet	0%	
Printouts	A4: 15p black & white, 35p colour A3 20p B&W, 50p Colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Digital copies and printouts undertaken by staff: £1.00 each	A4: 15p black & white, 40p colour A3 20p B&W, 50p Colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Digital copies and printouts undertaken by staff: £1.00 each	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	25% on A4 black and white	<i>A4 increased to match charge for copies, as uses the same machine. A3 deleted as no A3 printer/copiers in libraries.</i>
Damaged & lost items	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	0%	<i>Variable pricing already in place</i>

Use of Computers	Free bookable sessions	Free bookable sessions	Free bookable sessions	n/a	WG requirement under the Welsh Public Library Standards to provide free computer use
Sale of memory sticks	8gb memory stick £5	8gb memory stick £6	8gb memory stick £6	0%	Increased 20% 18/19
Room hire	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	0%	3 hour session charge out of hours

Exhibitions	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	0%	Charge removed in 2017/18 for non-selling exhibitions
Fax	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	0%	<i>Very limited use now - under review</i>
Laminating (where available)	A4 size: £1.50 A3 size: £2.00	A4 size: £1.50 A3 size: £2.01	A4 size: £1.50 A3 size: £2.00	0%	<i>Very limited use now - under</i>
Local studies research	£15 per half hour	£15 per half hour	£20 per half hour	33%	<i>Increase in line with Archives Service</i>
Business desks (where available)	£5 per session	£5 per session	£0	-100%	<i>Trial showed no take up. Exploring formal offer to businesses with Economy/Regen</i>

CATEGORY	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
COPY CHARGES	Photocopy: Single A4/ BW	£0.25	£0.25	£0.25	0%
	Photocopy: A4 colour	£0.50	£0.50	£0.50	0%
	Photocopy - laminated	£1.00	£1.00	£1.00	0%
	Photocopy: A3 B/W	£0.50	£0.50	£0.50	0%
	Photocopy: A3 colour	£1.00	£1.00	£1.00	0%
	Scanned photos – personal / commercial / publishing	Quote available depending on number of images	Quote available depending on number of images	Quote available depending on number of images	n/a
ROOM HIRE	Half day incl. tea & coffee	£30.00	£30.00	£30.00	0%
	Full day incl. tea & coffee	£60.00	£60.00	£60.00	0%
VENUE HIRE	Filming etc. per day	Negotiable – depending on requirements	Negotiable – depending on requirements	Negotiable – depending on requirements	n/a
SALES	Exhibition art work sales, commission, pictures / books / cards	33% of wall price	33% of wall price	33% of wall price	0%
	SLA - school annual agreement	N/A	N/A	N/A	0%
	Visit to Museum by an educational organisation (with Education & Access Officer)	£45.00	£45.00	£50.00	11%
	Visit to school or other educational institution (with Education & Access Officer)	£65.00 (Discount of £10.00 for 2 or more bookings made within the same financial year)	£65.00 (Discount of £10.00 for 2 or more bookings made within the same financial year)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	8%

EDUCATION CHARGES	Visit to Museum / Outreach visit by Education & Access Officer to Special schools / Adults with disabilities	£25.00	£25.00	£30.00	20%
	Visit to Museum / Outreach visit by Education & Access Officer to Adult groups	£50.00	£50.00	£55.00	10%
	Craft activities / holiday activities – per child / adult	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	0%
	Visit to retirement / nursing home	£25.00	£25.00	£25.00	0%
	3rd Age / Adult Learning visits	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	0%
Education Charges (Rad and Mont)	Visit to Museum by an educational organisation	Free	Free	Free	n/a
	Use of handling collection at museum	£20 per Topic	£20 per Topic	£25 per Topic	25%
	Use of of Victorian/WW2 school room - (Mont	£20	£20	£25	25%
	Rental of handling collection	£35 per Topic	£35 per Topic	£40 per Topic	14%
	Transport of above (delivery/return)	£0.45 per mile	£0.45 per mile	£0.45 per mile	0%
	Crafts	£2 per child	£2 per child	£2 per child	0%

CATEGORY	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Photocopies	A4 per sheet	£0.50	£0.50	£0.50	0%
	A3 per sheet	£1.00	£1.00	£1.00	0%
	Micro film / fiche printout	£1.00	£1.00	£1.00	0%
	Postal requests (cost of copies, plus postage)	£3.00	£3.00	£3.00	0%
Digital Images	Images digitised from the original document, on CD, per image	charged as per staff time	charged as per staff time	charged as per staff time	n/a
	Images digitised from the original document, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	n/a
	Images of existing digital images, on CD, per image	charged as per staff time	charged as per staff time	charged as per staff time	n/a
	Images of existing digital images, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	n/a
Research Service	Half an hour quick "look-up" (parish registers and census only)	£15.00	£15.00	£20.00	33%
	One hour research	£30.00	£30.00	£40.00	33%
	Two hours research	£60.00	£60.00	£80.00	33%

Photography Permit	Annual permit to take digital photographs of archive documents (for private research only)	Daily permit £7; weekly permit £20; annual permit £50	Daily permit £7; weekly permit £20; annual permit £50	Daily permit £9; weekly permit £20; annual permit £50	Daily permit 29%
Family and Local History Internet Sessions	One-to-one sessions on family or local history sources on the Internet, one hour	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	0%

Powys Leisure Centres - for latest activity prices please click on the link below

Brecon Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=1975§ionTitle=brecon+leisure+centre>

Bro Ddyfi Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2014§ionTitle=bro+ddyfi+leisure+centre>

Builth Sports Centre and swimming pool

<https://www.freedom-leisure.co.uk/centres/builth-wells-sports-centre-and-swimming-pool/>

Caereinion Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2028§ionTitle=caereinion+leisure+centre>

East Radnor Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2029§ionTitle=east+radnor+leisure+centre>

Knighton Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2030§ionTitle=knighton+sports+centre>

Llandrindod Wells Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2031§ionTitle=llandrindod+wells+sports+centre>

Llanfyllin Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2032§ionTitle=llanfyllin+sports+centre>

Llanidloes Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2033§ionTitle=llanidloes+sports+centre>

Maldwyn Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2034§ionTitle=maldwyn+leisure+centre>

Rhayader Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2035§ionTitle=rhayader+leisure+centre>

The Flash Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2037§ionTitle=the+flash+leisure+centre>

Ystradgynlais Leisure Centre

<https://www.freedom-leisure.co.uk/centres/ystradgynlais-sports-centre/>

CAR PARK FEES AND CHARGES	CATEGORY	UP TO 1 HR			UP TO 2 HRS		
LOCATION	TYPE OF VEHICLE	15/16	16/17	% increase /decrease from previous charge	15/16	16/17	% increase /decrease from previous charge
BUILTH WELLS: The Groe & Smithfield	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
CRICKHOWELL: Beaufort Street	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
HAY-ON-WYE: Oxford Road	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
HAY-ON-WYE: Market Square (short-stay)	Motor Car	£0.50	£1.00	100%	£1.00	£1.50	50%
BRECON: George St, Viaduct & New County Hall	Motor Car	£0.50	£1.00	100%	£1.00	£1.50	50%
BRECON: Canal Road Coach and Lorry Park	Coach/Vehicles over 3t	£0.00	N/A	N/A	£0.00	N/A	N/A
BRECON: Promenade car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
BRECON: The Watton car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%

BRECON: Alexandra Rd, Market St Kensington, Dinas Rd, Scout Lane Canal Rd	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
LLANDRINDOD WELLS: Town Hall	Motor Car	£0.20	£0.70	250%	£0.40	£1.30	225%
LLANDRINDOD WELLS: Middleton St (short stay)	Motor Car	£0.50	£1.00	100%	£1.00	£1.50	50%
LLANDRINDOD WELLS: High St	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
KNIGHTON: Norton Arms car park (short stay)	Motor Car	£0.50	£1.00	100%	£1.00	£1.50	50%
KNIGHTON: Bowling Green Lane	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
PRESTEIGNE: Hereford St car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
PRESTEIGNE: High St car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
RHAYADER: Dark Lane car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
NEWTOWN: Ladywell car park	Motor Cars	£0.50	£1.00	100%	£1.00	£1.50	50%
NEWTOWN: Back Lane car park & Gravel car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
NEWTOWN: Old college	Motor Car	£0.00	£0.70		£0.00	£1.30	

NEWTOWN: Old College	Vehicle & Trailer	£0.00	£1.90		£0.00	£1.90	
WELSHPOOL: Severn Stars car park (short stay)	Motor Cars	£0.50	£1.00	100%	£1.00	£1.50	50%
WELSHPOOL: Berriew St car park & Church St car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
LLANIDLOES: Mount St car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
MACHYNLLETH: Maengwyn St car park	Motor Car	£0.50	£0.70	40%	£1.00	£1.30	30%
	Vehicle & Trailer	£1.50	£1.90	27%	£1.50	£1.90	27%
	Vehicles up to 3t	£1.70	£2.20	29%	£2.30	£2.90	26%
	Vehicles over 3t	£1.90	£2.40	26%	£2.70	£3.40	26%
YSTRADGYNLAIS: Heol Maes y Dre, Heol Eglwys	Motor Car	£0.00	£0.70		£0.00	£1.30	
PERMITS							
LOCATION	TYPE OF VEHICLE	15/16	16/17	17/18	% increase /decrease from previous charge	15/16	16/17
	TYPE OF VEHICLE	1MONTH				3 MONTH	
	Motor Cars	£35.00	£40.00	£40.00	0%	£90.00	£100.00
	Cars & Trailers	£40.00	£45.00	£45.00	0%	£100.00	£115.00

CAR PARK PERMITS	Vehicles up to 3T	£50.00	£55.00	£60.00	9%	£130.00	£150.00
	Vehicles over 3T	£55.00	£60.00	£70.00	17%	£145.00	£165.00
	Bus/Coach	£55.00	£60.00	£70.00	17%	£145.00	£165.00
	Bus/Coach - overnight only	£65.00	£70.00	£75.00	7%	£165.00	£190.00

UP TO 4 HRS			OVER 4 HRS			OVERNIGHT			
15/16	16/17	% increase /decrease from previous charge	15/16	16/17	% increase /decrease from previous charge	15/16	16/17	% increase /decrease from previous charge	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
£0.00	N/A	N/A	£0.00	£5.30		£0.00	£6.30		
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00		
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00		
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		

£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
N/A	£2.50		N/A	£3.20		N/A	N/A	N/A	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	N/A	N/A	N/A	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£0.00	£6.30		
£3.20	£4.00	25%	£3.20	£4.00	25%	£0.00	£6.30		
£3.50	£4.40	26%	£4.20	£5.30	26%	£0.00	£6.30		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£5.00	£6.30	26%	
£3.20	£4.00	25%	£3.20	£4.00	25%	£5.00	£6.30	26%	
£3.50	£4.40	26%	£4.20	£5.30	26%	£5.00	£6.30	26%	
£0.00	£2.50		£0.00	£3.20		£0.00	£0.00		

£0.00	£3.80		£0.00	£3.80		£0.00	£6.30		
N/A		N/A	N/A		N/A	N/A		N/A	
£2.00	£2.50	25%	£2.50	£3.20	28%	£0.00	£0.00	N/A	
£3.00	£3.80	27%	£3.00	£3.80	27%	£5.00	£6.30	26%	
£3.20	£4.00	25%	£3.20	£4.00	25%	£5.00	£6.30	26%	
£3.50	£4.40	26%	£4.20	£5.30	26%	£5.00	£6.30	26%	
£2.00		25%	£2.50		28%	£0.00		£0.00	N/A
£3.00		27%	£3.00		27%	£5.00		£6.30	26%
£3.20		25%	£3.20		25%	£5.00		£6.30	26%
£3.50		26%	£4.20		26%	£5.00		£6.30	26%
£2.00		25%	£2.50		28%	£0.00		£0.00	N/A
£3.00		27%	£3.00		27%	£5.00		£6.30	26%
£3.20		25%	£3.20		25%	£5.00		£6.30	26%
£3.50		26%	£4.20		26%	£5.00		£6.30	26%
£0.00			£0.00			£0.00		£0.00	N/A
17/18		% increase /decrease from previous charge	15/16		16/17	17/18		% increase /decrease from previous charge	
		6 MONTH				12 MONTH			
£115.00	15%	£160.00	£185.00	£205.00	11%	£275.00	£325.00	£370.00	14%
£125.00	9%	£180.00	£205.00	£230.00	12%	£310.00	£365.00	£415.00	14%

£170.00	13%	£240.00	£275.00	£305.00	11%	£410.00	£490.00	£555.00	13%
£185.00	12%	£265.00	£300.00	£340.00	13%	£455.00	£540.00	£610.00	13%
£185.00	12%	£265.00	£300.00	£340.00	13%	£455.00	£540.00	£610.00	13%
£210.00	11%	£300.00	£340.00	£380.00	12%	£515.00	£610.00	£690.00	13%

Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Household Waste	Bulky Household Waste (subject to conditions)	£25.00 (up to 3 items)	£25.00 (up to 3 items)	£30 (up to 3 items)	20%	
Wheeled Bin Size (240 Litre) Weekly Collection Charge:	Glass	£2.69	£2.69	see comment	0%	TRADE - flexibility over pricing approved by portfolio holder to remain competitive within the marketplace, therefore no set price
	Plastic/tins/cans/metal	£2.69	£2.69		0%	
	Paper	£2.69	£2.69		0%	
Wheeled Bin Size (180 Litre) Weekly Collection Charge:	Food	£4.33	£4.33		0%	
Wheeled Bin Size (360 Litre) Weekly Collection Charge:	Cardboard & Paper	£2.69	£2.69		0%	
Wheeled Bin Size (820 & 1100 Litre) Weekly Collection Charge:	Cardboard & Paper	£6.68-£8.91	£6.68-£8.92	0%		
Trade	Wheeled Bin Size (360 Litre) Weekly Collection Charge:	£11.74	£11.74	see comment	0%	
	Wheeled Bin Size (660 Litre) Weekly Collection Charge:	£20.12	£20.12		0%	
	Wheeled Bin Size (1100 Litre) Weekly Collection Charge:	£29.24	£29.24		0%	
	Wheeled Bin Size (1280 Litre) Weekly Collection Charge:	£33.88	£33.88		0%	
	Trade Kerbside containers - up to 6 boxes (annual fee)	£139.88	£139.88		0%	
	Trade Refuse Sacks (26 per roll) - General	£114.46	£114.46		0%	
	Trade Refuse Sacks (26 per roll) - Charity (blue)	£57.23	£57.23		0%	

Miscellaneous	Compost Bin - to purchase from CA Sites	Delivery direct to householders only £20	Delivery direct to householders only £20	£20	0%	superseded by garden waste collection service inflationary increase and increase in disposal costs currently being considered discontinued
	Garden Waste Sacks (each)	£13.56 for roll of 10	£13.56 for roll of 11	n/a	0%	
	Purple Sacks (domestic) 26 per roll	£51.88	£51.88	£57.07	10%	
	HWRS Civic Amenity Site Permit (annual fee)	£200.00	£200.00	£200.00	0%	
	Bring Site Permit (annual fee)	£55.00	£55.00	n/a	0%	
Replacement Eurobins	New Replacement 1280L	£400.74	£400.74	see comment	0%	TRADE - flexibility over pricing approved by portfolio holder to remain competitive within the marketplace.
	New Replacement 1100L	£367.02	£367.02		0%	
	New Replacement 660L	£350.95	£350.95		0%	
	New Replacement 360L	£134.66	£134.66		0%	
	Refurbished Replacement Bin (all sizes)	£144.55	£144.55		0%	
Replacement Eurobin lids	1280L	£83.57	£83.57	see comment	0%	
	1100L	£74.16	£74.16		0%	
	660L	£74.16	£74.16		0%	
	360L	£74.16	£74.16		0%	

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Category	Service	Proposed charges April 2018/19 £	Proposed charges April 2019/20 £	% increase	Notes
Temporary Traffic Signals	2 way lights	Notification Only No Charge	Notification Only No Charge	n/a	Each period of installation
	3 / 4 way lights	Notification Only No Charge	Notification Only No Charge	n/a	Each period of installation
Scaffolding	Consideration of an application to erect over a highway any scaffolding or other structure.	92	92	0%	Initial consideration and first 2 weeks
	Consideration of an application to retain on or over a highway any scaffolding or other structure.	53	53	0%	Each additional week or part thereof
Skips	Consideration of an application for permission to deposit a skip on any highway.	53	53	0%	Initial consideration and first 2 weeks
	Consideration of an application for permission to retain a skip on any highway.	27	27	0%	Each additional week or part thereof
Hoarding	Consideration of an application for consent to erect a hoarding or fence.	92	92	0%	Initial consideration and first 2 weeks
	Consideration of an application for consent to retain a hoarding or fence.	53	53	0%	Each additional week or part thereof
Seasonal Decs, Banners/Bunting	Consideration of application to erect short term banners & decorations within or over a highway or street	105	105	0%	

Materials storage/Working areas on the Highways	Consideration of an application for consent to temporarily deposit building materials rubbish or other things in a street that is maintainable at public expense.	92	92	0%	Initial consideration and first 2 weeks
	Consideration of an application for consent to continue temporarily depositing building materials rubbish or other things in a street that is maintainable at public expense.	53	53	0%	Each additional week or part thereof
Vehicle Access	Vehicle Access - Residential property verge and/or footway crossing. Authorisation of access and inspection of the works as required.	128	128	0%	
	Vehicle Access - Commercial premises verge and/or footway crossing. Authorisation of access and inspection of the works as required.	259	259	0%	
Private apparatus placed in the Highway	Single dwelling, non-commercial development and the like. New Connections, up to 100 metres	307	307	0%	
	Multiple dwellings, commercial development and the like. New Connections up to 100 metres	460	460	0%	
	Repair, renewal or replacement of existing where no previous licence exists up to 100 metres	255	255	0%	
	Repair, renewal or replacement of existing where licence already granted up to 100 metres	174	174	0%	
	New Connections, repair, renewal or replacement. Extra over for each additional 100 metres of excavation or part thereof	174	174	0%	

Excavations in Streets	Authorisation for temporary excavations in streets such as foundations of adjacent walls	256	256	0%	Initial consideration and first 2 weeks
	Authorisation for time extension for temporary excavations in streets such as foundations of adjacent walls, trial pits etc.	53	53	0%	Each additional week or part thereof
	Structural calculations in connection with works in Highways or Streets Checking of submitted calculations in connection with applications for consents, cellars under streets	Quote	Quote	n/a	
	Consideration for construction or control of openings to cellars etc. under the street. (Includes checking of submitted structural calculations)	477	477	0%	
Road Closures/Traffic Regulation Order etc.	Temporary for works in the highway	989	989	0%	
	TTRO & TTRN amendments to existing orders and notices		315	0%	
	Temporary for single events on the highway	474	474	0%	First Event
	Temporary for repeat events on the highway within 6 months of last event.	340	340	0%	Repeat event (within 12 months)
	Traffic Regulation Order - Permanent	3,090	3,090	0%	
	Stopping up of Highways	3,090	3,090	0%	
Use of Council venue	Use of Council venue & associated services (Excluding Brecon Market Hall)	Specific quote	Specific quote	Specific quote	
	Use of Council owned or operated car park for event	Loss of average daily income plus £77.25 administration	Loss of average daily income plus £77.25 administration	0%	Charges calculated on full day basis only
Brecon Market	basic hire per day or part thereof (0800 to midnight)	258	258	0%	Price includes use of available trestles and table tops within Hall, the half stage which is semi-
	basic hire per day or part thereof (0800 to midnight)- Charities or Voluntary groups	206	206	0%	

Direcui Market
Hall

additional chairs, up to 900 maximum [per 100]	15	15	0%	
full stage	155	155	0%	
removal of furniture to allow maximum capacity	773	773	0%	
additional fee if Licenced bar to be operated	77	77	0%	
additional hours after midnight [per hour or part hour]	77	77	0%	

Cultivation of or planting within the Highway and maintenance thereafter.	191	191	0%	
Furniture placed on highway, street, walkway etc. - Authorisation to place furniture or similar	191	191	0%	
Tourist Signing - Consideration of a request for tourist signing. Excluding cost of sign(s) and installation.	118	118	0%	

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attle Grids

Consideration of application to install in a highway, assessment of contribution from the Council and Report to Committee.	580	580	0%	
Applicant's contribution towards the costs of installation and future maintenance.	50% to 100% of cost	50% to 100% of cost	n/a	

List of Streets

View the record of highways maintainable at public expense at Headquarters.	No charge	No charge	n/a	
A4 print for residents in relation to their property.	No charge	No charge	n/a	
Opinion in relation to the extent of County classified and unclassified highways. Desk-top study max site length 0.5km (excludes rights of way).	90	200	123%	
Opinion in relation to the extent of County classified and unclassified highways. Desk-top study & site visit max site length 0.5km (excludes rights of way).	157	400	155%	

Opinion in relation to the extent of County classified and unclassified highways. Desk-top study and/or site visit site length over 0.5km (excludes rights of way).	Quote	Quote	n/a	
Supply of hard copy information e.g. road and traffic schemes information, report copies/extracts (incl. where distributed by email).	28	28	0%	Includes covering letter plus up to 5 no. A4 sheets. Additional sheets @ £0.45 each
Accident data - standard report	10	10	0%	Per collision
Traffic data - (existing) each individual type of report	69	69	0%	Per site per report type
Traffic data - Location plan (each plan max A3 size)	39	39	0%	For collision or survey locations
Traffic surveys - ATC including analysis & provision of data per site	453	453	0%	Excludes traffic management which will be quoted individually under "Works"
Traffic surveys - ATC - each additional site within 5km radius	216	216	0%	Excludes traffic management which will be quoted individually under "Works"
Publication - Technical Specification for Industrial and Residential Infrastructure	55	55	0%	
Publication - Design Guide for Industrial and Residential Infrastructure	39	39	0%	
Development Advice	78	78	0%	Per hour (minimum 1 hour)
Section 38 Agreement - Vetting fee for review of proposals outside agreement.	973	973	0%	
Section 38 Agreement - Minimum inspection / administration fee.	the greater of 7% of bond or £3,430	the greater of 7% of bond or £3,430	n/a	

Highway information

APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width up to 5.5 metres.	863	863	0%	
APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width over 5.5 metres up to 7.3 metres.	1,007	1,007	0%	
Site inspection - Over and above that covered by the agreement.	163	163	0%	
Agreements - Extension beyond the initial period.	2.5% of bond per year or part thereof	2.5% of bond per year or part thereof	n/a	
Surface water Drainage - connection to highway drainage	1,799	1,799	0%	
Soakaways - Commuted sum for future maintenance of soakaways to deal with highway drainage	Specific calculation for each site	Specific calculation for each site	n/a	
Non-standard construction materials - Committed sum for future maintenance.	Specific calculation for each site	Specific calculation for each site	n/a	
Checking structural proposals and calculations	Quote	Quote	n/a	
Land Drainage - Ordinary Watercourse Consent	£50*	£50*	0%	Charge set by Welsh Government. Charge valid October 2015. *Applicants should check for current price.
Consultancy	Quote	Quote	n/a	
Attendance at site - following accidents or incidents of potential damage for traffic management, debris clearance, inspection, making safe, repairs etc.	At Cost	At Cost	n/a	
Works	Quote	Quote	n/a	
Suspension of On-Street parking		£330		
Temporary parking dispensation in exceptional circumstances		£15		Per vehicle per day. Maximum of 2 vehicles and limited to 5 days.
Traffic signal switch off/on to allow temporary traffic management		£420		Covers initial application

Signals and Parking	Traffic signal switch off/on to allow temporary traffic management - additional visits		£210		Per each additional visit
	H-Bar marking on the carriageway		£100		
	Advisory Disabled bay		Free		
	Provision of Design and Manufacture of Tourism signs		Quote		

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Renewals: Page 207	Landlord Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	£25K per unit recovered over 5 years)	£25K per unit recovered over 5 years)	0%
	CO2I Loans	per measure recovered over 5 years)	£5K per measure recovered over 5 years)	£5K per measure recovered over 5 years)	0%
	WG Houses into Homes Loans (For	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	0%
	WG Houses into Homes Loans (Following Works in Default Notice - Supervised)	£750 per unit, (£25k loan per unit limit, up to £150k per scheme recovered in 3-years)	£750 per unit, (£25k loan per unit limit, up to £150k per scheme recovered in 3-years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	0%
	WG Town Centre Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	£25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	0%
	Disabled Facility Grant & Loan Assi	up to 15% of approved works cost value against capital budget	up to 15% of approved works cost value against capital budget	up to 15% of approved works cost value against capital budget	0%
	Safe Warm & Secure Assistance	up to 15% of approved works (subject to a £2k limit per unit in facilitation funding - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works (subject to a £2k limit per unit in facilitation funding - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	0%
Enforcement:	HMO Licensing	£750 per property	£750 per property		0%

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REGISTRATIONS

Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Approved premises	License (for a 3 year period)	£750	£900	£927	3%	
Marriage/Civil Partnership at Licensed Premises and other Ceremonies Fee:	Monday-Thursaday	£265	£315	£332	5%	
	Friday		£330	£347	5%	
	Saturday	£315	£380	£398	5%	
	Sunday/Bank Hols	£335	£450	£470	4%	
	Attendance at a Registered Building (e.g.: Chapel)	£86	£86	£90	5%	set by law
Civil Naming Ceremony Fees and Re-Affirmation of Vows/Commitment Ceremonies:	Mon - Fri	160	£165	£170	3%	
	Saturday	180	£185	£191	3%	
	Sunday/Bank Hols	200	£205	£212	3%	
	Non-refundable booking fee	20	£20	£21	5%	
Issuing a standard or short certificate of birth, death or marriage (and for statutory purposes):	at time of registration	£4	£4	£11	175%	statutory fee
	after initial registration	£7	£7	£11	57%	statutory fee
	after the Register has been closed	£10	£10	£11	10%	statutory fee
	Family History - historic birth, death and marriage	£10.00 plus £1.00 admin fee	£10.00 plus £1.00 admin fee	£11 plus £2 admin fee	18%	statutory fee
Attending a marriage	at the register office - Mon - Friday	£46	£46 - £200	£57-£217	24% and 8.5%	
	at the register office - Saturday		£165 - £315	£181-£336	10% and 7%	
Civil Partnerships	for a certified copy issued by a registration authority: At the time of registration	£4.00	£4	£11	175%	statutory fee
	for a certified copy issued by a registration authority: After the time of registration	£10.00	£10	£11	10%	statutory fee
	for a certified extract issued by a registration authority: At the time of registration	£4.00	£4	£11	175%	statutory fee
	for a certified extract issued by a registration authority: After the time of registration	£10.00	£10	£11	10%	statutory fee
	Notices - Attestation by an authorised person of the necessary declaration	£35.00	£35	£35	0%	statutory fee
Issuing a certificate	Special delivery 9.00am	£28.00	£28	£28	0%	awaiting guidance from GRO
	Next day delivery	£20.00	£20	£20	0%	awaiting guidance from GRO
	Recorded delivery	£15.00	£15	£15	0%	awaiting guidance from GRO
	Statutory priority certificate fee for 24-hour service			£35		statutory fee
Misc	Non refundable, non deductible booking fee for civil ceremonies	£20.00	£20	£21	5%	
Decommissioned rooms	Mon - Fri		£90	£93	3%	
	Saturday		£200	£206	3%	

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Category	Service	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Searches of the Land Charges Register	LLC1 Search of the Local Land Charges Register - view only	£0.00	£0.00	£0.00	0%
	LLC1 Search of the Local Land Charges Register - tailored report	£6.00	£6.00	£6.00	0%
	LLC1 Search of the Local Land Charges Register - electronic via NLIS	£4.00	£4.00	£4.00	0%
	Personal Search of Local Land Charges Register - view only	£0.00	£0.00	£0.00	0%
	Personal Search of Local Land Charges Register - tailored report	N/A	N/A	N/A	N/A
	Personal Search of Local Land Charges Register - tailored report	N/A	N/A	N/A	N/A
	Additional Parcel - view only	N/A	N/A	N/A	N/A
	Additional Parcel - tailored report - per parcel	£1.00	£1.00	£1.00	0%
	Additional Parcel - electronic via NLIS - per parcel	£1.00	£1.00	£1.00	0%
Property Enquiries	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. VIEW ONLY	£76.60	£76.60	£76.60	0%
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. TAILORED REPORT	£119.00	£119.00	£119.00	0%
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. ELECTRONIC VIA NLIS	£119.00	£119.00	£119.00	0%
	CON29O - Optional enquiry No. 22 View Only	£22.00	£22.00	£22.00	0%
	CON29O - Optional enquiry No. 22 Tailored Report	£22.00	£22.00	£22.00	0%
	CON29O - Optional enquiry No. 22 Electronic Via NLIS	£22.00	£22.00	£22.00	0%
	Drafted Enquiries - view only	£22.00	£22.00	£22.00	0%
	Drafted Enquiries - tailored report	£22.00	£22.00	£22.00	0%
	Drafted Enquiries - electronic via NLIS	£22.00	£22.00	£22.00	0%
	Additional Parcel - view only - per parcel	£10.00	£10.00	£10.00	0%
	Additional Parcel - tailored report - per parcel	£10.00	£10.00	£10.00	0%
		Additional Parcel - electronic via NLIS - per parcel	£10.00	£10.00	£10.00
Full Search & Enquiries	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries. View only	N/A	N/A	N/A	N/A
	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Tailored Report	£125.00	£125.00	£125.00	0%
	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Electronic via NLIS	£123.00	£123.00	£123.00	0%
	Additional Parcel - View Only	N/A	N/A	N/A	N/A
	Additional Parcel - tailored report - per parcel	£11.00	£11.00	£11.00	0%
	Additional Parcel - electronic via NLIS - per parcel	£11.00	£11.00	£11.00	0%
	Copy Land Charge documents - available by written request only. View only.	N/A	N/A	N/A	N/A
	Copy Land Charge documents - available by written request only. Tailored report. Per document.	£12.00	£13.00	£13.00	0%
	Copy Land Charge documents - available by written request only. Electronic via NLIS.	N/A	N/A	N/A	N/A

	1.1 a-i Planning Application Decisions and Pending Applications - view only	£0.00	£0.00	£0.00	0%
	1.1 a-i Planning Application Decisions and Pending Applications - compiled report	£20.40	£20.40	£20.40	0%
	1.1 j-l Building Control Decisions and Pending Applications -view only	£18.10	£18.10	£18.10	0%
	1.1 j-l Building Control Decisions and Pending Applications -compiled report	£18.10	£18.10	£18.10	0%
	1.2 Planning Designations and Proposals -view only	£4.30	£4.30	£4.30	0%
	1.2 Planning Designations and Proposals -compiled report	£4.30	£4.30	£4.30	0%
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express and opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. VIEW ONLY	£0.00	£0.00	£0.00	0%
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express and opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. - compiled report	£17.80	£17.80	£17.80	0%
	2.2-2.5 Public Rights of Way - view only	£20.00	£20.00	£20.00	0%
	2.2-2.5 Public Rights of Way - Compiled Report	£20.00	£20.00	£20.00	0%
	3.1 Land Required for Public Purposes. View only.	£1.20	£1.20	£1.20	0%
	3.1 Land Required for Public Purposes. Compiled Report	£1.20	£1.20	£1.20	0%
	3.2 Land to be Acquired for Road Works. View only.	£1.20	£1.20	£1.20	0%
	3.2 Land to be Acquired for Road Works. Compiled Report.	£1.20	£1.20	£1.20	0%
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. View only.	£1.00	£1.00	£1.00	0%
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. Compiled Report.	£1.00	£1.00	£1.00	0%
	3.4 Nearby Road Schemes. View only.	£4.75	£4.75	£4.75	0%
	3.4 Nearby Road Schemes. Compiled report.	£4.75	£4.75	£4.75	0%
	3.5 Nearby Railway Schemes. View only.	£1.80	£1.80	£1.80	0%
	3.5 Nearby Railway Schemes. Compiled report.	£1.80	£1.80	£1.80	0%
	3.6 Traffic Schemes. View only.	£4.75	£4.75	£4.75	0%
	3.6 Traffic Schemes. Compiled report.	£4.75	£4.75	£4.75	0%
	3.7 Outstanding Notices. View only.	£5.65	£5.65	£5.65	0%
	3.7 Outstanding Notices. Compiled report.	£5.65	£5.65	£5.65	0%
	3.8 Contravention of Building Regulations. View only.	£2.80	£2.80	£2.80	0%
	3.8 Contravention of Building Regulations. Compiled report	£2.80	£2.80	£2.80	0%
	3.9 Notices, Orders, Directions and Proceedings under Planning Acts. View only.	£2.10	£2.10	£2.10	0%
	3.9 Notices, Orders, Directions and Proceedings under Planning Acts. Compiled report.	£6.30	£6.30	£6.30	0%
	3.10 Community Infrastructure Levy - View Only	£1.00	£1.00	£1.00	0%
Individual CON29R	3.10 Community Infrastructure Levy - Compiled Report	£1.00	£1.00	£1.00	0%
	3.11 Conservation Areas. View only.	£2.10	£2.10	£2.10	0%
Question Fees - Available to Local Land Charge Office	3.11 Conservation Areas. Compiled report.	£2.10	£2.10	£2.10	0%
	3.12 Compulsory Purchase. View only.	£1.25	£1.25	£1.25	0%
	3.12 Compulsory Purchase. Compiled report.	£1.25	£1.25	£1.25	0%
	3.13 Contaminated Land. View only.	£2.05	£2.05	£2.05	0%

subject to the following fees:	3.13 Contaminated Land. Compiled report.	£2.05	£2.05	£2.05	0%
	3.14 Radon Gas. View only.	£1.55	£1.55	£1.55	0%
	3.14 Radon Gas. Compiled report.	£1.55	£1.55	£1.55	0%
	3.15 Assets of Community Value- View Only	£1.00	£1.00	£1.00	0%
	3.15 Assets of Community Value- Compiled Report	£1.00	£1.00	£1.00	0%
	4. Road Proposals by Private Bodies - view only.	£12.00	£12.00	£12.00	0%
	4. Road Proposals by Private Bodies - compiled report.	£12.00	£12.00	£12.00	0%
	5. Advertisements. View only.	£12.00	£12.00	£12.00	0%
	5. Advertisements. Compiled report.	£12.00	£12.00	£12.00	0%
	6. Completion Notices. View only.	£12.00	£12.00	£12.00	0%
	6. Completion Notices. Compiled Report.	£12.00	£12.00	£12.00	0%
	7. Parks and Countryside. View only.	£12.00	£12.00	£12.00	0%
	7. Parks and Countryside. Compiled Report.	£12.00	£12.00	£12.00	0%
	8. Pipelines. View only.	£12.00	£12.00	£12.00	0%
	8. Pipelines. Completion only.	£12.00	£12.00	£12.00	0%
	9. Houses in Multiple Occupation. View only	£12.00	£12.00	£12.00	0%
	9. Houses in Multiple Occupation. Compiled report.	£12.00	£12.00	£12.00	0%
	10. Noise Abatement. View only.	£12.00	£12.00	£12.00	0%
	10. Noise Abatement. Compiled report.	£12.00	£12.00	£12.00	0%
	11. Urban Development Areas. View only.	£12.00	£12.00	£12.00	0%
	11. Urban Development Areas. Completion only.	£12.00	£12.00	£12.00	0%
	12. Enterprise Zones. View only.	£12.00	£12.00	£12.00	0%
	12. Enterprise Zones. Completion only.	£12.00	£12.00	£12.00	0%
	13. Inner Urban Improvement Areas. View only.	£12.00	£12.00	£12.00	0%
	13. Inner Urban Improvement Areas. Compiled report.	£12.00	£12.00	£12.00	0%
	14. Simplified Planning Zones. View only.	£12.00	£12.00	£12.00	0%
	14. Simplified Planning Zones. Compiled report.	£12.00	£12.00	£12.00	0%
	15. Land Maintenance Notices. View only.	£12.00	£12.00	£12.00	0%
	15. Land Maintenance Notices. Compiled report.	£12.00	£12.00	£12.00	0%
	16. Mineral Consultation Areas. View only.	£12.00	£12.00	£12.00	0%
	16. Mineral Consultation Areas. Compiled report	£12.00	£12.00	£12.00	0%
	17. Hazardous Substance Consents. View only.	£12.00	£12.00	£12.00	0%
	17. Hazardous Substance Consents. Compiled report.	£12.00	£12.00	£12.00	0%
	18. Environmental and Pollution Notices. View only.	£12.00	£12.00	£12.00	0%
	18. Environmental and Pollution Notices. Compiled report.	£12.00	£12.00	£12.00	0%
	19. Food Safety Notices. View only.	£12.00	£12.00	£12.00	0%
	19. Food Safety Notices. Compiled report.	£12.00	£12.00	£12.00	0%
	20. Hedgerow Notices. View only.	£12.00	£12.00	£12.00	0%
	20. Hedgerow Notices. Compiled report.	£12.00	£12.00	£12.00	0%
	21. Flood Defence & Land Drainage Consents	£12.00	£12.00	£12.00	0%
21. Flood Defence & Land Drainage Consents	£12.00	£12.00	£12.00	0%	
22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. View only.	£22.00	£22.00	£22.00	0%	
22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. Compiled report.	£22.00	£22.00	£22.00	0%	

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Category	SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Home to School Transport	Vacant Seat charge, pre 16 per term	£140.00	£150.00	£160.00	7%
	Vacant Seat charge, post 16 per term	£160.00	£175.00	£185.00	6%
School Houses Rent per Year (Peppercorn?)	Llangattock	£25.00	£25.75	£26.78	4%
	Talgarth	£180.00	£185.40	£192.82	4%
	Arddleen	£10.00	£10.30	£10.71	4%
	Buttington/Trewern	£30.00	£30.90	£32.14	4%
	Carno	£250.00	£257.50	£267.80	4%
	Dolfor	£50.00	£51.50	£53.56	4%
	Forden	£1.00	£1.03	£1.07	4%
	Gungrog	£1.00	£1.03	£1.07	4%
	Llandysilio	£5.00	£5.15	£5.36	4%
	Brynlywarch Hall	£100.00	£103.00	£107.12	4%
School Houses Rent per month	Llangorse	£485.00	£499.55	£519.53	4%
	Llandinam	Vacant	Vacant	Vacant	n/a
	Meifod	£277.00	£285.31	£296.72	4%
	Rhayader	£144.00	£148.32	£154.25	4%
	Llanidloes High	£0.00	Vacant	Vacant	n/a
	Llandrindod Wells	£0.00	Vacant	Vacant	n/a

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Category	ITEM/SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge	Comments
Miscellaneous Items	Home Care (domiciliary care) (per hour)	£20.50 up to max of £70pw, as set by WG	£20.50 up to max of £70pw, as set by WG	£20.50 up to max of £70pw, as set by WG	0%	The fees and charges for
	Attendance at a Older Day Centre (per day)/Day and Employment Centre	£15 per day	£15 per day up to max of £70pw, as set by WG	£15 per day up to max of £70pw, as set by WG	0%	
	Attendance at Learning Disabilities services in the community (per day)	£15 per hour up to max of £70pw, as set by WG	£15 per hour up to max of £70pw, as set by WG	£15 per hour up to max of £70pw, as set by WG	0%	
	Transport to Older Day Centre	Free as directed by WG	Free as directed by WG	Free as directed by WG	0%	Services will be increased in line with Welsh Government
	24 hour Support (supported tenancy) (per week)	£70 per week - max of £70 per week, as set by WG	£70 per week - max of £70 per week, as set by WG	£70 per week - max of £70 per week, as set by WG	0%	
	Shared Lives scheme (per night - to a maximum of £70 per week)	£28.85 up to max of £70pw, as set by WG	£28.85 up to max of £70pw, as set by WG	£28.85 up to max of £70pw, as set by WG	0%	
	Shared Lives (short terms/respite placements)	£9.00 per night up to max of £70 pw as set by WG	£9.00 per night up to max of £70 pw as set by WG	£9.00 per night up to max of £70 pw as set by WG	0%	
Package of care i.e. a range of services - maximum	Up to a max of £70.00 as set by WG	Up to a max of £70.00 as set by WG	Up to a max of £70.00 as set by WG	0%		

	Respite i.e. a stay not exceeding 8 weeks	Up to a maximum of £70pw per single episode of care, as set by WG	Up to a maximum of £70pw per single episode of care, as set by WG	Up to a maximum of £70pw per single episode of care, as set by WG	0%	Guidelines when known
	Direct Payment Scheme - service provision	£20.50 up to max of £70pw, as set by WG	£20.50 up to max of £70pw, as set by WG	£20.50 up to max of £70pw, as set by WG	0%	
Housing Related Support:	<i>Level 1: Community alarm only (per week)</i>	2.00	2.00	2.00	0%	
	<i>Level 2: Warden Service 9.00am - 5.00pm Mon - Fri (per week)</i>	9.90	9.90	9.90	0%	
	<i>Level 3: Warden Service, including 24 hour emergency call-out (per week)</i>	60.00	60.00	60.00	0%	
	<i>Level 4: Individual room, live-in housekeeper and meals (per week)</i>	60.00	60.00	60.00	0%	
Meals	<i>Meals at the day centre (per meal)</i>	7.50	7.50	7.50	0%	
Appointee & Deputyship	Protection of property (per month)	35.00	35.00	35.00	0%	
	Storage of paperwork (per month)	25.00	25.00	25.00	0%	
	Storage of belongings (per month)	55.00	55.00	55.00	0%	
	Winding up fee	350.00	350.00	350.00	0%	
	Delay in responsibility (Deceased asset in administration) (per month)	25.00	25.00	25.00	0%	
	Treasury Solicitor for Deceased (per referral)	350.00	350.00	350.00	0%	
	NOTES					

	<i>Social Care Charges (Wales), introduced in April 2011, consulted 2013/14 and have now increased maximum charge level to £70pw for non-residential Social Care charges</i>					
	<i>Residential/Nursing charges governed by CRAG</i>					

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Category	ITEM/SERVICE	2017/18	2018/19	2019/20	% increase /decrease from previous charge
Careline	Careline	47.01	48.42	49.58	2.4%

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Capital Strategy

2019 – 2024



Capital Strategy Contents

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Introduction

The updated Prudential Code and Treasury Management Code of Practice, issued in December 2017, set out new requirements in relation to the setting of a Capital Strategy. Detailed guidance on these new Codes were issued in August and September 2018. Additionally, new statutory guidance was issued by the Ministry of Housing, Communities and Local Government (MHCLG) in March 2018 outlining new requirements for the Capital Strategy. Welsh Government has indicated that they will be seeking to adopt this guidance in 2019 and Welsh Authorities should take account of the requirements.

This places a responsibility on senior finance officers to report the capital strategy to Full Council and specifically report on the associated risks on prudence, sustainability and affordability.

The Capital Strategy is fundamental to the effective delivery of priorities. The provision of the right asset in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services.

The unprecedented financial constraints defined within the Council's Medium Term Financial Strategy and the impact of these necessitate the delivery of transformational efficiencies and a more effective use of resources. This involves developing a culture of innovation and co-operation not only across the council but with our partners. There are some benefits identifiable from sharing assets and working in partnership, such as reducing the running costs of our assets and the provision of enhanced customer service. Ultimately our aim is to use fewer resources including our buildings but use these far more efficiently.

The new requirements ask local authorities to consider the longer term as well as the short and medium term. The benefits of longer term strategic financial planning include:

- Ensuring that the capital expenditure plans of the council are affordable, prudent and sustainable.
- Supporting transparent options appraisal.
- Giving an outline of future commitments so that the affordability of both the long term plan and any new proposals can be properly understood.
- Informing prioritisation and timing of projects to ensure that both financial and operational capacity is available for delivery.
- Providing an overview of risk so that projects and proposals can be viewed in the overall risk context of capital and treasury investments.
- Enabling the ongoing capital and revenue implications of capital expenditure to be better understood.

This document sets out an integrated plan for the future management of the Council's assets and its capital programme. It facilitates a seamless interface between business planning within the Council and the management of assets and capital resources. This will ensure that the provision of resources and future investment are prioritised. It is a key document running alongside the Vision 2025 and the Medium Term Financial Strategy (MTFS) and will provide the framework for ensuring the effective and affordable management of assets.

Key Aims of the Capital Strategy

- Provide a clear context within which proposals for capital expenditure are evaluated to ensure all capital investment is targeted to deliver the Council's priorities.
- Clarity about how the Council identifies and prioritises capital requirements and proposals arising from various strategies including the Vision 2025, Service Improvement Plans, and other corporate strategies, and how they will be managed within the limited capital resources available.
- Challenge our current estate, continue with the programme of asset rationalisation, ensuring that assets retained are effective, efficient and economically sustainable to deliver services.
- Identify and consider options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments.
- Use partnerships, both public and private, more effectively to support our overall strategy.
- Establish effective arrangements for managing capital schemes including assessment of outcomes and achievement of value for money.

Principles

- Set a capital programme for the medium term and build on this to develop a long term plan
- Schemes included in our investment programme have been subject to a review based on the business case and only those of significant priority are included in the overall project plan.
- With Capital and Revenue resources under pressure we will seek innovative and creative solutions to procuring capital assets.
- Assets surplus to requirements will be disposed of when appropriate in order to generate the maximum capital receipt for the Council.

The Capital Strategy and Capital Programme are “living” documents that will be reviewed at least annually and more frequently if events merit an interim update. Updates will be brought back to Council for approval.

Asset Management Planning

The Strategic Asset Management Plan (StAMP) 2017-2020 has the overriding objective to make sure that the Council's property portfolio is efficiently used, fit for purpose and is

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sustainable for the future whilst (where appropriate) producing the best possible return for the citizens of Powys. The key elements are:

- Seeking opportunities for the rationalisation of properties and co-location
- Increasing revenue from the commercial property portfolios
- Maintaining the long term viability of the Farms Estate, which we recognise as a key asset for the Council in both financial and environmental terms
- Acquiring and/or developing new fit for purpose property where all other avenues have been exhausted within our existing stock
- A clearer rationale for deciding which assets may be suitable for Community Asset Transfers so that assets can be retained where there is a compelling strategic reason to do so
- A process for dealing with minor disposals which often detract from more strategic work

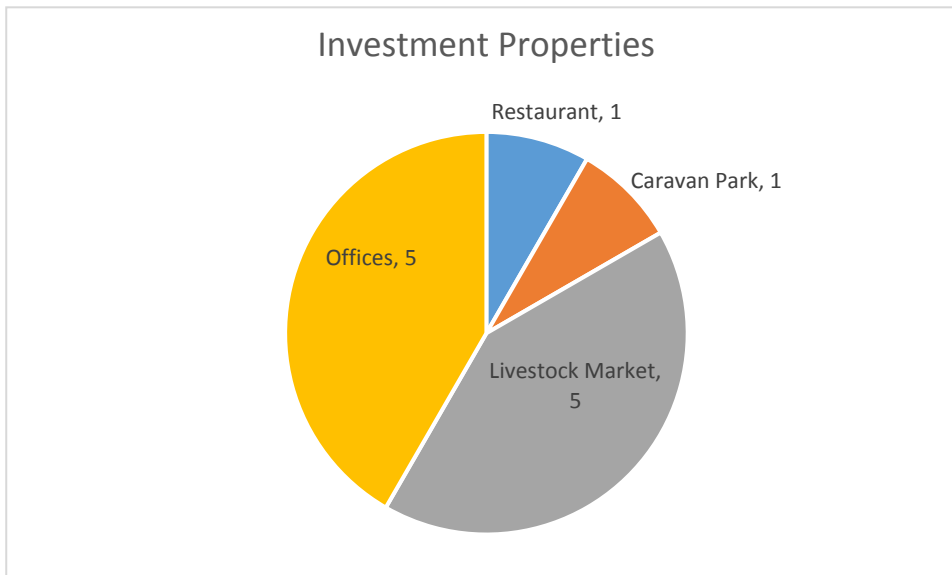
Commercial Investment Strategy

The main commercial activities that the authority has undertaken are:

- Investment properties held either to generate a rental income or for capital appreciation.
- Heart of Wales Property Services - Joint Venture with Keir

Commercial Properties

The Council has 12 properties of these 5 are Livestock markets and 5 Offices.



The council has budgeted to receive £239.8k of rental income for these properties in 2019/20, which is 0.1% of the Council's net cost of service. Where income falls or is projected to fall, below these levels, the shortfall will be managed within the overall Council budget, either by making reductions in expenditure, or supported by underspends or

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virements from other budget areas. This is addressed as part of the risk management approach detailed on page 22.

The council will consider investing further in commercial property to see economic and community improvement and/or regeneration within the county and for investment purposes.

The Council's objective for investing in commercial property are to:

- Support the strategic community objectives of the council,
- Have a balanced investment approach,
- Improve covenant strength
- Drive income generation
- Maintain yield

When considering such investments the council will take the following into consideration

- Affordability,
- Future capital investment requirements
- Covenant Strength of any pre-let tenants
- Income generation
- Yield
- Employment provision
- Economic support
- Voids
- Management costs
- Arrears

The risks of this type of investment include; potential vacant periods, decline in market rents, non-payment by tenants or users etc. these should be evaluated as part of the business case by including a factor for bad debt or vacancy periods, and risks relating to the project should be carefully considered and fully disclosed to decision makers. Where there is a pre-let tenant for a project, their covenant strength will be considered as part of the project proposal.

Heart of Wales Property Services

The Heart of Wales Property Services Ltd (HoWPS) is a 50:50 Joint Venture Company between Powys County Council (the "Council") and Kier Facilities Services Limited (Kier), which delivers responsive maintenance services to council homes, corporate properties (including schools) and building design services.

The JV covers:

- responsive buildings repair and maintenance contracting to housing, public and commercial buildings, including housing void works. The Estate comprises approximately 5,400 homes and 630 corporate properties
- statutory and regulatory testing to assets for the same estate, this includes asbestos management

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Consultancy Services:

- A Design and Build contractor service (Individual works order value £10k to £1.5m);
- Consultancy services to deliver the Council's major capital investment programme in new buildings (construction contract value over £1.5m). The Council has a combined capital works pipeline estimated at around £19m, a significant proportion of which supports the Welsh Government's 21st Century Schools Programme.

Objectives of the Joint Venture

The Joint Venture Company objectives are to:

- Create and maintain a successful long-term partnership spanning at least 10 years;
- Through a Customer Charter and Performance Management Policy provide measurable excellent customer service with a high level of service user engagement with a focus that supports diversity and customers with differing needs;
- Drive efficiencies and continuous improvement across all service areas. These service areas are principally Corporate Property, Housing Maintenance and Consultancy. Savings will be aligned to the Council's annual budget reductions;
- Develop a trusted brand that will encourage and underpin growth in these service areas with a diversified customer base;
- Maintain a safe and accident free working environment for all employees, subcontractors and suppliers.
- Support the local economy and communities by employing local people, contractors and suppliers with a focus on equalities and diversity
- Develop the local workforce through apprenticeships, education and training programmes and creating employment opportunities in the wider Kier Group
- Grow the business supported by the provision of expertise from Kier, the Council and their respective networks

Investing in a joint venture arrangement comes with its own risks for consideration, including

- The Council needs or wants to do things differently,
- The Council and HoWPS have a fundamental disagreement,
- HoWPS fails,
- The arrangements are terminated,
- HoWPS does not perform as expected (including management of health and safety)
- Circumstances (including the law) change the costs of providing the services.
- Conflicts of interest might arise between the Council and company
- Unexpected call on the council for capital to purchase the company or assets on termination.

Mitigating the risks of Commercial Activity – Due Diligence

Due diligence begins at the point a project starts to be considered and continues throughout the processes of approval, implementation and operation.

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Commercial Property Due Diligence – Operational Portfolio

Before a lease is awarded, a due diligence exercise is carried out in relation to the prospective tenant's capability for meeting their commitment under the lease.

Once the risk assessment has been completed, there are three options for proceeding

- Grant the lease and require a deposit that appropriately reflects the level of risk associated with the tenancy
- Grant the lease with an Authorised Guarantee Agreement (AGA) where another body acts as guarantor for the lease commitments
- Refuse the tenancy

Once the lease has been granted the rental income is monitored and managed within the council's sundry debtor processes. If necessary, the council will take appropriate action to terminate the tenancy in line with the tenancy agreement or lease.

Commercial Activity Due Diligence – New Projects

Due diligence on new projects begins at inception by identifying the nature of the project and associated risks. A feasibility process is carried out to clarify whether it is deliverable, the potential costs (capital and revenue), and to assess the risks and the benefits it is intended to achieve (including whether it will be a deliverable return).

Next a viability assessment will be carried out, including a sensitivity analysis. This helps to ensure that the evaluation of the expected benefits are robust and to identify the most effective method of project delivery that mitigates risk.

If a new project involves a property acquisition, rather than a new build, a detailed assessment of the building fabric and utilities will be undertaken. In addition a detailed review of any in situ tenants and their lease terms will be undertaken to identify anything that could pose a potential risk to the Council.

Legal advice will be taken throughout all new projects, whether new build or acquisition. Where necessary independent professional advice will be obtained from relevant specialists, which may include tax advisers, financial advisers, etc.

Commercial Activity Due Diligence – Disposals

External advice may be taken to determine the best method to dispose of such assets and the council is mindful of its value for money responsibilities and its duties under s.123 of the 1972 Local Government Act and provisions under other powers to dispose of assets.

Commercial Activity Approval and Scrutiny

All new commercial projects, whether property or service based, requires cabinet approval based on a report setting out the proposals and associated risks and considerations.

Commercial activity will be reported to and scrutinized through the Council's Scrutiny Committee structure.

Commercial property income is approved annually in line with the Council's income policy and budget setting process. The levels of income will be monitored and reported through the Council's revenue budget monitoring process.

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Council Vision

Vision, Values and Principles

A renewed statement of vision, values and operating principles has been developed, which provides a checklist for the Council and key partners to use as a means of evaluating the effectiveness of the current strategy and deciding if it is improving service provision and outcomes for individuals and communities.

Vision 2025

Building on previous progress to make Powys the best possible place to live, work and visit, ensuring communities feel supported, have a say in what is provided for them locally and feel they play a key role in local service delivery. In an era of continued budgetary pressures, growing demand and increased expectations it is very important that there is clarity about what the Council wants to achieve now and in the future.

An open and enterprising council, this means:

- Working with communities, residents and businesses
- Willing to look at new ways of working and delivering services
- Focussing on solutions rather than problems

Having clear priorities to deliver the vision:

- **The Economy** - We will develop a vibrant economy
- **Health and Care** - We will lead the way in effective, integrated rural health and care
- **Learning and Skills** - We will strengthen learning and skills
- **Residents and Communities** - We will support our residents and communities

To deliver the above there is an enabling priority:

- **Making it Happen**
 - Political & Officer Leadership
 - Workforce Strategy
 - Strategic & Financial Planning
 - ICT & Business Systems
 - Performance Management
 - Communications- Engagement with Residents & Communities
 - Partnerships

Guiding principles

The Council's guiding principles are based on the Well-being of Future Generations (Wales) Act 2015, which means the decisions made must take into account the impact on people's lives in Powys in the future. The Act identifies the following five sustainable development principles:

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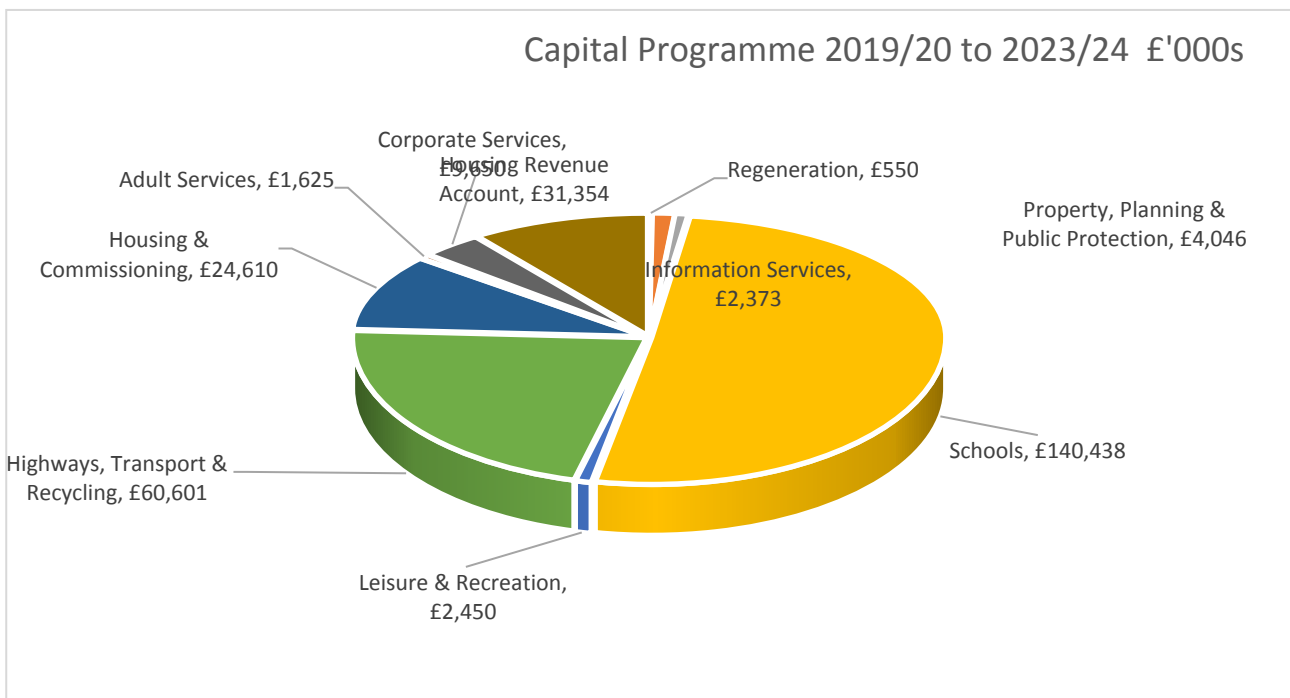
- **Long-term** - Balancing short-term needs with the need to safeguard the ability to also meet long-term needs.
- **Prevention** - Putting resources into preventing problems occurring or getting worse.
- **Integration (cross-cutting)** - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies.
- **Collaboration** - Working together with other partners to deliver our priorities.
- **Involvement** (communications and engagement) - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

Programme Overview

The Capital Programme covers three areas of expenditure. These are:

- a core programme of schemes that are regulatory / statutory in nature, and minimise legal challenge or revenue risk, these schemes are related to day to day activities that will ensure the Council meets its statutory requirements
- a retained asset programme to improve or enhance the life of existing assets, and
- an investment programme in schemes linked to the Council's strategic priorities; schemes to generate income and increase the diversification of the Council's property portfolio, or reduce the revenue costs of running and maintaining the assets.

The current capital programme and new capital schemes approved for 2019/20 onwards total £275,697k and is summarised by year and service below:



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Capital Programme

Appendix A sets out the capital schemes that will be funded over the next five years.

Residents and the Community - We will support our residents and communities

Housing

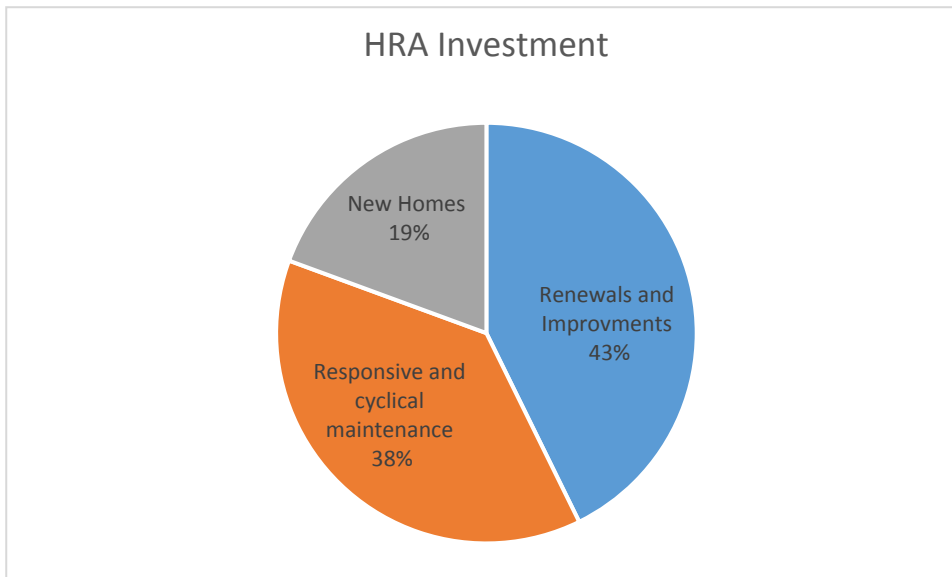
The Council is the largest social landlord in Powys and has more financial freedoms available since exiting the Housing Revenue Account (HRA) subsidy regime. The Council achieved Welsh Housing Quality Standard (WHQS) at the end of December 2018 but this doesn't mark the end of our investment programme in our housing stock. The HRA capital programme will develop new council homes; ensure we maintain the WHQS; increase thermal efficiency; address problems of dampness; improve the fabric of our estates; and improve the quality of older persons' accommodation, to enable vulnerable older people to remain living independently for longer.

The HRA 30 Year Business Plan demonstrates an affordable capital strategy alongside delivering the day to day service and has key objectives linked to the Local Housing Strategy to:-

- Support the public service modernisation agenda in Powys, in particular seeking to reconfigure our older persons accommodation to enable people to live independently for longer
- Make a significant contribution to alleviate poverty in Powys, in particular fuel poverty
- Provide good quality affordable housing to meet the needs and aspirations of the people of Powys, that are located in safe and attractive environments to which residents can relate and take pride in
- Support the regeneration of communities, creating training and employment opportunities
- Significantly reducing the carbon footprint of the housing stock
- Provide excellent customer focused services which meet the needs of our current and future customers.

Over the lifetime of the business plan the service will look to invest:

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The HRA investment programme represents a significant injection of resources into the local economy of Powys and the service will work to ensure that the local benefit of this investment is maximised within the appropriate procurement requirements.

In addition to the ongoing capital schemes, there has been the addition of £15m to be used over three years as a Registered Social landlord loan scheme. This will match fund Welsh Government (WG) monies to support additional social housing in Powys.

Leisure and Recreation

A number of libraries are already housed in open public locations, for example Builth library at Antur Gwy, Rhayader at the Leisure Centre, Knighton Community Centre Library, Hay and Talgarth primary school community areas. Self-service technology funded through capital means that customers can make increased use of the resources available even when staff are not present or are busy supporting others. Powys County Council (PCC) staff using libraries for agile working purposes will be able to borrow resources by self-service. This provides a wider more cost effective service and is linked to improving learning and skills and health and wellbeing. Presteigne library is a new refurbishment scheme to address issues in a recent condition survey.

The Council has statutory responsibilities in terms of the maintenance of public rights of way. Areas that can require significant investment include the repair or replacement of bridges and the surfacing of public rights of way, in particular byways open to all traffic. These tasks have significant legal and health & safety risks if they remain unresolved. They are often issues that are beyond the scope of revenue budgets, therefore capital funding is sought to enable these larger tasks to be completed. Next year's capital programme supports Monks Trod Byway, to ensure that this byway is brought into safe and useable condition as bridleway standard.

Highways and Environment

The Council has a statutory duty to maintain the adopted highway, maintained at public expense in a safe condition for the passage of the user. A strategic approach has been used to develop the Highways Asset Management Plan (HAMP) in identifying and allocating resources for the management, operation, preservation and enhancement of the

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highway infrastructure to meet the needs of current and future customers. Current gross replacement cost of these assets are estimated at £4.4bn.

An Annual Status and Options Report summarises the status of the main asset groups in terms of condition, compliance with meeting repair standards, level of public complaint/contact etc. The report describes the result of the previous year's investment in terms of meeting the target service standards, enabling the Council to determine if the standards in the HAMP are being met or not. This report also sets out future options available, including long term (20 year) predictions of defect levels, condition and other relevant data in sufficient detail to enable future investment plans and any necessary revisions to service standards contained in the HAMP.

Accessibility to and from employment, homes, leisure, health and social activity must be maintained. Economic growth needs to be facilitated. Congestion and delays on our highway network should be minimised. The Council aims to deliver safe access to employment, local services and facilities by;

- Using available funding to support Council priorities for accessing employment, health, leisure and education, and improve road safety on the county's highway network.
- Prioritising the Council's road infrastructure for repairs and maintenance and implement network improvement programmes.

Waste Strategy

Powys County Council faces stringent Welsh Government (WG) statutory recycling targets. These are 64% for 2019/20 and 70% for 2024/25. In addition to this there is a target to reduce landfill to 10% by 2019/20 and 5% by 2024/25. This has required a step change in the way all local authorities approach waste and recycling.

PCC has followed the WG's preferred method for collecting kerbside recycling using their 'blueprint' as specified in the Municipal Sector Plan. This is a kerbside sort with boxes to maximise the quality of material and hence increase outlets for the recycle, reduce gate fees and maximise any potential income. To sort and process this material requires strategically located facilities (delivery points) where the kerbside vehicles can tip whilst maximising their rounds. In order to deliver this service in a county the size of Powys, it is our intention to develop three bulking/baling facilities in the south, mid and north of the county. It is also imperative that these assets are owned by PCC in order that maximum value can be obtained when commissioning the service. Capital funding to develop these are included in the overall programme.

As well as the kerbside collection of recyclables, authorities have an obligation to provide a facility for the public to take household waste. These Household Waste Recycling Centres (HWRCs) make a considerable contribution to achieving recycling targets as 24% of municipal waste is handled through these facilities. The benefits of ownership and control the asset is essential in order to maximize value when commissioning the service.

The capital investment in the Waste and Recycling service will ensure that the Council is able to meet the targets whilst obtaining maximum value from the service. A network of assets under the Council's control allows flexibility to adapt to any changing requirements within the industry and Government policy and legislation. Some of these schemes will

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deliver efficiency savings in future years, whilst others ensure health and safety issues are minimised.

Health and Care – We will lead the way in effective, integrated rural health and care

The capital programme focuses on supporting those who wish to remain in their own home rather than residential care and supports the integrated Health and Care Strategy for Powys. This strategy acknowledges that people in Powys live longer and healthier lives than elsewhere in Wales and that Powys is a place aspiring to help improve the wellbeing of all people. It outlines the direction the Council will take:-

- promoting wellbeing;
- offering early help and support to people;
- tackling the big four diseases that limit life (cancer, circulatory diseases, mental health, respiratory diseases); and
- providing joined up care.

These are the key areas that become priorities for action. Ensuring people stay well, help them act early to prevent ill health and get support, and where care and treatment is required, work with people to ensure care is joined up and based on what matters most to the individual.

The schemes mainly focus on accommodation options for older people and the use of assistive technology, which has a key role to play in the modernisation of health and social care. With ever increasing technological advances, it offers a range of possibilities for greater choice, not only of how people can access the support they need, but also where and when they access support. In doing so, assistive technology enables people to take greater control, and to live independently for longer by preventing hospital admissions and premature moves to residential care. Enabling access to better accommodation options for older people is essential in order to support independent living and reduce demand for other types of care.

Learning and Skills – We will strengthen learning and skills

Schools

Key Purpose

The Council's key purpose is to enable the children and young people of Powys to become:

- Safe, healthy, confident and resilient individuals;
- Ambitious, capable learners, ready to learn throughout their lives;
- Enterprising, creative contributors, ready to play a full part in life and work;
- Ethical and informed citizens ready to lead fulfilling lives as valued members of society.

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Aims

To achieve this Key Purpose, the Council aspires to ensure that Powys has the right number of schools in the right place, and in the right condition, for the current and future pupil population.

The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B, the Royal Institute of Chartered Surveyors grading for the buildings condition in terms of its dilapidation and deterioration
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel

Powys County Council aims to provide learning environments that meet the aspirations of the WG's 21st Century Schools programme. Major capital investment in school buildings in Powys will continue to be taken forward through the WG's 21st Century Schools programme, and the authority's programme for Band B (2019 – 2024) will develop schools according to agreed strategic policy.

Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

The authority has submitted a programme of investment for Band B of the 21st Century programme, which has been approved in principle by the WG. This investment targets some of the authority's poorest condition schools, including special schools, and also provides investment to deliver Welsh-medium education, in accordance with the WG's aspiration to create a million Welsh speakers by 2050. It also includes investment in primary reconfiguration. The programme has a 65% capital intervention rate for

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mainstream schools, 75% for special schools and it also offers a new and innovative funding route where the intervention rate is 85% the Mutual Investment Model. The Council will develop its strategies to ensure maximisation of the potential investment opportunities that may be available via WG funding.

The Council aims to improve learning provision and opportunities to achieve better learner outcomes through its improvement programme by:

- Delivering the current Band A Programme (2014 - 2018) jointly funded with WG
- Delivering the Band B Programme (2019 – 2024) via WG 21st Century Schools Programme Band B (2019) which is jointly funded with WG; and
- Present a rolling programme of improvement proposals/plans to Cabinet to ensure that the County has an educational infrastructure that meets our aims.

The Economy – We will develop a vibrant economy

The vision is to ensure that the property and land assets are efficient, sustainable and in the right locations to support the delivery of services and the achievement of key priorities. To facilitate this a proactive and consistent approach is adopted, in terms of the planning and delivery of sound property management throughout the life cycle of the portfolio. To maximise efficiencies and opportunities from our estate, the property team are developing the potential of moving to a Corporate Landlord model whereby all properties will be managed centrally.

In relation to budget challenges and the achievement of the asset vision, it is necessary to ensure that the Council's land and property assets play a pivotal role in the delivery of change and adopts a more dynamic approach to supporting organisational transformation. Buildings can be a catalyst for change, so over the next four years there will be further significant changes required within the organisation. These changes will need to happen in a short time frame and need to be able to respond to these changing needs and must be able to respond to this changing landscape quickly using innovative approaches. The Strategic Asset Board and the StAMP (Strategic Asset Management Plan) are the mechanisms in place to help deliver these changes and greater powers may need to be delegated to the Strategic Asset Board in order to respond as effectively as possible to demands/ changes.

The MTFs forecasts a gap between funding levels and resource requirements over the medium term and therefore enables specific actions to be identified to balance the budget and manage resources. An escalated disposals programme has been developed to help bridge this gap. Any asset investment plan that results in a capital project will have consequences for the revenue budget, both positive and negative. Savings may be generated from reduced running costs or schemes that generate income but revenue costs may be incurred to service any borrowing associated with the scheme. The Council's overarching budget strategy brings together the Revenue and Capital budgets alongside the policy on Reserves to link these three key elements to form the foundation of our financial plans. The Revenue Budget proposed includes these considerations with provision for the financing of capital.

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Regeneration, Property and Development

The provision of sustainable infrastructure and the availability of business units supports the local and regional economy. The commercial viability of our town centres and rural areas must be protected, along with the vitality of town centres as centres for economic activity and social contact.

The Council need to intervene where the private sector is not able to (for economic reasons) to create or facilitate investment in business units in order to keep and attract business to the County. The Abermule scheme is one such scheme that sees the Authority creating a business park on a former WG site which otherwise would not have been developed in the short to medium term.

New approaches need to be developed in community and social sectors to the design and ways services are delivered, known as Alternative Delivery Models (ADMs), to sustain important services and meet future needs.

Our assets are helping community organisations to develop and become more sustainable by putting them on a firmer footing for the future. The Council's Community Asset Transfer programme (CATs) has actively sought interest from community groups with a social purpose in having assets transferred to them on a long term lease basis, or, exceptionally, by freehold transfer for the benefit of local communities.

There have been a number of successes already and we will continue this programme and provide help and support to organisations which want to move in this direction.

The Council aims to support local communities to become more resilient by:

- Designing and implementing alternative delivery models to sustain important services to meet future need.
- Empowering communities to run and manage facilities in their locality through Community Asset Transfers.

The Council's carbon emissions must continue to reduce to meet WG targets and play a part in helping to address the consequences of climate change. Reducing the Council's energy costs will also contribute to balancing the MTFs. The Council aims to establish environmental development which maximises social and economic benefits as follows:

- The Council will minimise and make efficient use of energy and fuel in all its activities. For example recent works to change interior lighting in County Hall should see savings of approximately £20,000 pa. The Council will reduce its energy consumption and therefore costs by monitoring and reducing energy consumption through the creation of energy saving schemes through the RE: FIT programme and where it makes economic sense introduce low carbon technologies to reduce the carbon emissions of the Council's corporate building estate.
- Continue to rationalise assets held by constantly challenging the retention of assets. We will target underperforming assets and those where service delivery can be maintained by sharing and/or using remaining assets more efficiently. We will also eliminate any duplication in the function of our assets. To deliver this the Strategic Asset Board is reviewing assets on a "place" basis to deliver future revenue savings.

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- We are currently reviewing our Corporate Office Accommodation to ensure that our offices are located in the most appropriate location and are modern, flexible and energy efficient. The North Office review has now been completed and is now in implementation phase. We will then undertake a review of our South Office accommodation. We are already working with our partners (Powys Teaching Health Board, Dyfed Powys Police and Welsh Government) to identify co:location opportunities . There will also be a review of our depots linked to the new Fleet Facility which is an opportunity to co-locate with a partner.
- Continue to modernise the way the Council operates and develop agile working throughout the offices. Teams will be expected to work in new ways that will mean ICT investment will be key to delivering efficient office accommodation

County Farms

The County Farm Estate offers support to the largest industry in Wales – agriculture - and when farms become vacant provides young entrants with the opportunity to establish their farm businesses on starter farms, with the prospect of progression to larger farms either within the portfolio, or in the private sector. It is essential that the Council manages its agricultural estate prudently, efficiently, and professionally. Effective management of County Farms estate will enable us to continue to provide the opportunities already enjoyed by current tenant farmers, and maintain an income stream.

A condition survey carried out in 2015 identified approximately £4.5m of works classified as 'urgent' required within two years. To date £1m has already been used to address the health and safety risks due to asbestos, electrical issues and septic tanks. There is a further allocation of £500k in the programme for 2019/20. The financial demands of the Estate need to be evaluated against the competing demands across the council whilst noting the estate produces a surplus of approximately £700k per annum and has made a considerable contribution in capital receipts amounting to approximately £16m.

Making it Happen

Information Technology

The joint Information Technology Strategy with Powys teaching Health Board underpins ICT investment decisions. Its focus remains on developing Information Technology (IT) in Powys to support the delivery of Corporate and Service objectives and priorities, enabling change and driving forward improvement.

The Council has developed a secure, resilient, reliable and high performing IT infrastructure which provides the foundations to deliver real benefits to services, customers and the citizens of Powys. However, the extremely rapid pace of change and development in terms of IT means a constant requirement to identify opportunities for further improvements.

The service engages with change programmes so that investment and resource meets identified priorities. In respect of infrastructure, IT will seek to invest in up to date cloud based technologies including 'Azure' cloud technologies, improved telephony and mobile systems, WEB and share-point and improved wireless. In terms of applications IT is looking to rationalise the number of systems through investment in replacement of legacy

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corporate systems and improved integration between systems notably the WEB and Intranet.

Capitalisation Direction and Transformation

In December 2017 the Secretary of State announced the continuation of the capital receipt flexibility programme for a further three years up to financial year 2021/22. This is significant as it gives authorities the continued freedom to use in year capital receipts from the sale of their own assets (excluding Right to Buy receipts) to help fund the revenue costs of transformation projects and release savings.

Capital receipts, less the administrative costs to sell the asset, will be used to fund the cost of the transformation projects for the next three years. A capital receipts policy has been developed to support this approach together with a schedule of the anticipated receipts and their application over the period of the directive. The policy which is attached as Appendix C forms a key element of the Medium Term Financial Strategy.

Capital Funding

Appendix A shows how the capital programme will be funded. The schemes are reassessed each month to ensure the most cost effective funding streams are utilised, especially when slippage occurs and restricted funding has a deadline for drawdown.

The diagram below shows the sources of funding that are utilised to deliver the capital programme. Each are explained in detail at Appendix B.



Restrictions around borrowing etc

Powys has a Housing Revenue Account (HRA) this means that any capital receipts received from the sale of its housing assets are retained by the HRA. Any land swaps between the Council Fund and HRA can result in capital receipts for both the HRA and Council Fund. In addition, any borrowing undertaken on behalf of the HRA is financed by the HRA.

Treasury Management and Annual Investment Strategy

The Capital Programme, is closely aligned to the Treasury Management Strategy, in terms of identifying and undertaking necessary borrowing and when cash will be paid into the Council's bank to support cashflow.

The Council's Capital Financing Requirement (CFR) is the amount of capital expenditure that is not financed from revenue resources, capital grants, capital receipts or other contributions. Any expenditure that is not financed from these resources increases the authority's underlying need to borrow. Part of the Council's treasury activities is to address the funding requirements for this borrowing need, based on having sufficient cash to meet the cost of the schemes this may be sourced through prudential borrowing or utilising temporary cash resources within the Council.

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The Council is currently maintaining an under borrowed position. This does not indicate the Council should take out further borrowing but that the capital borrowing need has not been fully funded with loan debt as cash supporting the Authority's reserves, balances and cashflow has been used as a temporary measure. This is a prudent and cost effective approach in the current economic climate of low interest rates and is a good use of the Council's cash. Analysis of the balance sheet confirms the Authority to be in an internally borrowed position which, as mentioned above, is a prudent and cost effective approach in the current climate of low interest rates.

The policy of avoiding new borrowing by running down spare cash balances has served Powys well over the last few years and meant that the Treasury Management function has made a considerable contribution to the overall financial position. However, this is under constant review because the Council now has an emerging borrowing requirement. This constant review is to avoid incurring higher borrowing costs in later times when the authority will not be able to avoid new borrowing to finance capital expenditure and/or to refinance maturing debt. There will remain what is termed as a cost of carry to any new long-term borrowing. This will see a temporary increase in cash balances due to the difference between borrowing costs and investment returns.

Current forecasts show gradual interest rate rises over the next year. This will be taken into account when considering borrowing options.

Any decision to borrow in advance will be within forward approved CFR estimates and will be considered carefully to ensure value for money can be demonstrated.

In determining whether borrowing will be undertaken in advance of need the Authority will:

- ensure that there is a clear link between the capital programme and maturity profile of the existing debt portfolio which supports the need to take funding in advance of need
- ensure the ongoing revenue liabilities created and the implications for the future plans and budgets have been considered
- evaluate the economic and market factors that might influence the manner and timing of any decision to borrow
- consider the merits and demerits of alternative forms of funding
- consider the alternative interest rate bases available, the most appropriate periods to fund and repayment profiles to use.

Minimum Revenue Provision (MRP)

MRP is the annual charge that councils are required to make for the repayment of their debt liability in respect of capital expenditure funded by borrowing, for both the General Fund and Housing Revenue Account Debt.

This capital expenditure is set out as part of the calculation of the CFR and forecasts updated regularly to reflect changing borrowing needs and the resulting costs. Key, is the requirement for a prudent provision to be made to ensure that debt is repaid over a period commensurate with that over which the capital expenditure provides benefits.

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Following an MRP review, Council approved an amended MRP policy to be applied for the 2015/16 financial year and beyond, based on the following:

- MRP on Supported Borrowing. From a 4% reducing balance method to a 2% straight line calculation for supported borrowing.
- MRP on Prudential Borrowing is charged over the life of assets. Using the asset life method for current and future years' calculation of prudential borrowing MRP for both the General Fund and HRA.
- The HRA CFR, which is a combination of historic and settlement debt, would be subject to the 2% reducing balance method calculation.
- For assets under construction, the MRP is allowed to be deferred until the asset is operational so the MRP matches the useful life of the asset.

The Council has revised the method of calculation to 2% straight line for the General Fund, for debt going forward. It has now reviewed the current years MRP liability and will retrospectively make an adjustment for the period between 2007/8 and 2014/15 in order to facilitate the appropriate starting point for 2015/16. This recalculation demonstrates prudence, in that the debt liability will be repaid eight years earlier, and effectively moves the start point of the 50 years useful asset life back to 2007/08. This means that the debt liability will be reduced to nil in 2057, rather than in 2065.

Over the years 2007/08 to 2016/17, the Authority would have charged a total of £19.988m less MRP on the General Fund CFR balance as at 2007/08 if it had adopted the 2% straight line method on its historic/supported debt in 2007/08.

Risk Management

All large capital projects are managed under the Council's Project Management Methodology, which incorporates risk identification and risk management. The Council also has a Risk Management Policy which is applied to all its projects and activities.

For all capital projects, project managers update financial forecasts on a monthly basis identifying any areas subject to risk of overspend, underspend or slippage. The monthly report is reviewed by the officer Resources Working Group, where any issues are discussed and, if necessary, referred for action.

There is also a degree of funding risk in the Capital Programme, reliant as it is on future capital receipts, and the ability to be able to afford borrowing if necessary. These risks need to be managed and monitored on a regular basis, and action taken where necessary.

Risk Appetite

Risk appetite in this context is the level of risk that the Council is prepared to accept to be exposed to at any point in time in relation to its activities. It involves knowing what risks the Council wishes to avoid, what risks it is willing to accept and what risks it is willing and able to manage (including by transferring them to a third party, e.g. through insurance).

The Council is willing to accept and manage the risks outlined in the Corporate Risk Table below in respect of commercial property, provided that the business case and risk

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assessments for the project put the level of risks within acceptable and manageable margins. However, it will not knowingly enter into a commercial lease agreement with an unsuitable tenant.

In addition, the lease terms used for the commercial property include clauses that enable the Council to take action where it has inadvertently entered into a lease agreement with an unsuitable tenant.

The risks are regularly monitored and managed both financially and operationally in accordance with council processes. The financial performance is reported on a monthly basis to the Resources Working Group and on a quarterly basis to Portfolio Holders as part of the revenue budget monitoring.

The Council is willing to accept the risks set out in this Strategy for projects that have Council approval provided that the project management ensures the appropriate mitigations are put in place to bring the project within acceptable risks margins.

The red risks are of the greatest priority and require immediate attention. Amber risks should be reviewed and moderate risk mitigation action may be required. Green risks are likely to require no further action and should be monitored at 3-monthly intervals, in case the situation changes.

Likelihood	A	Very High	G	A	R	R
	B	High	G	A	R	R
	C	Significant	G	A	R	R
	D	Low	G	A	A	R
	E	Very Low	G	G	G	A
	F	Almost Impossible	G	G	G	G
			Negligible	Marginal	Critical	Catastrophic
		4	3	2	1	
		Impact				

Commercial Property Risks Table

The key risks inherent in the Council's commercial property investments include:

Category	Description of Risk	Potential Impact
Financial	Downturn in either specific areas of the property market or the wider commercial property market.	May result in a decline in rents and/or an increase in vacant properties impacting adversely on the Council's income.
Financial	Loss of one or more material tenants resulting in vacant properties and/or bad players.	May adversely impact on rental income.
Strategic	Government intervention, e.g. setting limits on the commercialisation strategies available to local authorities.	May limit resources through restricting potential funding streams.

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Reputational (Risk D)	Unsuitable tenants, for example tenants using premises let by the Council for illegal or undesirable purposes.	May reflect badly on the Council's reputation.
Financial	Over-reliance on commercial income streams to fund core services.	May result in increased financial pressures should one of the income streams fail.
Financial	Ability to fund costs associated with maintaining investment returns (i.e. income streams), for example ensuring that the investment stock suitably reflects market demands.	May undermine investments resulting in increased financial pressures.
Reputational/ Financial	Liquidity and Inflation risks-when the Council invests in commercial property the 'cash' it invests loses its liquidity. If the Council does decide to sell investment property, there is a risk that the market value of the property is lower in real terms than the amount invested.	May result in reputational damage to the Council and increased financial pressures.
Financial	If there are issues with income for an investment property that has been funded by borrowing there is a risk that the costs of borrowing will not be covered by the income from that property.	May result in increased financial pressures.

Capital Programme Risks

The key risks inherent in the Council's Capital Programme include:

Category	Description of Risk	Potential Impact
Financial	The longer a project takes to come to fruition, the greater the risk that the financial cost of the project will have increased, both due to the additional staff time spent on the project and the inflationary impact on the costs involved in bringing the asset into operation.	May result in financial pressures on the other projects/ programmes and service delivery.
Financial	There is a degree of correlation between the length of time a project spends in the feasibility and development stage and an increased risk of project failure or abandonment. Should a project fail for any reason, the regulations require all capital costs to be returned to revenue, which may create significant pressures,	May result in additional revenue pressures on delivery/services.

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	depending on the level of spend at that point.	
Financial	Project expenditure is higher than forecast estimates	May result in increased financial pressures/ limitations on future investment options.
Financial	Once a project has been delivered successfully the cash expended is then bound in the asset. In the case of the assets that are for service delivery and do not generate a rental income stream, the money invested in the asset is only recovered if and when the asset is sold at a future date. This carries inherent financial risks in that the asset may have decreased in value, depending on market conditions, or may not have increased in value sufficiently to mitigate the effects of inflation.	May result in increased financial pressures/ limitations on future investment options.
Financial	The current capital programme is heavily reliant on future capital receipts. Should there be any issues in securing these within the planned timescales, it may be necessary for the Council to review the expenditure in the capital programme or undertaking borrowing, which would come at a revenue cost.	May result in additional revenue pressures on delivery/services.

Governance

The overall programme is significant and governance is a key requirement. Planning for the Capital Programme is determined in parallel with service and revenue budget planning process within the framework of the MTFS.

New capital schemes are rigorously appraised through submission of a full business case which will include schemes funded by grants or contributions from 3rd parties. The business cases will be based on the Welsh Government's Better Business Case templates. Large schemes that are programmes in their own right are subject to gateway reviews at stages during the programme, for example: 21st century schools. These gateways are being introduced for all new capital projects.

Ensuring that the evidence and the case for change when the scheme was initially approved is still valid, and that lessons learned from early stages can be applied to future stages. In order to ensure decisions are linked to revenue consequences this is built into the bidding process.

The Council has the ability to further borrow, to fund additional schemes, which must demonstrate how they can contribute towards the Council's vision and help support

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investment and efficiency. The business cases must be clear about deliverability and added value, with clarity about the level of risk to be managed against expected reward.

Monitoring of the annual Capital Programme is undertaken at service level with progress updates given to the Head of Service, budget holders and project managers through Collaborative Planning (CP). Cabinet receives monthly reports covering:

- New schemes or additions to existing schemes
- Grant and new funding sources
- Removal of or reductions to schemes
- Slippage on schemes, and impact on future years capital programme, with virement request

It is important the Capital Programme has some flexibility to deal with emerging issues requiring funding and therefore some 'headroom' is built in to allow smaller schemes to be presented, considered and approved by Cabinet in year. Such schemes can arise in year where an opportunity arises from (say) grants that require an element of match funding or unforeseen events such as regulatory works.

Knowledge and Skills

The Technical Section of the Finance Department has experienced Capital and Treasury Management Teams. All Councils are supported by an external advisor to provide technical advice and assurance about key activities. Powys uses Link Asset Services that is part of Link Group's Asset Services division and works in partnership internationally with almost 7,000 clients including asset managers and investors, business managers, asset owners, trustees, issuers and borrowers. They provide the infrastructure through which assets are secured or deployed in both regulated and unregulated markets. Link's support is as follows:

- They support their clients through their set up and operating challenges, helping them to avoid pitfalls and to achieve superior levels of performance:
- Their innovative financial and administrative services span the whole asset lifecycle in both the primary and secondary markets
- Their well invested administration and payment platform delivers end-to-end solutions for their clients
- They maintain close collaborative links with industry bodies, intermediaries, market utilities and other key market players
- Their interactions and partnerships with stakeholders across the entire financial ecosystem, give them a unique 360 degree perspective.
- Their operating model ensures they remain agile and innovative allowing them to respond to and evolve with the fast changing financial services market place and the challenges it brings.

CAPITAL PROGRAMME 2019/20 to 2023/24

	2019/20	2020/21	2021/22	2022/23	2023/24	Total
	£000	£000	£000	£000	£000	£000
<u>Schools</u>						
Brecon High School	6,928	0	0	0	0	6,928
Welshpool CinW School	3,589	0	0	0	0	3,589
Gwernyfed High School	5,136	1,800	0	0	0	6,936
Ysgol Calon Cymru	5,948	0	0	0	0	5,948
Band B	21,217	16,489	20,737	25,483	27,111	111,037
Major Improvements	2,000	1,000	1,000	1,000	1,000	6,000
	44,818	19,289	21,737	26,483	28,111	140,438
<u>Highways, Transport & Recycling</u>						
Highways Core Allocation	1,500	1,500	1,500	1,500	1,500	7,500
Recycling Bulking Facility North Powys	3,023	0	0	0	0	3,023
Structural Maintenance	1,120	1,500	1,500	1,500	1,500	7,120
HAMP	3,950	3,950	3,950	3,950	3,950	19,750
Bridge Renewal/Strengthening	500	500	500	500	500	2,500
Strategic Salt Reserve	800	0	800	0	0	1,600
Relocation to Cwt y Plyffin	870	0	0	0	0	870
Street Lighting	100	250	250	250	250	1,100
HWRC Brecon	500	0	0	0	0	500
HWRC Welshpool	0	1,000	0	0	0	1,000
Fleet Facility	0	0	2,500	0	0	2,500
Vehicle Telematics/Technology	200	0	0	0	0	200
Previous Years Capitalisation	466	0	0	0	0	466
Recycling of Highways Arising	0	0	950	0	0	950
Vehicle Replacement Programme	2,122	4,272	2,628	2,500	0	11,522
	15,151	12,972	14,578	10,200	7,700	60,601
<u>Regeneration</u>						
Targeted Regeneration Investment Programme (TRIP)	250	300	0	0	0	550
<u>Property, Planning & Public Protection</u>						
County Farms Estate	600	100	100	100	100	1,000
Targeted Regeneration Investment Programme (TRIP)	250	300	0	0	0	550
County Hall Works	175	0	0	0	0	100
North Area Review	250	0	0	0	0	250
County Hall Swipe Access	100	0	0	0	0	100
Ladywell House	330	0	0	0	0	330
Park Office Roof	191	0	0	0	0	191
Abermule Business Park Units	400	400	400	400	400	2,000
	2,296	800	500	500	500	4,596
<u>Leisure & Recreation</u>						
Byway Network	187	0	0	0	0	187
Refurbishment of Sports Centres	495	465	374	364	302	2,000

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	2019/20 £000	2020/21 £000	2021/22 £000	2022/23 £000	2023/24 £000	Total £000
Footbridges - Replacement Programme	15	15	15	15	15	75
Monks Trod Byway	188	0	0	0	0	188
	885	480	389	379	317	2,450
<u>Housing & Commissioning</u>						
Disabled Facilities Grant	1,300	1,300	1,300	1,300	1,300	6,500
Safe, Warm and Secure	200	200	200	200	200	1,000
Gypsy & Traveller Site - Machynlleth	870	0	0	0	0	870
CO2i Assistance	48	48	48	48	48	240
Loans to RSL	5,000	5,000	5,000	0	0	15,000
Landlord Loans	200	200	200	200	200	1,000
	7,618	6,748	6,748	1,748	1,748	24,610
<u>Information Services</u>						
Refresh Programme	350	350	350	350	350	1,750
ICT Enterprise Monitoring	100	0	0	0	0	100
ICT Infrastructure and Cyber Security	173	0	0	0	0	173
ICT System Rationalisation	350	0	0	0	0	350
	973	350	350	350	350	2,373
<u>Adult Services</u>						
PCC Care Homes (BUPA) -	90	446	288	0	0	825
Community Equipment e.g. profile beds	100	100	100	0	0	300
Telecare	100	0	0	0	0	100
Innovative use of robotics e.g. Pepper	0	200	200	0	0	400
	290	746	588	0	0	1,625
Local (small) Capital Schemes	500	500	500	500	500	2,500
Capitalisation Direction	3,150	2,000	2,000	0	0	7,150
Total	75,682	43,885	47,390	40,160	39,226	246,344
<u>Financed By</u>						
Supported Borrowing	5,758	4,573	4,573	4,573	4,573	24,050
Prudential Borrowing	37,452	17,517	21,330	13,143	13,651	103,093
General Capital Grant	4,327	4,327	2,782	2,782	2,782	17,000
Grants	22,276	10,598	13,479	16,564	17,622	80,539
Capital Receipts	3,398	2,248	2,248	248	248	8,390
Revenue/Reserves	2,472	4,622	2,978	2,850	350	13,272
Total	75,682	43,885	47,390	40,160	39,226	246,344
<u>Housing Revenue Account</u>						
Welsh Housing Quality Standard	7,112	3,673	3,673	3,673	3,673	21,804
Old Persons Dwellings	700	0	0	0	0	700
Zero Carbon Initiative	3,354	0	0	0	0	3,354

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New Builds/Purchases	3,931	0	0	0	0	3,931
Adaptions	265	0	0	0	0	265
Communal Work/Alarms/Areas	1,300	0	0	0	0	1,300
Total	16,662	3,673	3,673	3,673	3,673	31,354
	2019/20	2020/21	2021/22	2022/23	2023/24	Total
	£000	£000	£000	£000	£000	£000
Financed By						
Prudential Borrowing	4,764	0	0	0	0	4,764
Grant	5,473	3,673	3673	3673	3673	20,165
Capital Receipts	0	0	0	0	0	0
Revenue/Reserves	6,425	0	0	0	0	6,425
Total	16,662	3,673	3,673	3,673	3,673	31,354

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Appendix B Capital Funding Options

Supported Borrowing

- Welsh Government provide a supported borrowing capital allocation, and provide funding to cover the revenue costs associated with the borrowing in future years, in the RSG.
- This is the maximum that can be borrowed and no restriction on its use.

General Capital Grant

- An annual capital grant from Welsh Government .
- This is no restriction on its use.

Capital Receipts

- Raised from sale of council assets
- Can be used to fund capital costs or repay debt. used mainly to fund short term assets, such as ICT and transformation costs

Specific Grants

- Grants recieved from a range of sponsors funding all or part of a scheme
- Generally have very specific requirements that have to be complied with.
- Unused funding normally has to be returned

Revenue Budgets

- Capital spend funded by a contribution from revenue, the HRA being a big user of this approach.
- The Transport fund is a reserve that funds the replacement of fleet, plant and machinery and the accounting entries flow through the revenue account. To demonstrate VFM the purchase of these assets are also assessed to confirm that leasing or hiring are not a more cost effective alternative.

Prudential Borrowing

- The Prudential Code allows discretion to undertake borrowing to fund capital projects, the costs funded through revenue.
- Capital investment must demonstrate affordability, prudence and sustainability. Prudential indicators must be produced to demonstrate the impact of the programme.

Alternative Sources

- Section 106 / 23 / 278 agreements are contributions from developer towards the provision of public assets and facilities, they are set out within planning agreements
- Local Government Borrowing initiatives have replaced grants, specific schemes which Welsh Government support through revenue contributions to borrowing revenue costs. Energy efficiency and 21st Century Schools are the major plans within Powys.

Powys County Council

Capital Receipt Policy

Introduction

This policy is introduced to provide guidance to Senior Managers on the rules governing the application of Capital Receipts in Powys County Council. This guidance has been drafted in line with the two codes of practice issued by the Chartered Institute of Public Finance and Accountancy (CIPFA). These publications are:

- The Prudential Code for Capital Finance in Local Authorities
- The Code of Practice on Local Authority Accounting.

The two publications referred to above contain guidance on capital receipts and local authority accounting that complements guidance issued by the Welsh Government.

In England and Wales, capital receipts are defined by Section 9(1) of the Local Government Act 2003 to include all instances where property, plant or equipment is disposed of for cash (subject to a £10,000 de minimis). All references to Capital Receipts in this policy therefore refers to this definition.

Application

- This guidance should be read alongside the relevant direction issued by Welsh Ministers.
- This guidance applies with effect from 1 April 2018 and for each subsequent financial year to which the use of capital receipts applies.
- The direction makes it clear that local authorities cannot borrow to finance the revenue costs of service reform. Local authorities can only use capital receipts from the disposal of property plant and equipment assets received in the years in which this flexibility is offered. Officers must therefore not use stock of capital receipts to finance the revenue costs of qualifying projects.

Costs of Disposal

The statutory arrangements for capital receipts in England and Wales permit costs of disposals to be financed from the receipts generated, although there is a cap of 4% of the Capital Receipt for costs incurred in relation to non-housing disposals.

Qualifying Expenditure

The accounting process for disposals is complicated by the fact that proceeds from the sale of property, plant and equipment are generally subject to statutory restrictions over their use. Income that meets the definition of capital receipts is reserved for new capital investment or for the reduction of an authority's indebtedness. This definition has however been extended by a Capitalisation directive (April 2018) on the Flexible Use of Capital Receipt by the Welsh Cabinet Secretary for Local Government and Public Services, in the exercise of his powers under section 16(2)(b) and 20 of the Local Government Act 2003), that the local authorities in Wales treat as capital expenditure, any expenditure which:

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- (a). Is incurred by the Authorities that is designed to generate ongoing revenue savings in the delivery of services and/or transform service delivery in a way that reduces cost or demand for services in future years for any of the public sector delivery partners; and
- (b). Is properly incurred by the authorities for the financial years that begin in 1 April 2016, 1 April 2017, 1 April 2018, 1 April 2019, 1 April 2020 and 1 April 2021.”

While this directive extends the scope of expenditure that qualify for the use of Capital Receipts, it also restricts the period during which the flexibility can be applied. Therefore any decision to apply Capital Receipt, must meet the conditions of both the qualifying period and the qualifying expenditure.

The qualifying period during which flexibility can be applied is the financial years that begin from 1 April 2016 and end on 31 March 2022. This means that any Capital Expenditure received prior to 1 April 2016 or received after 31 March 2022 cannot be applied under the exemptions of the Capitalisation Directive. Capital Receipts received during the directive period can also not be applied with the same flexibility once the directive term has expired.

Qualifying expenditure is expenditure on any project that is designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery in a way that reduces costs or demand for services in future years for the Authority or any of the delivery partners. This includes investment which supports economic growth projects which are also designed to reduce revenue costs or pressures over the longer term. Within this definition, it is for individual local authorities to decide whether or not a project qualifies for the flexibility.

The set up and implementation costs of any new processes or arrangements can be classified as qualifying expenditure. The ongoing revenue costs of the new processes or arrangements cannot be classified as qualifying expenditure.

Examples of qualifying expenditure

There are a wide range of projects that could generate qualifying expenditure and the list below is neither prescriptive nor exhaustive. Examples of projects include:

- Preparatory work necessary to support local authority mergers as part of the programme to reform local government in Wales;
- Sharing back-office and administrative services with one or more other council or public sector body;
- Investment in service reform feasibility work, eg. setting up pilot schemes;
- Collaboration between local authorities and central government to free up land for economic use
- Funding the cost of service reconfiguration, restructuring or rationalisation (staff or non-staff), where this leads to ongoing efficiency savings or service transformation;
- Sharing Chief Executives, management teams or staffing structures;

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- Driving a digital approach to the delivery of more efficient public services and how the public interacts with constituent authorities where possible;
- Aggregating procurement on common goods and services where possible, either as part of local arrangements or using the National Procurement Service, Crown Commercial Services or other central purchasing bodies which operate in accordance with the Wales Procurement Policy Statement;
- Improving systems and processes to tackle fraud and corruption in line with the Local Government Fraud and Corruption Strategy – this could include an element of staff training;
- Setting up alternative delivery models to deliver services more efficiently and bring in revenue (for example, through selling services to others); and
- Integrating public facing services across two or more public sector bodies (for example children’s social care, trading standards) to generate savings or to transform service delivery.
- Investment which supports economic growth projects which are also designed to reduce revenue costs or pressures over the longer term, across one or more local authorities and/or other public sector bodies.

Use of Capital Receipts

The current policy for the use of Capital Receipts is contained in the Corporate Asset Policy.

Capital Receipts will normally be credited to the Central Fund and will be used to progress the Council’s principal objectives defined in the Corporate Improvement Plan. However, up to 4% of the capital receipt may be reclaimed by Property as permitted and approved costs of sale.

Capital receipts from the sale of Farm or Agricultural land under the County Farm Estate and property vested in the HRA will be subject to the following apportionment:

Type	Service Area	Corporate
Agricultural	10%	90%
HRA Dwellings and Land	100%	

This policy proposes to update the use of Capital Receipts between 2018/19 and 2021/22 to the following:

Type	Service Area	Corporate
Agricultural	0%	100%
HRA Dwellings and Land	100%	
Homefinder Receipts	100%	
Vehicles	100%	

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Summary of Transformation Costs and Use of Capital Receipts

	Received	Due	Total	Used	Unused
	£'000	£'000	£'000	£'000	£'000
<u>Capital Receipts</u>					
Total Capital Receipts 16-17	3,088		3,088	907	2,181
Total Capital Receipts 17-18	882		882	605	277
Forecasted Capital Receipts 18-19	677	3,991	4,668		4,668
Forecasted Capital Receipts 19-20		2,880	2,880		2,880
Target Capital Receipts 20-21			2,000		2,000
Target Capital Receipts 21-22			2,000		2,000
					14,006
<u>Transformation Costs 18-19</u>					
Transformation projects			-2,090		
Redundancies excl Schools			-167		
School Redundancies plus Pension Strain			-347		
Organisational Transformation			-500		
			-3,104		10,902
<u>Transformation Costs 19-20</u>					
Transformation Projects to be capitalised			-2,000		
Organisational Transformation			-500		
School Redundancies plus Pension Strain			-650		
			-3,150		7,752
<u>Transformation Costs 20-21</u>					
Transformation projects to be Capitalised			-2,000		
			-2,000		5,752
<u>Transformation Costs 21-22</u>					
Transformation projects to be Capitalised			-2,000		
			-2,000		3,752

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Accountability and Transparency

Welsh Ministers believe it is important that individual authorities demonstrate the highest standards of accountability and transparency. The guidance recommends that each authority should prepare a separate disclosure note of the individual projects that have been funded or part funded through capital receipts flexibility. The disclosure note should be approved by the Responsible Financial Officer at the same time the statutory accounts are certified and can be included as part of the year-end accounts documentation. The disclosure note should be considered and approved by the person presiding at the committee or meeting at which approval of the statement of accounts was given.

Useable Capital Receipts	7,559,202.08	
Less HRA	2,010,519.27	
Less Homefinder Receipts	1,381,210.18	
	4,167,472.63	
Current Capital Projects funded by receipt		Borrowing Costs
2018-19	3,834,480.95	140,652.50

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Prudential Indicators

Table 1

Ratio of financing costs to net revenue stream

	Estimate 2019/20	Estimate 2020/21	Estimate 2021/22	Estimate 2022/23	Estimate 2023/24
	£000	£000	£000	£000	£000
Financing Costs	16,511	17,239	19,011	19,977	21,540
Net Revenue Stream	254,078	254,582	255,354	256,405	257,742
Council Fund	5.61%	6.50%	6.77%	7.44%	7.79%
Financing Costs	5,978	6,203	6,067	6,010	5,943
Net Revenue Stream	24,863	25,599	26,358	27,139	27,944
HRA	24.04%	24.23%	23.02%	22.14%	21.27%

Table 2

Capital Financing Requirement

	Estimate 2019/20	Estimate 2020/21	Estimate 2021/22	Estimate 2022/23	Estimate 2023/24
	£000	£000	£000	£000	£000
Non-HRA	300,953	343,306	364,440	383,863	394,770
HRA	100,628	103,104	100,705	98,364	96,080
Total	401,581	446,140	465,145	482,227	490,850

Table 3

Authorised Limit for External Debt

	2019/20	2020/21	2021/22	2022/23	2023/24
	£m	£m	£m	£m	£m
	497	471	505	502	522
Other Long Term Liabilities	0	0	0	0	0
Total	497	471	505	502	522

Table 4

Operational Boundary for External Debt

	2019/20	2020/21	2021/22	2022/23	2023/24
	£m	£m	£m	£m	£m
Borrowing	472	446	480	477	497
Other Long Term Liabilities	0	0	0	0	0
Total	472	446	480	477	497

Table 5
Change in External Debt

	Estimate 2019/20	Estimate 2020/21	Estimate 2021/22	Estimate 2022/23	Estimate 2023/24
	£000	£000	£000	£000	£000
Council Fund					
External Debt					
Debt at 1st April	234,653	308,525	336,162	344,071	365,369
Expected change in Debt	73,872	27,636	7,910	21,298	3,425
Other Long Term Liabilities	0	0	0	0	0
Expected change in OLT					
Estimated Gross Debt at 31st March	308,525	336,162	344,071	365,369	368,794
CFR	300,953	343,306	364,440	383,863	394,770
Under / (Over) Borrowing	(7,573)	7,144	20,368	18,494	25,976
HRA					
External Debt					
Debt at 1st April	84,585	100,628	103,104	100,705	98,364
Expected change in Debt	16,043	2,476	(2,399)	(2,342)	(2,284)
Other Long Term Liabilities	0	0	0	0	0
Expected change in OLT	0	0	0	0	0
Estimated Gross Debt at 31st March	100,628	103,104	100,705	98,364	96,080
CFR	100,628	103,104	100,705	98,364	96,080
Under / (Over) Borrowing	0	0	0	0	0

Powys County Council Reserves Policy

Introduction

This policy establishes a framework within which decisions will be made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.

The requirement for Financial Reserves is acknowledged in statute. Sections 32 and 43 of the Local Government Finance Act 1992 requires authorities to have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement.

There are also a range of safeguards in place that help prevent local authorities over committing themselves financially. These include:

- The balanced budget requirement
- Chief finance officers' duty to report on the robustness of estimates and adequacy of reserves when the authority is considering its budget requirement (Section 25 of the Local Government Act 2003)
- The legislative requirement for each local authority to make arrangements for the proper administration of their financial affairs and that the chief finance officer has responsibility for the administration of those affairs as set out in Section 151 of the Local Government Act 1972.
- The requirements of the Prudential Code.

These requirements are reinforced by section 114 of the Local Government Finance Act 1988 which requires the chief financial officer to report to all the authority's councillors if there is or is likely to be unlawful expenditure or an unbalanced budget. This would include situations where reserves have become seriously depleted and it is forecast that the Authority will not have resources to meet its expenditure in a particular financial year.

Definitions

Reserves are sums of money held by the Council to meet future expenditure.

Types of Reserve

General Fund Reserves – to meet short term, unforeseeable expenditure arising from unexpected events or emergencies. To enable significant changes in resources or expenditure to be properly managed over the period of the Medium Term Financial Strategy.

Earmarked and Specific Reserves – to meet known or predicted requirements, or established by statute.

Unusable reserves – these arise out of the interaction of legislation and proper accounting practice either to store revaluation gains or as adjustment accounts to reconcile requirements driven by reporting standards to statutory requirements. These reserves are not backed by resources and cannot be used for any other purpose.

Reserves should not be held without a clear purpose.

General Fund Reserves

In assessing the appropriate level of reserves the Authority will ensure that the reserves are not only adequate but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.

In assessing its financial risk the Chartered Institute of Public Finance and Accountancy (CIPFA) has issued guidance on the factors that should be considered:

- Budget Assumption for inflation and interest rates
- Estimates of the level and timing of capital receipts
- The treatment of demand led pressures
- The Authorities track record in budget and financial management
- Treatment of planned efficiencies/savings
- The financial risk inherent in any significant new funding partnerships, major outsourcing and capital developments
- The likely level of Government support to deal with major unforeseen events
- The adequacy of the authority's Insurance arrangements
- The Authority's virement and end of year procedures in relation to budget under and over spends
- The general financial climate and future funding assumptions

The risk assessment will be reviewed annually.

The appropriate level of General Fund Reserves will be determined annually as part of the Budget Setting process and Medium Term Financial Strategy and will be subject to approval by the Cabinet and Full Council.

The Financial Strategy will set out the level of planned reserve balances including financial arrangements for any replenishing of reserves, it will also confirm acceptable thresholds above and below the balance. If the balance falls outside of these thresholds a plan will be agreed by Cabinet to restore balances to the appropriate level.

Earmarked and Specific Reserves

These are required for specific purposes and are a means of building up funds to meet known or predicted liabilities. By nature these reserves balances do not have minimum and maximum thresholds. Creation of such reserves must be approved by the Strategic Director of Resources.

Balances should be reasonable for the purpose held and must be used for the item for which they have been set aside, if circumstances arise to which the reserve is no longer required for its original purpose they will transfer to the General Fund Reserve.

Ringfenced Reserves

Housing Revenue Account

The Housing Revenue Account is ringfenced this means that HRA resources may only be expended with the HRA. Councils are not allowed to transfer resources between the HRA and their general funds. The Balance on the HRA is held in a ringfenced reserve.

Schools Reserves

Schools are able to carry forward surplus and deficit balances from one year to the next and utilise these balances for managing changes in pupil numbers and funding, or the funding of projects and future liabilities. The balances are held by individual schools, they are not for general Council use. Guidance on the level of balances held, and possible clawback of funds by the Authority is documented within section 4 of Powys' Scheme for the Financing of Schools.

Reporting of Reserves

The balances and movement of all reserves is required to be reported within the Authorities Annual Statement of Accounts.

The balance held and projected movement of useable reserves is reported monthly as part of the Budget Monitoring Report to Cabinet, this includes the level of reserves held against the threshold set for the year.

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\ Report

Independent Assessment of the Proposed Budget for 2019/20 and the Adequacy of Reserves held

Powys County Council

January 2019

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This report has been commissioned by the Powys County Council Head of Finance to provide an independent review and to assist in the assessment of how the Council has developed its budget proposals in line with the requirements of the Local Government Act 2003. This Act requires the Chief Finance Officer, Section 151 Officer (the Head of Finance), to make a report to the Council when it is considering its budget and Council Tax. The report must provide assurance on the robustness of the estimates, highlighting the risks associated with its deliverability and the adequacy of the reserves allowed for in the budget proposals.

This CIPFA report details our brief, approach, findings and conclusions. As with all public sector organisations including local government the challenges of providing public services with diminishing resources means having a clear understanding of the financial position, risk and options when making decisions. This report highlights our findings at Powys and indicates our conclusions around further activity and direction.



Chris Tidswell FCPFA

Head of CIPFA Wales

CIPFA

1. Introduction

- 1.1 The Local Government Act 2003 requires the Chief Finance Officer, Section 151 Officer (the Head of Financial Services), to make a report to the Council when it is considering its budget and Council Tax. The report must provide assurance on the robustness of the estimates, highlighting the risks associated with its deliverability and the adequacy of the reserves allowed for in the budget proposals.
- 1.2 This report has been commissioned by the Head of Finance to assist in this assessment. CIPFA has been asked specifically to provide an independent review of how the Council has developed its budget proposal in terms of:
 - How well it understands the financial position it faces;
 - The risks embedded within the proposal and how these will be managed;
 - The robustness of the savings plans;
 - The level of reserves maintained and their adequacy;
 - The process in place for monitoring the delivery of the proposal during the forthcoming year.
- 1.3 In order to carry out this work we have reviewed a series of reports and presentations and interviewed a number of Elected Members and senior officers. In the time available we have not been able to test the accuracy of the numbers nor have we been able to validate how well the various processes operate in practice. Our report relies on the accuracy of the documentation provided to us and on the representations provided by officers and Members. A list of the documents reviewed is provided in Appendix 1 of this report while a list of interviewees is provided in Appendix 2.

2. Budget Context

- 2.1 The Council budget for 2019/20 is set in the context of continuing financial pressures. At the time of writing this report an indication of the final settlement figure for the 2019/20 Welsh block grant has been received. The projected budget for the year has been calculated on the basis of a 9.5% increase in Council Tax. This would enable a balanced budget to be delivered.
- 2.2 The local context affecting funding and demand for services is heavily influenced by Powys being sparsely populated with a wide geographic area requiring services. It has a higher than average elderly population that is predicted to increase at a rate that is significantly greater than the national average.
- 2.3 Conversely, the younger population is declining with a reducing birth rate, and a sizeable outward migration of young people looking for further educational and career opportunities, being the main contributors to this trend.

- 2.4 These factors in combination are presenting significant challenges. The provision of services to a dispersed and relatively small population is expensive as a result of greater transport costs and the demand for facilities to be delivered locally or within a commutable distance. Additionally, a consequence of an ageing population is the increased demand for more complex and therefore more expensive care support.
- 2.5 An inspection of the services for children in 2017 was critical of the standard of service provided and resulted in an Improvement and Assurance Board being established to report directly to the Welsh Government. A further inspection in 2018 has indicated that significant improvements have been made but that more still needs to be done. The Improvement and Assurance Board remains in place. Partly as a result of these reports, and also because of increased service demands, the Council has identified additional service pressures, included in the draft 2019/20 budget amounting to £22.4m, partially offset by identified savings of £14.5m leaving a net increased requirement of £7.9m.
- 2.6 Despite the challenges, the Council continues to develop and refine its strategic financial planning arrangements and has developed a longer term approach to forecasting. The summary Financial Resource Model that we have seen covers the period from 2019/20 to 2023/24 in terms of outline planning totals.

3. Robustness of Budget proposals

3.1 Budget Setting Process

3.2 As a result of the Council elections in May 2017 a new administration was formed to run the Council based on a coalition of Independent and Conservative Members. Approximately 50% of the Members of the Cabinet are in their first term of office. As a result the Head of Finance has made regular and frequent presentations to the Cabinet to increase their understanding of the financial processes and position of the Council. In addition there have been a series of budget seminars for all Council Members in November and December 2018 and in January 2019.

3.3 The overall Medium Term Financial Strategy has been developed and controlled through the Financial Resource Model. The Council has recognised that it is essential that financial decisions are taken at a corporate level, providing a more transparent view of available resources, the impact of decisions across the whole Council, and the effective alignment of resources across both capital and revenue budgets to deliver the Council "Vision 2025". Although this may be seen as reducing decision making at a service/Directorate level it is designed to ensure that the use of resources is prioritised by effective financial planning at a corporate level.

- 3.4 The Financial Resource Model has been designed to capture everything of a financial nature including the following:-
- General Pay and Price pressures;
 - Contract Pressures – Inflationary uplifts, risk of price changes at retendering;
 - Service Demand Pressures;
 - Demographic Changes;
 - New responsibilities – statutory and regulatory changes;
 - Additional Income Streams – demand led increases;
 - Expected Capital Receipts;
 - Grant Income increases;
 - Grant Income reductions or transfers into the settlement;
 - Capital requirements;
 - Mitigating action to deal with pressures;
 - Savings;
- 3.5 Financial Resource Models are prepared for each Directorate and services are expected to manage pressures within their own service or directorate. Service Heads have had to be explicit about how they are managing these pressures. They have had to provide assurance that the budget proposals are robust and deliverable.
- 3.6 Finance Business Partners have worked closely with Heads of Service and Directorate Management Teams to ensure that the budget process has operated as intended and that financial information is robust, timely and comprehensive.
- 3.7 We have reviewed the budget planning process and we have discussed the effectiveness with Service Directors. In terms of comments from Directors these may be summarised as follows:
- The system has changed this year and has generally worked well;
 - The forms and documentation are fine;
 - There is more involvement of budget holders and the process is more open;
 - Financial support has been good but input from Business Partners can be inconsistent and there is scope for improvement;
 - The process is now more thorough and better focused;
- 3.8 Overall, Directors consider that the process is working well and that budget holders are more closely involved with decision making despite the increased emphasis on central control of priorities. On the basis of our review of documents and the interviews that we have carried out we are satisfied that the Council has implemented a robust and effective budget planning process that aligns the use of resources with Council priorities.

3.9 Impact Assessment

3.10 The Council has taken steps to increase awareness of the consequences of savings. The scale of the reductions required means that the Council must assess the impacts carefully.

3.11 All budgetary proposals carry associated impacts – whether it is an impact on service delivery, equality and poverty, Welsh language, well-being of future generations, safeguarding, or a combination of any or all of these. There must be an awareness of the impact and the Council should seek to avoid or mitigate adverse impacts. However, it is inevitable that a number of manageable risks are inherent within the budget.

3.12 In order to ensure a consistent approach to impact assessment the Council has introduced an Impact Assessment form that must be completed for every service change proposal. The form is part of a toolkit that was introduced in 2017/18. A comprehensive list of all Impact Assessment forms is maintained. The combined impact assessment approach helps to ensure statutory compliance with key legislation and provides a useful summary of how service proposals have been developed.

3.13 Risk Management

3.14 There are risks associated with any budget plans. Risk is managed on a corporate basis with regular reports to the Audit Committee. A risk assessment has been undertaken for each of the budget savings proposed by service areas. This assessment identifies the deliverability of the saving, along with the likely impact on service delivery.

3.15 The risk assessment allows a risk status to be attached to each saving, and significant risks are monitored within project or service risk registers. The corporate risk register has also formed part of the background data assisting the budget setting process.

3.16 The following specific risks have also been considered:

Budget Savings – The level of savings required in 2019/20 is £22.4m gross, £7.9m net. This is a very significant level of saving to be achieved particularly in the light of the Council's recent record on the actual implementation of savings. Any unforeseen delays in implementation will impact on the achievement of the reductions required. Progress on the delivery of agreed savings targets will be reported to Cabinet on a monthly basis. Plans within service areas need to be managed robustly in order to limit any underachievement.

Inflation – Provision of £1.3m has been included for pay awards. Other key inflationary factors have also been included, but with the current low rate of inflation the majority of non pay budgets have been cash limited.

Employers' Pension Contribution – In 2016 the actuarial revaluation of the pension fund identified an increased pension fund deficit. Following discussion and negotiation with the Actuary it was agreed that the Council would pay an employers' contribution rate of 18.7% plus a fixed lump sum each year. An additional £750k per annum was included in the budget proposal for 2017/18 and the two subsequent years to meet these additional costs. Accordingly, the budget proposal for 2019/20 includes additional expenditure of £750K for this item.

Income – The budget is supported by over £60m of generated income and therefore services need to constantly review their income levels and develop creative plans to ensure that they are sustained. This risk is being mitigated by an overall strategy for income, a move to full cost recovery wherever appropriate, and annual uplifts to keep in line with rising costs. The Council will be requested to approve the Fees and Charges Register at its meeting on 21 February 2019.

Council Tax – Collection rates continue to be relatively good but have shown some deterioration with the introduction of Universal Credit. The 2019/20 budget projection which we have reviewed is based on a 9.5% increase in Council Tax. Future assumed collection levels will need to be kept under review.

Equal Pay – The Council has mitigated the financial risk of potential future equal pay claims by holding a reserve to support these costs. This is kept under review.

Treasury Management – The revenue budget and capital programme are supported by daily monitoring of cash movements managed within the Council approved borrowing and investment strategies. The financial climate has a significant impact on these activities. Any variation in the cost of borrowing is being mitigated by a proactive approach to refinancing borrowing. This ensures that, wherever possible, long term borrowing for capital projects takes advantage of the historically low level of debt interest.

Future Years – Although a balanced budget is proposed for 2019/20, additional significant savings will be required to balance the budget in future years. Although the Council is well aware of this issue we consider it to be a major area of risk over the period of the Medium Term Financial Strategy.

Variations to Settlement Assumptions – The Council makes every effort to ensure that its assumptions about budget settlements for future years are based upon the best available evidence. However, future settlements cannot be predicted with absolute accuracy and can be influenced by political and economic policy changes.

Approval of the Budget – The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year, and this must be approved by Full Council. The date set for approval is 21 February 2019.

Adequacy of Insurance Arrangements – The Council’s insurance arrangements are a balance between external insurance premia and an insurance reserve to “self insure”. The Council uses the services of an external insurance advisor to provide additional expertise in managing its insurance arrangements.

4 The Monitoring Process

4.1 The Council has well established budget monitoring and internal control arrangements and these act as an effective early warning system in identifying potential problems and for managing potential areas of risk. Finance Business Partners are located centrally within the Resources Directorate but they work closely with Directors and Heads of Service. We discussed budgetary control procedures with Directors and in summary their comments were as follows:

- Finance has been very helpful in working with managers;
- Budget monitoring reports are produced on a timely basis and there is good financial support;
- One to one meetings of Business Partners with Heads of Service are seen as very helpful.

4.2 Monthly reports are provided to Budget Holders, Heads of Service, Directors and Cabinet. The reports monitor performance against budget with full year forecasting and variance reporting. The delivery of savings and the forecast use of reserves are also included.

4.3 This ongoing regular review highlights problems and risks early so that corrective action can be put in place and this is supported by a clear virement process which provides some flexibility to adapt expenditure patterns to meet changing needs and objectives.

4.4 As part of our work we reviewed the Financial Overview and Forecast Report as at 30 November 2018 which was presented to the Cabinet Executive on 15 January 2019. The report is comprehensive in that it provides information covering:

- A summary Revenue forecast for the year;
- A Revenue forecast by Directorate;
- The position on the delivery of savings;
- Additional grants receivable;
- A statement on the projected level of reserves at the year end.

4.5 We had some concerns over the timeliness of reporting but we were assured that, although the end of November figures were not being reported formally to Members until 15 January 2019, monthly figures are available within a fortnight after each month end. In addition the month end figures are examined informally by the Cabinet two weeks before the formal Cabinet meeting.

4.6 Based on our review of the available documentation and our discussions with Directors we have formed the view that there are good arrangements in place for budget monitoring and control although there is scope for further improvement. Reporting appears to be timely and appropriate, providing time for corrective action to be taken in year.

5. Current year position

5.1 The overall financial position for the Council for 2018/19 is a forecast overspend of £3.6m, excluding HRA and delegated schools, as at 30 November 2018. The key issue is a projected overspend of £6.1m in Childrens Services.

5.2 Included within the forecast is a savings target of £12.3m, comprising £8.8m of in year savings and £3.5m of undelivered savings from previous years. Savings of £5.8m had been delivered by 30 November 2018 and it was projected that an additional £1.6m would be delivered by the year end.

5.3 Projected undeliverable savings of £3.9m have been removed from the projected budget for 2019/20.

5.4 The projected budget deficit of £3.6m at the end of 2018/19 will be met from reserves.

6. Budget Position 2019/20 and Future Years

6.1 The detailed Financial Resource Model which we have seen shows a balanced budget for 2019/20 followed by projected budget deficits of £6.5m for 2020/21, £9.4m for 2021/22, £7.5m for 2022/23 and £2.7m for 2023/24.

6.2 We have reviewed the various papers that explain the budget position for future years and we are satisfied that the processes that the Council has in place to identify service pressures and savings are robust. Our discussions with Directors and Members confirms that there is a clear understanding of the financial position both now and in the future.

6.3 The savings totalling £14.5m identified for 2019/20 include the use of £2m of capital receipts to fund transformation costs. It is not proposed that any reserves will be used to balance the budget.

6.4 The budget projection which we have reviewed is predicated on an increase in Council Tax of 9.5%. This would enable a balanced budget to be delivered. If this proposed increase is not agreed then the budget would need to be balanced by a combination of additional savings or the use of reserves. Either of these measures would increase the degree of risk in delivering services against the budget in 2019/20 and increase the difficulty of delivering balanced budgets in future years.

6.5 Our overall conclusion on the financial position can be summarised as follows:

- The Council has sound processes in place to set a balanced budget for 2019/20. From the evidence that we have seen the Council will be able to set a balanced budget at its meeting on the 21 February 2019;
- Directors and members appear to be acutely aware of the deficit position in future years and of the need to continue to take action as a priority.

7 Reserves

7.1 The Reserves Policy establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.

7.2 The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Budget setting process

7.3 Financial Indicators for Reserves

7.4 The holding of reserves is a matter for each Authority to determine as part of sound financial management. Powys appears to be maintaining reserves at a level broadly in line with that of other Welsh authorities.

7.5 In terms of specific ratios we have seen reports to show that the Council monitors the following ratios including comparison with other Welsh authorities:

- Useable reserves as a percentage of gross revenue expenditure;
- Earmarked reserves as a percentage of gross revenue expenditure;
- General reserves expressed as number of days turnover.

7.6 Based on the reports that we have seen and our discussions with officers we are aware that the Council monitors the level of reserves held on a regular basis throughout the year. The level of reserves and their forecast use is reported monthly to Cabinet as part of the budget monitoring process. Final decisions on the year end position are made in the annual budget cycle and during the closing of the accounts.

7.7 As at 30 November 2018 the projected overspend of £3.6m in 2018/19 will reduce the forecast level of General Fund reserves at 31 March 2019 to £6.1m compared with an opening balance of £9.7m. The total of ring fenced and specific reserves in the General Fund at 31 March 2019 is projected to be £17.9m.

7.8 From the documents we have seen and from our discussions with officers we are aware that the following adjustments are likely to be made:

- The Budget Management Reserve will be maintained at £3.6m and this will continue to be considered alongside the General Fund Reserve so that the total balance will exceed the Council agreed target of a minimum of 3% of net revenue expenditure, excluding the delegated schools budget;
- The proposed budget for 2019/20 includes the addition of £0.5m to General Fund reserves and £2m to the Budget Management Reserve. Whilst the creation and use of reserves is a matter for the Council to determine, the Budget Management Reserve could be used to support possible pressures in Social Services given the scale of the proposed transformation programme in that service to meet future demand pressures;
- The Schools Delegated Reserves are projected to be overdrawn by £3m by 31 March 2019. This is due to falling pupil numbers and funding levels that have not kept pace with inflationary pressures. This overall deficit position will pose a risk for the General Fund of the Council. As a result the Council is planning to take appropriate action in this area with formal intervention by the Council including the possible withdrawal of delegation.
- Each reserve will continue to be assessed, particularly those held for specific purposes, to ensure that the reserve is still required.

7.9 Based on the work that we have carried we are satisfied that the Council has appropriate procedures in place to monitor the level and use of reserves and that it takes a prudent approach to the management of those reserves.

8 Conclusions

8.1 Based on the work that we have carried out as defined in Section 1 of this report we have been able to reach the following conclusions:

- The Council has appropriate procedures in place to set a robust budget for 2019/20;
- Based on our discussions with officers and Members we are satisfied that the Council is well aware of the difficult financial position that it continues to face and that it will need to monitor the budget closely during 2019/20;
- We are also satisfied that the Council operates a sound system of budget monitoring during the financial year with monthly figures available on a timely basis. This enables corrective action to be taken in-year;
- There is a sound process in place for monitoring the level and use of reserves.

8.2 A major area of risk relates to the financial position for 2020/21 and beyond, although the Council is well aware of the financial problems that it is facing.

Appendix 1

List of Documents Reviewed

DOCUMENT	DATE
Medium Term Financial Strategy 2018/2023	May 2018
Vision 2025	
Council Budget Seminar Presentations	20 November 2018 12 December 2018 3 January 2019
Directorate Financial Resource Models	
Financial Resource Model - Summary	
Budget Savings Proposals Summary	
Executive Management Team - Budget Pressures Summary	
Various Impact Assessment forms	
Minutes of Savings Panels	14 November 2018 27 November 2018 11 December 2018 17 December 2018
Improvement and Assurance Board Bulletins	
Financial Overview and Forecast as at 30 November 2018	15 January 2019

Appendix 2

List of Interviewees

NAME	TITLE
Jane Thomas	Head of Financial Services
Mohammed Mehmet	Interim Chief Executive
David Powell	Deputy Chief Executive
Alison Bulman	Director of Social Services
Nigel Brinn	Director of Environment
Cllr Aled Davies	Portfolio Holder for Finance
Cllr John Morris	Chair of Audit Committee and Finance Scrutiny Panel

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CYNGOR SIR POWYS COUNTY COUNCIL.

21st February 2019

REPORT AUTHOR: David Powell, Acting Deputy Chief Executive (Section 151 Officer)

SUBJECT: Section 151 Officer's Personal Statement on the 2019/20 budget

REPORT FOR: Information

1. Purpose

- 1.1. This document lays out the approach adopted to meet the requirements of the Section 151 Officer's personal statement on the 2019/20 budget.
- 1.2. The note covers the process setting the budget; the background as well as risks and factors shaping the conclusion reached by the Section 151 Officer.

2. Background

- 1.1. The Local Government Act 2003 requires an authority's Section 151 Officer to give a formal opinion about the robustness of the budget estimates; it also requires the Section 151 Officer to comment on the level of reserves.
- 1.2. Under Section 26 of the 2003 Act, it is not considered appropriate for the balance of the Council's General Fund Reserves to be less than the maximum amount determined by an appropriate person. For Powys, this is the Deputy Chief Executive (Section 151 Officer).

3. Context

- 1.3. The Welsh Government's Final Settlement was received on 19 December 2018. The Aggregate External Finance (AEF) figure for Powys was £174.291m; a reduction of 0.3% in grant after adjusting for grant transfers.
- 1.4. Throughout the planning process the Section 151 Officer, supported by the Head of Financial Services and Portfolio Holder, has ensured Cabinet and Management Team have been aware of the likely reduction in funding. In addition there has been a clear message about the role that Council Tax can play to meet the funding 'gap' and ensure on-going funding for financial stability and resilience.
- 1.5. The position that the council finds itself in also has an impact on the council tax level built into the budget. There is little doubt that even without the issues arising from a

'Poor' rated Children's Services inspection and the concerns raised around Adults Services there would be a need to rebalance the budget to meet the impact of increasing demand for social care.

- 1.6. Between 2009 and 2018 the population trends in the over 65 population (as a share of overall population) in Powys rose from 22% to just under 27%. This trend will continue and the importance of having a significant element of base funding from council tax is clear if this element becomes an increasingly important part of the Council's overall funding. Going forward local government spending in Wales will not recover to 2010/11 levels in real terms until 2023/24. Per capita expenditure will remain well below this level.
- 1.7. The Welsh Government has also indicated that decision-making around the level of council tax clearly rests with an individual Council. It is a matter for each council to determine the level of increase that is appropriate to meet service pressures and priorities. In fact it could be viewed that there is an expectation that councils will set the level of increase required by their own circumstances. This is especially true of Powys given the need to improve services following a 'Poor' rated inspection and shortcomings elsewhere at a time when the Council must demonstrate improvement and the capacity to deliver this requirement. The significant degree of Welsh Government interest, Ministerial oversight and the involvement of the Improvement and Assurance Board means that the budget and the approach to the level of council tax level plays a role when seeking to provide confidence and assurance to both regulators and government about the commitment to fund improvements.

4. Budget Planning

- 1.1. The scale of the financial challenge met with a good, supportive response from the Cabinet and Management Team. This saw 2019/20 budget preparations commence in a timely manner immediately after the 2018/19 budget was set.
- 1.2. The approach has also benefitted from addressing the Wales Audit Office Annual Audit letter's statutory recommendation that stated:

"The Council must act immediately to update its Medium Term Financial Strategy to enable the Council to live within its means going forward. In setting a balanced budget, the Council must ensure that all savings plans are sufficiently well developed for inclusion in the annual budget."

This was responded to with the following measures:

- a. The development of individual and service Financial Resource Models that detail and capture financial issues affecting services; this approach has meant directorates can develop and manage their own financial strategies as well as informing the Corporate position. In effect, a 'no surprises' approach has been adopted, enabling all potential pressures to be brought forward.
- b. The preparation for the 2019/20 budget has seen an unprecedented process involving Cabinet, Council and EMT events. Key events have tested pressures,

savings and funding assumptions; a list of events at which the budget was subject to detailed work or covered in routine agendas (EMT) is detailed in Appendix A.

- c. A Budget Assurance Panel was established, comprising the Chief Executive, Section 151 Officer, Head of Financial Services, and the Portfolio Holder for Finance. Each Head of Service delivered their proposal to the Panel. The Panel was set up to enable the Council and Statutory Officer to sign-off the budget with confidence.
- d. A budget review saw the removal of £2.2m of undelivered savings in Children's Services and £1.7m of undelivered income and cost reduction savings representing the residue of an overall programme set up in 2014. These savings were in the 2018/19 base budget and will not feature from 2019/20 onwards. If these had been removed in 2018/19 budget process the Council would (as of December 2018) be projecting an underspend.

5. Development of the 2019/20 Budget

1.3. The initial budget 'gap' was identified as £17.179m. The process to develop and deliver the 2019/20 budget commenced in April 2018 and featured the following:

- Services were required to develop proposals for a target of 21% reduction followed by 25% reductions for the next 2 years;
- No reduction for Social Services but later a £1m reduction for Adults Services was included because of the significant projected 2018/19 underspend;
- A review of key areas that had not met previous years' savings targets; this meant the removal of £1.7m from the Income and Cost Improvement programme, and £2.2m savings from Children's Services;
- The 2019/20 budget also addresses the significant use of reserves and other one – off measures in the 2018/19 budget. The necessary late change to the 2018/19 budget put additional funding into the budget for issues arising from the Children's Services inspection outcome that had required significant additional resources at a late stage in the 2018/19 budget process. At the same time additional funding was also put into Adults Services; and
- Other pressures agreed to be covered were inflation; Pension Fund deficit; Additional Schools Delegated Funding; Capital Financing; Council Tax Reduction Scheme and Holiday Pay Directive.

1.4. In order to set the budget, the following areas were subject to specific reviews:

- Grants to Third Party Organisations
- Redundancy Policy
- Children and Young People Partnership
- Assets, including Disposal Policy
- Funding for Transformation
- Capital Financing

6. Social Services and Budget Setting

- 1.5.** Social Services represents the biggest risk in 2019/20 and the most challenging area when signing off the budget. This risk is both in terms of the delivery of transformation as well as how to deal with the potential 'gap' between base budget and possible levels of expenditure.
- 1.6.** Social Services will continue to experience pressure for services as a result of demographic changes and general service pressures. Some of this pressure comes from the response to the 'Poor' rated Children's Services inspection report and the consequent and continuing improvement journey.
- 1.7.** There is still varying levels of volatility within the Children Services and Adult Services budgets. Whilst some of the pressures outlined by the Services are potential pressures (and mitigation has been developed) there is little doubt that some pressures will require additional financial support. The approach adopted as part of the budget seeks to ensure adequate 'cover' is in place to allow for any overspend. In an ideal world this would be reflected in the base budget but the level of savings required and the current transformation stage in Social Services (and the Council) has led to an approach accepting that not all potential risks will be covered by base budget. Instead an element of risk is accepted and supported by a budget strategy that puts an additional £2.5m in reserves to cover this issue and also removes £2.2m of unachieved savings in Children's Services.
- 1.8.** The link with the Reserves position is crucial because the Services continue to look for financial mitigation within their budget areas. However, this work does not (yet) cover the full gap and further transformation of service delivery is required. The savings proposals put forward to date are credible and appropriate.
- 1.9.** The Children's Services position in one scenario assumes a further £1m growth in Children Looked After (CLA) due to an assumption about increased numbers; this is an estimate put forward by the service. In Adults Services the outcome of the ceasing of the contract for residential homes is likely to lead to additional costs and it is appropriate that balances are available to support the position. The inflationary increase for providers is not yet determined and the service estimates this may range from a maximum of £2.9m additional cost to a negotiated nil increase.
- 1.10.** It is important to be clear about the potential unfunded level of Social Care. The overall total cannot be determined with absolute accuracy but may range from a worst case scenario of £7.97m to a best case scenario of £2.95m.
- 1.11.** The range and on-going mitigation means that there must be 'cover' in place and this is provided by the reserves outlined in the next section. The amounts available to meet Social Services pressures are in reality within the overall £13.438m corporate reserves anticipated at 1st April 2019. Within the £13.438m total the first 'draw' would be on the Budget Management Reserve and the Adult Social Care Reserve; these will total £6.33m. The clear expectation is that Social Services will be first for consideration when using these reserves with the rest of the council continuing to manage within budget as has been the case in all recent years.

7. Reserves

- 1.12. The Council carries out an annual reserves assessment and operates a policy of holding a minimum level of 3% (£5.1m) for its General Fund Reserve.
- 1.13. As of the end of December 2018, the Council's overall projected level of reserves at the end of the 2018/19 financial year is £21.528m (excluding HRA). This includes specific reserves.
- 1.14. Within the £21.528m total, the General Fund Reserve is projected to be £6.608m at the end of March 2019. This is after allowing for a projected £3.072m overspend in 2018/19 (as of December). There is also an Adult Social Care Reserve of £746k and in 2018/19 the Budget Management Reserve is £3.584m.
- 1.15. Other corporate reserves are also in place; £2.357m for Job Evaluation and a reserve of £1.114m for Invest to Save. If required these could be re-designated and this is particularly true of the Job Evaluation Reserve given that it is increasingly less likely it will be required for the original purpose.
- 1.16. The draft 2019/20 budget strategy agreed by Cabinet includes an additional £2m for the Budget Management Reserve and £500k for the General Fund. The following table shows the anticipated Corporate Reserves position as at 01 April 2019. The position allows for a projected £3.072m revenue budget overspend as of end December 2018:

Corporate Reserves

	Closing 18/19 (£million)	Additions to Reserves (£million)	Total 19/20 (£million)
General Fund	6.608	0.500	7.108
Budget Management Reserve	3.584	2.000	5.584
Adult Social Care	0.746	-	0.746
Total	10.938	2.500	13.438
N.B. The General Fund 18/19 total of £6.608m is after allowing for a projected £3.072m overspend in 18/19			

- 1.17. The above shows that the General Fund, Budget Management Reserve and Adult Social Care Reserve will total £13.438m on 01 April 2019. This is after the additional £2.5m as part of the 2019/20 budget strategy.

- 1.18. The overall reserves position, coupled with the commitment to add £2.5m as part of the 2019/20 budget, is a factor in reaching a conclusion about the robustness of the overall budget.

8. CIPFA Assessment

8.1 The Council commissioned CIPFA to provide an independent review to assist in the assessment of how the Council has developed its budget proposals in line with the requirements of the Local Government Act 2003.

Based on the work CIPFA carried out they concluded:

- The Council has appropriate procedures in place to set a robust budget for 2019/20;
- Based on discussions with officers and Members they were satisfied that the Council is well aware of the difficult financial position that it continues to face and that it will need to monitor the budget closely during 2019/20;
- CIPFA were also satisfied that the Council operates a sound system of budget monitoring during the financial year with monthly figures available on a timely basis; this enables corrective action to be taken in-year;
- There is a sound process in place for monitoring the level and use of reserves.

Summary

- A comprehensive and inclusive 2019/20 budget process has seen a good level of ownership and engagement both within EMT and Cabinet
- Individual Finance Resource Models have provided greater awareness and visibility of services' financial risk to support a 'no surprises' approach to financial planning
- A new management team in social services and the emphasis on transformation in the new council structure will also help mitigate the financial position
- The risks facing Social Services are known and understood. Some of the potential pressures are not able to be accurately quantified (for example the precise level of inflation increase for providers). However, the level of Reserves will support a potential pressure
- Work has commenced within social services to mitigate specific financial risks; a good start has been made
- The reserves are reasonable; £13.4m of corporate reserves will be in place on 1st April 2019 and this coupled with the process to date means the budget can be signed off by the S151 Officer

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APPENDIX 1: List of Budget Related Events

April 10 2018 – Cabinet (Financial Overview, and Capital)
April 11 2018 – EMT
April 12 2018 – PCC Leadership Conference
April 18 2018 - EMT
May 01 2018 – Cabinet Panel to Examine Savings Proposals
May 02 2018 – EMT
May 02 2018 – Budget Panel
May 08 2018 – Cabinet / Management Team (Outturn Report, Capital)
May 09 2018 – EMT
May 15 2018 – Cabinet Budget Panel
May 16 2018 – EMT
May 16 2018 – EMT, HoS, Senior Managers, and Professional Leads
May 23 2018 – EMT
June 05 2018 – Cabinet / Management Team (Financial Outturn, Capital, Schools, Rates)
June 06 2018 – EMT
June 12 2018 – EMT Session re: 2018/19 Budget
June 13 2018 – EMT / HoS
June 19 2018 – Cabinet (Capital, Schools)
June 19 2018 – EMT Dedicated Budget Session
June 20 2018 – EMT
June 26 2018 – Cabinet / Management Team
June 26 2018 – Cabinet Budget Session
June 27 2018 – EMT Away Session
July 10 2018 – Cabinet (Capital)
July 10 2018 – Budget Session with Cabinet
July 25 2018 – EMT
July 31 2018 – Cabinet (Scrutiny Observations to Cabinet on Children’s Services Budget)
July 31 2018 - Social Services Budget Workshop
August 01 2018 – EMT
August 08 2018 – EMT
August 09 2018 – Cabinet / Management Team (Budget, ASC Outturn)
August 16 2018 – Workshop with WAO: Review of Powys County Council's Organisational Transformation and Efficiency Programmes (Making It Happen Board Members)
August 20 2018 – Informal Meeting with Cabinet
August 22 2018 – EMT
September 03 2018 – Interview with WAO: Review of Organisational Transformation and Efficiency Savings
September 04 2018 – Cabinet / Management Team
September 05 2018 – EMT
September 05 2018 – Improvement and Assurance Board
September 11 2018 – Cabinet Budget Workshop
September 19 2018 – EMT
September 21 2018 – S151 and deputy S151 Officer Budget Catch-Up
September 25 2018 – Cabinet / Management Team (Financial Overview, Capital)
September 26 2018 – EMT
September 26 2018 – Improvement and Assurance Board
September 27 2018 – S151 and deputy S151 Officer Budget Catch-Up

October 09 2018 – Cabinet Budget Workshop
 October 10 2018 – EMT
 October 15 2018 – Budget RMT Meeting
 October 16 2018 – Cabinet / Management Team (Budget Outturn, Capital)
 October 16 2018 – EMT Budget Session
 October 24 2018 – Audit Committee and Finance Scrutiny Panel
 October 30 2018 – Cabinet Budget Workshop
 November 06 2018 – Cabinet (Financial Overview)
 November 13 2018 – Cabinet / Management Team (Financial Overview, Council Tax)
 November 14 2018 – Savings Panel (Environment)
 November 15 2018 – PCC Leadership Seminar
 November 20 2018 – Budget Session for Members
 November 27 2018 – Savings Panel (Resources)
 December 12 2018 – Council Budget Seminar
 December 13 2018 – Finance Scrutiny Panel (budget scrutiny)
 December 17 2018 – Savings Panel (Social Services)
 December 18 2018 – Cabinet Budget Workshop
 December 20 2018 – Cabinet Workshop on Schools Funding
 January 02 2019 - EMT
 January 03 2019 – Council Budget Seminar
 January 04 2019 – Corporate Financial Review Panel
 January 04 2019 – Cabinet Budget Seminar
 January 08 2019 – Cabinet / Management Team (Budget Outturn, Capital)
 January 09 2019 – CIPFA Budget Assessment
 January 10 2019 – Corporate Financial Review Panel
 January 14 2019 – Corporate Financial Review Panel
 January 15 2019 – 2019/20 Budget Assurance Requirements for Social Services
 January 15 2019 – Cabinet (Financial Overview, Capital)
 January 16 2019 – EMT
 January 16 2019 – EMT / HoS Budget Session
 January 18 2019 – Cabinet / EMT Budget Meeting
 January 22 2019 – Corporate Finance Review Panel
 January 22 2019 – Budget 19/20, Joint Group meeting
 January 23 2019 – Finance Review Panel
 January 23 2019 - Meeting to Discuss Resources Directorate 2019/20 Pressures
 January 24 2019 – County Council Budget Seminar
 January 28 2019 – Corporate Financial Review Panel
 January 29 2019 – Cabinet / Management Team
 February 05 2019 – Finance Scrutiny Panel
 March 15 2019 – Corporate Financial Review

The above excludes the monthly Improvement and Assurance Board that received regular budget/financial updates



Finance Scrutiny Panel

Scrutiny Observations to Cabinet on: 2019/20 Budget Proposals

The Finance Scrutiny Panel met on 5 February 2019 and considered the following documents:

- Report of the Portfolio Holder
- Medium Term Financial Strategy
- Financial Resource Model
- Budget Savings
- Fees and Charges Report
- Register of Fees and Charges
- Prudential Indicators
- Reserves Policy

The Panel thank the Portfolio Holder for Finance and the Deputy Chief Executive and Deputy Head of Financial Services for attending scrutiny.

Scrutiny make the following observations:

The Panel submitted comments on the budget to Cabinet in December 2018 on the information they had available at that time (Appendix A). This report addresses the most up to date information provided although our original recommendations still stand.

The Panel considers the proposed budget to be high risk. This is the highest risk budget we have encountered so far and we have grave concerns regarding its deliverability. The Impact Assessments contain too many high risks in significant areas of spend and savings for us to have confidence that this budget will be delivered without further inroads into reserves. The budget is reactive to the current position in which the Council finds itself and we cannot over emphasize the need for effective strategic planning to ensure the Council is financially resilient going forward.

We acknowledge the difficulties arising following the critical CIW Inspection into Children's Services and the additional funds needed for the service to improve. The role of the Improvement and Assurance Board is acknowledged but we question their lack of fiscal responsibility which has led to an uncontrolled increase in Children's Services expenditure. This focus on social care has skewed the Council's budget to the extent that it puts an enormous pressure on the Council's budget and limits options for other areas. However, ceasing some of the less expensive services may well lead to greater pressures on higher cost services in the future.

Previous concerns regarding the lack of pace of transformation, as identified by the WAO and Scrutiny, have not been addressed and this now puts the whole Authority at serious risk. Opportunities have been missed which may have avoided the need for current budget difficulties.

The failure to engage in a timely manner with scrutiny, the wider membership and communities had led to a lack of trust and is hugely damaging to the reputation of the Council. Other options, such as the relaxation of regulation by the Welsh Government in using capital receipts to support transformation, have received insufficient consideration. It is disappointing that at the time of writing this report we have not seen the policy which will support this.

Perhaps the largest risk going forward are the increases in deficits being recorded by schools. We welcome the new Funding Formula but there are concerns regarding its implementation with the existing mix of schools. We recognise that Powys has the highest per pupil gross funding in Wales. The policy for the future delivery of education is unclear and creates uncertainty for the budget.

To date, the three big spending areas of Children's Services, Adult Social Care and Education, have had a degree of protection. There can no longer be areas which are sacrosanct. Not only do services need to deliver within existing budgets, expenditure should also be brought in to line with comparator Authorities.

Whilst we welcome that the budget has been set without reliance on reserves, we have significant concerns regarding the risks associated with some of the proposed savings. It seems likely that there will be an overspend at the end of 2018/19 which will reduce reserves further – the latest indication is that reserves could reduce from £9.6M to £6.6M. The scale of the overspend and scale of ambition are likely to put severe pressure on future budgets. The contributions of £2M to a Budget Management Reserve and £500K to the General Reserve are welcome as a minimum given the anticipated pressures for 2020/2021. However, these sums are very limited given the levels of risk within the budget.

There are improvements in Social Care with a stable management structure in place and positive steps being taken to control expenditure but there is still a long way to go. Children's Services is currently overspending by approximately £400K per month and it is clear that this level of expenditure will not cease early in 2019/20 leading the Panel to question the assumption that Children's Services will run within budget

We note that there are still minor amendments being made to the proposals and reiterate the wish for an earlier involvement by scrutiny to support the budget setting process. A CIPFA review of the budget was carried out in January – we have not yet seen the outcome of that review, but again suggest that this is too late in the process to be effective. Our previous report welcomed the introduction of the Savings Panel which we understand commenced deliberations in May 2018. However, there have been insufficient number of transformational savings and strategic plans identified.

Membership of the Finance Scrutiny Panel on 5 February 2019:

County Councillors: J G Morris (Chair), M Dorrance, J Gibson-Watt, P Roberts, D A Thomas, R G Thomas, E Vaughan and Mr J Brautigam

Finance Scrutiny Panel – 13 December 2018
Scrutiny Observations to Cabinet on: 2019/20 Budget

The Panel met with the Portfolio Holder with responsibility for Finance. The Section 151 Officer and Head of Financial Services were also present.

Underlying the Panel's deliberations is the WAO Statutory Recommendation in regard to savings targets. The Panel welcome the establishment of the Savings Panel to challenge all savings proposals prior to their consideration by Cabinet. Members acknowledge the risk of non-delivery of savings and recognise that this has not been a strong point for the Council.

Due to the short timescales and the lack of information on a number of key high spending areas the Panel were unable to consider each proposal in detail, but offer the following strategic comments in relation to the process and proposed budget for 2019/20;

- Children's Services is taking up increasing resources which limits options available to the Council. The budget for 2019/20 will be in the region of £25M and this is accepted whilst the service is undergoing improvement. However, this level of resourcing is unsustainable in the medium to long term and robust plans must be in place to bring expenditure to a more manageable level as quickly, and as safely, as possible.
- The Panel remain concerned that there is still little evidence of the transformational work required to take the Council forward. As this Council moves towards its mid-term it is not appropriate to repeat the style of budgeting of the past or blame previous decisions. The WAO have highlighted a lack of pace in transformation and the Panel would echo this. Previously the Panel have supported a move to zero based and outcome based budgeting but this has not to date evolved.
- The Mid Wales Growth Deal is not fully explored or indicated in this budget or future plans.
- Impact Assessments reflect that there will be service cuts and increased income generation but the Panel question whether this is achievable given that there will inevitably be staff cuts to achieve the savings required.
- It seemed that there was contradiction within some elements that charges will be raised to protect services and yet services are still to be cut. Furthermore,

it seemed that those elements which were required to attract new recruits were also to be removed.

- There is still no clear vision of what we expect Powys County Council to look like in 5 years' time. The philosophy remains that we must continue to provide existing services whatever the cost. The CIW had criticised that the Council was driven by central functions, but this can be attributed to the lack of clarity in the longer term. The Panel have not had sight of a fully worked up Medium Term Financial Strategy and this is urgently required in order to understand the shape of the Council in the future. A clear steer is required from the Council's executive in order for officers to formulate direction and budget decisions.
- The Impact Assessments have classified many of the savings proposals as 'red'. If these savings are achieved, then there is a significant risk in delivering Vision 2025.
- There remains a substantial element of salami slicing within the budget. Transformation will require radical action and tough decisions are needed to deal with the pressures the Council is facing.
- The pressures within social care are well rehearsed, but there are increasing difficulties in school budgets. The Council's high schools are all in deficit positions and this is becoming more prevalent in primary schools. Merging schools is not delivering the required levels of savings. The Authority is already funding education at a higher level than the Welsh average and a fundamental review is required. The funding of Education services poses a major risk to the Council.
- There is scepticism that the proposed savings will be achieved and that, together with the budget gap of £4.5M, is a significant risk to the Council
- There would be a relatively low yield from Council Tax increases with a 1% increase only realising £650K. A 10% increase would do no more than meet the increase in expenditure in Children's Services. Increases in Council Tax should take into account the ability of residents to afford it, given the low average wage in Powys and that there are more homes above band D in Powys than the average across other authorities.
- The Panel recommend that an exercise in outcome based budgeting should be carried out as soon as the 2019/20 budget has been agreed
- The balance sheet remains strong but those assets must work to support the revenue budget. The Council must maximise the potential from capital receipts.
- Reserves must not be used to support a balanced budget. Indeed, consideration should be given to a commitment to reserves in future budgets.

The Panel note that the difficulties which the Council faces surpass political boundaries and urge the Cabinet to develop a cross party solution to take the Council forward. The budget is a whole Council responsibility and consideration could be given to introducing a formal support process for Cabinet. Any decisions must be realistic and fair for residents. Co-operation across the Council will help deliver transformation for the longer term benefit of everyone.

Members of the Finance Scrutiny Panel present; County Councillors J Morris, (Chair), M Barnes, M Dorrance, J Gibson-Watt, P Roberts, D A Thomas, E Vaughan, GIS Williams and Mr J Brautigam

	Current	FY +1	FY +2	FY +3	FY +4	FY +5
REVENUE FUNDING	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£000s	£000s	£000s	£000s	£000s	£000s
Base Funding (Prior Year)		247,482	255,186	255,745	256,576	257,688
AEF (RSG & NNDR Allocation)	174,026	+ 264	(3,486)	(3,416)	(3,348)	(3,281)
Council Tax	73,456	+ 7,440	+ 4,045	+ 4,247	+ 4,459	+ 4,682
Total Projected Funding	247,482	255,186	255,745	256,576	257,688	259,089
<i>Total Funding Change v. Prior Year</i>		+ 7,704	+ 559	+ 831	+ 1,112	+ 1,402
<i>% Change v. Prior Year</i>		+ 3.1%	+ 0.2%	+ 0.3%	+ 0.4%	+ 0.5%
<i>AEF % Change v. Prior Year</i>		0.15%	-2.00%	-2.00%	-2.00%	-2.00%
<i>CT % Change v. Prior Year</i>		+ 10.13%	+ 5.00%	+ 5.00%	+ 5.00%	+ 5.00%

	Current	FY +1	FY +2	FY +3	FY +4	FY +5
REVENUE EXPENDITURE	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£000s	£000s	£000s	£000s	£000s	£000s
Base Budget (Prior Year)		247,482	255,186	262,297	271,011	281,165
Inflation Non Schools		+ 1,646	+ 1,989	+ 2,029	+ 2,069	+ 2,069
Inflation Schools Delegated		-	+ 1,500	+ 1,530	+ 1,561	+ 1,592
Revised Base Budget	-	249,128	258,675	265,856	274,641	284,826
New Responsibilities						
Free School Meals Grant		+ 177				
Social Care		+ 820				
Holiday Pay Directive		+ 300				
Council Tax Reduction Scheme		+ 1,255	+ 450	+ 450	+ 450	+ 450
Discretionary Rate Relief for Local Businesses		+ 105				
Raise Capital Limit Charging For Residential Care		+ 352				
Pension Liability		+ 100	-	-	-	-
Actuarial Revaluation of Pension Fund		+ 750	+ 750	+ 750	+ 750	-
Fire Levy		+ 87	-	-	-	-
Policy Decisions						
Additional Funding For Schools		+ 1,000				
Corporate and Service Pressures (Must Haves)						
Budget Management Reserve - Service Pressures		+ 2,000				
Increase in School Roll		+ 280	-	-	-	-
Reduction in School Roll		(88)	-	-	-	-
Removal of ICIB & Childrens Target		+ 3,900	-	-	-	-
Leisure Contract Savings		(25)	(14)	(32)	-	-
Capital Financing Costs						
New Capital Funding		+ 2,209	+ 2,436	+ 1,475	+ 836	-
Transformation Costs supported by Capital Receipts		(2,000)			+ 2,000	
Savings Identified						
Adult & Commissioning		(1,000)	-	-	-	-
Property and Regeneration		(1,624)				
Business Services		(920)				
Corporate Activities		(1,643)				
Comms		(405)				
Legal Services		(183)				
Financial Services		(330)				
Housing (excl HRA)		(197)				
Highways, Transport and Recycling		(1,975)				
Information Services		(80)				
Leisure and Recreation		(1,124)				
Workforce, OD and Training		(418)				
Schools Central		(2,356)				
Reserves						
Budget Contingency		+ 90	-	-	-	-
Adult Social Care Reserve		+ 2,000	-	-	-	-
Other Reserves - 21st Century Schools		+ 5,000	-	-	-	-
One off funding						
Changes in MRP		-	-	+ 2,512	+ 2,488	-
Total Projected Budget	247,482	255,186	262,297	271,011	281,165	285,276
(Funding Shortfall)/ Surplus - Cumulative	-	(0)	(6,552)	(14,435)	(23,477)	(26,187)
(Funding Shortfall)/ Surplus - In Year		(0)	(6,552)	(7,883)	(9,042)	(2,710)

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	BC	Head of Service	KY	Strategic Director	NB	Portfolio Holder	MW
Proposal							
Outline Summary / Description of Proposal							
Achieve 21% saving on net BC budget equating to £13.8K. Option 1. to cancel annual subscription for the Dataspace online application portal for receiving building regulation applications, and Option2. Increase B Reg fees by 3% in conjunction with investigating and realising new revenue streams through additional discretionary value added services.							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£13.8K(target) £18K (potential)	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
1	I Maddox	Professional Lead	30 th May 2018

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No, other than an increase in fees may affect internal services who may wish to use the building regulations services provided on a user pays basis for construction works i.e. Property, HOWPS. N.B. No preferential internal market exists for users of the service. Internal services pay the going market rate.

Service Area informed:	No	Contact Officer liaised with:	No
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Mitigation

None proposed

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The proposals are not considered to stifle the construction market in Powys	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The proposals are not considered to stifle the construction market in Powys relating to healthcare premises	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	The proposals are not considered to stifle the construction industry in Powys	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	The proposals are not considered to stifle the publics interaction with the construction industry in Powys	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

BC performance figures (90 % market share in Powys) and BC Financial outcomes for 2017/18 (actuals)

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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 proposals continue to promote development in Powys	Neutral		Choose an item.
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 proposals continue to promote development in Powys	Neutral		Choose an item.
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 proposals continue to promote development in Powys	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The proposals continue to promote development in Powys	Neutral		Choose an item.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	The proposals continue to promote development in Powys	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Disability</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Gender reassignment</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Race</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Religion or belief</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Sex</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Sexual Orientation</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	Status quo. The proposals have no impact.	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
None provided

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Status quo. The proposals have no impact.	Neutral		Choose an item.

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Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Status quo. The proposals have no impact.	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Status quo. The proposals have no impact.	Neutral		Choose an item.
Impact on Powys County Council Workforce		Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
None provided				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
None with current proposals	Low		Choose an item.
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			YES

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Option 1	Already Achieved	Dataspace contract cancelled and savings realised	
Option 2	Dec 2018	Monitor BC actuals - income and expenditure to determine necessity for 3% increase	
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
None. Status Quo												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Current proposals have limited impact upon the service and the wider council.	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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

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

No

14. On-going monitoring arrangements?

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

Continued use of current BC budgetary and performance monitoring

Please state when this Impact Assessment will be reviewed.

The service already monitors performance on a monthly basis. Impact of the proposals will be monitored through normal performance measures.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Ian Maddox	<i>I J Maddox</i>	30/5/18
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Business Services	Head of Service	Kelly Watts	Director	Mark Evans	Portfolio Holder	James Evans Aled Davies
Proposal	Budget Reduction proposals – £875K						
Outline Summary / Description of Proposal							

The council is faced with continuing financial pressures for 19-20 and forthcoming years. The budget reductions attributed to Business Services is 875k for 19-20. In order to meet these savings a number of work streams are identified to contribute to these savings. The work streams contribute to the overall “Changing how we work” project within the Making It Happen Programmes.

A number of key pieces of work have already been undertaken within the Resources Directorate, however due to pressures in service delivery and the budgetary reductions progress has been slow and siloed, with the management focus primarily on their own individual service areas. This revised approach to change will align some major programmes of work for delivery. The themes being

- Income
- Expenditure
- People processes

- Income - Already reviewed financial assessments, sundry debtors and exploring opportunities of payment options on-line, the new finance system and web platform can transform end to end processing and offer choice to our customers with integration providing seamless delivery, delivering savings in resources and manual processing.
- Expenditure - we have explored through the Purchase to pay project, we have already increased use and spend of our purchase cards, but there are further potential benefits to this work that need to be delivered.
- People Processes - The starters and leavers project has been progressed, however there are still key elements to deliver, as well as this we still have manual paper processing, the system is out of date as we have not kept up to date with technical advances. Reconciliation between Trent and the financial system is time consuming. Additional development of the system has the potential to meet objectives within the O & D work streams.

As discussed initial analysis work has already been undertaken in the above areas, work now needs to commence in exploring potential options through to delivery. As part of that options appraisal process, data will be gathered on likely benefits as well as return on investment, where funding is required these will be presented to the MIH board to authorise spend and/or allocate additional resources. The project is not solely about making savings but ensuring we have a corporate support service aligned to support the council in delivering Vision 2025.

As well as our key themes work, savings of some £875k need to be delivered for 19-20, ideally it would have been advantageous if these savings could have been delivered through the themes, however due to timescales it is envisioned that much of these savings will be achieved through refocussing support within the Business Support area, this could be stopping some services/processes we currently do/re-aligning the workforce and/or removing posts. This will have significant impact on Service Delivery for those services that Business Support undertake work for.

The majority of the Business Support budget is in staffing, year on year budget savings have already placed pressures on delivery. The recent inspections in both Adults and Childrens have put increased pressures on the teams, further staff reductions could impact on severely on these areas. It is expected that Business Support will have to stop some of the tasks they currently do.

Any savings need to be considered in the broader spectrum of the services that are supported; and the potential risks further reductions will have.

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
Draft 0.1	Kelly Watts	Acting Head of Customer Services and Business Services Transformation	12/10/2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£875,000	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Potential impact will be internal, therefore no external consultation will be undertaken.

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The work programme has the potential to impact significantly on a number of Service areas and the different themes of work have the potential to impact more than once on each of the service areas.

Meetings during October are to be arranged with the Heads of Service to discuss potential impact and allow them to contribute to the discussions going forward.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Potentially there will be a loss of jobs and therefore impact on the local economy.	Poor	No Mitigation available.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	Some processes provided by the internal corporate support services support in service delivery within Adult and Childrens Services. By undertaking a review of the processes it would be envisioned that processes would be streamlined supporting the front line service provision. Although there is potential to streamline processes in order to meet the savings targets it may be necessary to explore cessation of support provided.	Unknown	Discussions will take place with Service areas affected, there may be potential to work together to provide alternative solutions.	Neutral

Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	<p>Some processes provided by the internal corporate support services support in service delivery within Schools Services. By undertaking a review of the processes it would be envisioned that processes would be streamlined supporting the front line service provision.</p> <p>Although there is potential to streamline processes in order to meet the savings targets it may be necessary to explore cessation of support provided.</p>	Unknown	Discussions will take place with Service areas affected, there may be potential to work together to provide alternative solutions.	Neutral
Residents and Communities We will support our residents and communities	<p>Some processes provided by the internal corporate support services support in service delivery within Adult and Childrens Services. By undertaking a review of the processes it would be envisioned that processes would be streamlined supporting the front line service provision.</p> <p>Although there is potential to streamline processes in order to meet the savings targets it may be necessary to explore cessation of support provided.</p>	Unknown	Discussions will take place with Service areas affected, there may be potential to work together to provide alternative solutions.	Neutral

Source of Outline Evidence to support judgements

Medium Term Financial Plan (Budget Savings)
 Corporate Support Services Re-Model work – MIH
 Business Support - Evaluation

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	There is likely to be job losses which will impact on the economy.	Poor	Going through the management of change process will ensure a fair and structured process. There could be opportunities for staff to be redeployed, we will also be able to offer support in completing job applications and attending interviews.	Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.		Choose an item.

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Going through nay change has the potential to impact in staff's mental well-being, there is potential for staff to suffer stress at this time.</p>	<p>Poor</p>	<p>In order to support staff through the process we will engage early and continually with staff. We can offer re-training and possible re deployment opportunities.</p>	<p>Poor</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Potential to improve communities through digital connections, utilising our services 24/7/365</p>	<p>Neutral</p>	<p>No Mitigation.</p>	<p>Neutral</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <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>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>Loss of staff could have implications on welsh language provision.</p>	<p>Neutral</p>	<p>Need to ensure any changes will not have a detrimental impact welsh language provisions</p>	<p>Neutral</p>
<p>Opportunities to promote the Welsh language</p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>

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<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>	Check no member of staff supporting another member of staff.	Unknown	To speak to line Managers to find out information.	Neutral
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements
Conversations with Managers will support in decision making. Any personal support to another member of staff will need to be identified.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Potential if services aren't supported that this will have impact on our duties/safeguarding.	Poor	Ensure systems put in place to mitigate against.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Positive impact looking at new ways of providing services. Working with services to agree new ways of working.	Neutral	It may be necessary to work with other services to provide service's collaboratively.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As appropriate the public will be informed of new working practices	Neutral	Support given to those that need support.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Need to consider how with drawing support impacts on them to deliver their service.	Poor	Meet with service areas , to negotiate withdrawal.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staffing may have a detrimental impact on the local economy.	Neutral	There is no mitigation that can be offered by the service area, although the council has the potential to mitigate poverty by looking at other economical and viable solutions e.g. increasing tourism, supporting local businesses supporting our local residents to get back into work.	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Need to assess whether any staff are unpaid carers	Poor	Redundancy process – ask questions regarding this.s	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Business Support currently have a number of Officers that support safeguarding within the authority. Safeguarding Officers support at meetings and take notes. DBS checks are carried out on all employees that that require a DBS as part of their role.	Poor	Mitigate by looking alternative solutions to delivery. Ensure that we don't impact on safeguarding. Prioritise those posts over others.	Neutral
Impact on Powys County Council Workforce	In order to achieve the budget savings, it may be necessary to reduce the workforce or change the way in which the workforce carry out their duties.	Poor	In order to mitigate any potential job losses, a voluntary redundancy process maybe instigated, there could be potential to reallocate staff or retrain.	Good
Source of Outline Evidence to support judgements				
Discussions with staff and managers.				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
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Low	Low	Low
Mitigation		
Minimise the impact to external services.		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Low	Low
Mitigation		
In order to achieve the budget savings of 750k it will be necessary to review current ways of working, the proposal outlines the approach to making those savings based on reviewing and redesigning what we are currently doing, however there will be likely potential on staff with reduced staff volumes.		

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
The right skilled staff in order to take forward development work	Very High	We have already identified issues with recruiting staff with the right skills to take forward transformation work – Development work on systems is required and recent employment campaigns have not produced good candidates, it may be necessary to buy in support, all this adds to the timescales of the project	High
The systems being in place in order to support change in process	Very High	In order to realise many of the benefits we need to ensure we have the right systems in place and that those systems are able to be configured to our needs, project governance procedures should ensure that we have the right suite of systems in place in order to go forward technically, again the right skills are required to enable this change.	High

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The buy in across the authority to the change.	Very High	Meetings will be held throughout October to inform the Heads of Services of the work that is on-going, updates will also be provided as part of the MIH programme, it is clear that this change will be difficult to manage and does have the potential to impact on the services that we support. It is key that Hos affected work with us to support and remove barriers, accepting that in order to deliver our savings change is inevitable.	High
In order to progress transformation, it may be necessary to invest in resources/or external support. This may be an issue with budgets already being reduced.	High	We will look to identify what potential funding will be required, and bring to MGT team, in order to seek their support. Potential to see what skills are already available.	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		MEDIUM	

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10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>In order to meet the budget savings outlined for 19-20 significant changes in service delivery will need to be undertaken. The proposal ideally would see a change in process to more streamlined, efficient and effective processing ideally removing manual interventions and utilising technology and digital solutions.</p> <p>However due to the timescales to deliver these savings it may be necessary to cease some aspects of delivery, where this is the case it maybe that detrimental impact is placed on the services that corporate support services are aligned to. Heads of Service meetings are to be scheduled to discuss potential impact on service delivery.</p>	

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

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

As part of the Corporate Support Re-model, service health checks were undertaken in both Income & Awards and Business Support, these were undertaken to review the work that is currently being undertaken, whether there were any potential improvements or whether there was potential to cease some processes.

The data capture was analysed, analysis work identified common themes to process, namely in relation to Income, Expenditure, workforce (Trent processes) and service specific (which includes non- process work for example – taking and typing up of minutes)

Discussion was undertaken with the Programme Sponsor for MIH (Director of Resources) on this change of direction, therefore reviewing end to end processes rather than the silo based approach that was being considered, allowing savings to be made through process re-design rather than cutting staff; stopping services.

The approach is intended to realise savings through end to end transformation. However, risks to this work is the requirement to: - have the skills in the right place in order to support delivery (e.g. developers to progress work on Trent or integrations into the finance systems).

Once key work streams have been identified then there will be a requirement to analyse current skills and capabilities available and whether we utilise in-house resources or look to procure resources from our suppliers.

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2. On-going monitoring arrangements?

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

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

Where there is impact on external customers and/or internal customers then on-going monitoring arrangements will need to be in place. As work progresses it will be necessary to introduce relevant measures and outcomes to record impact both negative and positive, for an agreed period of time. There is a need to ensure no detrimental impact on equality.

Please state when this Impact Assessment will be reviewed.

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Watts		
Head of Service:	Kelly Watts		
Director:			
Portfolio Holder:			

14. Governance

Decision to be made by

Cabinet

Date required

FORM ENDS

Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Business Support	Head of Service	Kelly Watts	Director		Portfolio Holder	James Evans
Proposal	The council has to make significant budget savings for forthcoming financial year (19-20). Budget reduction proposals of £45K need to be achieved for Customer Services.						
Outline Summary / Description of Proposal							
<ul style="list-style-type: none"> The council is faced with continuing financial pressures for 19-20 and forthcoming years. The budget reductions attributed to Customer Services is £45k for 19-20. In order to meet these savings, it will be necessary to reduce the staffing budget. Reduction in Receptionist positions – the closure of Neuadd Maldwyn will provide the opportunity to release a resource of 2 staff members; 1.07 fte = £25,749. However, this is unlikely to happen prior to October 2019; in-line with the closure of the building; and therefore will only give a potential saving of 12k based on the 6 months remaining. Staff will be asked whether there is potential for reduced hours and/or possible redundancies, in order to achieve the remaining 33k. 							

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

Version	Author	Job Title	Date
Draft 0.1	Kelly Watts	Acting Head of Customer Services and Business Services Transformation	25/01/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£42,000	£	£	£	£	£

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3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Potential impact will be internal; therefore, no external consultation will be undertaken. The consultation will follow the Councils Management of Change process, if there are no potential savings through reduced hours and/or redundancies.

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4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

E-mail to staff 28th Jan 2019, seeking expressions of interest for redundancies and/or reduced hours.

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Potentially there will be a loss of jobs and therefore impact on the local economy.	Poor	No Mitigation available. Or Re-deployment Opportunities.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	N/a	Neutral	N/a	Neutral
Learning and skills We will strengthen learning and skills	N/a	Neutral	N/a	Neutral
Residents and Communities We will support our residents and communities	All processes provide support in service delivery to our residents and communities.	Poor	Without staffing resource, there will be no mitigation	Poor

Source of Outline Evidence to support judgements
Medium Term Financial Plan (Budget Savings)

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	There is likely to be job losses which will impact on the economy.	Poor	Going through the management of change process will ensure a fair and structured process. There could be opportunities for staff to be redeployed, we will also be able to offer support in completing job applications and attending interviews.	Poor
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	N/A	Choose an item.		Choose an item.

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Going through any change has the potential to impact on staff's mental well-being, there is potential for staff to suffer stress at this time.</p>	<p>Poor</p>	<p>In order to support staff through the process we will engage early and continually with staff. We can offer re-training and possible re deployment opportunities.</p>	<p>Poor</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>N/A</p>	<p>Choose an item.</p>	<p>N/A</p>	<p>Choose an item.</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 (see guidance)</p> <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>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Loss of staff could have implications on welsh language provision.</p>	<p>Poor</p>	<p>Need to ensure any changes will not have a detrimental impact welsh language provisions likely receptionists to be less (welsh speaking)</p>	<p>Poor</p>

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<i>Opportunities to promote the Welsh language</i>	N/A	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>	Check no member of staff supporting another member of staff.	Unknown	To speak to line Managers to find out information.	Neutral
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

Conversations with Managers will support in decision making. Any personal support to another member of staff will need to be identified.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Potential if services aren't supported that this will have impact on our duties/safeguarding.	Poor	Ensure systems put in place to mitigate against.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/a	Neutral	N/a	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As appropriate the public will be informed of new working practices	Neutral	Support given to those that need support.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Need to consider how withdrawing support impacts on them to deliver their service.	Poor	Service areas to be made aware of less staff to take calls	Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staffing may have a detrimental impact on the local economy.	Neutral	There is no mitigation that can be offered by the service area, although the council has the potential to mitigate poverty by looking at other economical and viable solutions e.g. increasing tourism, supporting local businesses supporting our local residents to get back into work.	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Need to assess whether any staff are unpaid carers	Poor	Redundancy process – ask questions regarding this.	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/a	Neutral	N/a	Neutral
Impact on Powys County Council Workforce	In order to achieve the budget savings, it may be necessary to reduce the workforce or change the way in which the workforce carry out their duties.	Poor	In order to mitigate any potential job losses, a voluntary redundancy process and reduced hours will be instigated, there could be potential to reallocate staff or retrain.	Good

Source of Outline Evidence to support judgements
Discussions with staff and managers.

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation
Minimise the impact to customers.

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low

Mitigation
No mitigation.

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduction in staffing will have an implication of call answer rates, therefore targets set will not be achieved. The service currently runs at crisis point with sick and leave having a significant impact on the remaining staff.	Medium	Staff management, ensure staff working against high demand areas, likely to be no mitigation.	medium
Our customers will become frustrated by call wait times and more complaints are likely to be generated.	Medium	Offer alternative methods of communication e.g. website	Low

Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

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			LOW
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10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
In order to meet the budget savings outlined for 19-20 it will be necessary to reduce posts. The savings equate to a potential loss of 3.07 fulltime posts.		

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

What additional evidence and data has informed the development of your proposal?
Current Structure. Current Budget. Financial Savings

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.
Where there is impact on external customers and/or internal customers then on-going monitoring arrangements will need to be in place.
Please state when this Impact Assessment will be reviewed.
The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Watts		25/01/2019
Head of Service:	Kelly Watts		25/01/19
Director:			
Portfolio Holder:	James Evans		

14. Governance

Decision to be made by	Cabinet	Date required	
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FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	CEMS	Head of Service	Anya Richards	Director	David Powell	Portfolio Holder	James Evans
Proposal	To make a range of savings across the CEMS budget to meet the total saving target of £150K						
Outline Summary / Description of Proposal							
CSP01 Reduction in discretionary spend from the Comms budget £30K							
CSP02 Reduce the RWAS budget by £5K							
GDP01 Reduce external print and design spend £10K							
MSP01 Review Member Support Team £16K							
WLP01 Reduce Welsh Language Team budget £114K							

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

Version	Author	Job Title	Date
1	Anya Richards	Senior Manager	19 October 2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£175	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	January 2019

4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

The review of member services won't directly affect service areas as the service provided is to Members. The other budget reductions are not anticipated to affect service areas.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	There is a small negative impact to the economy in the reduction of the events budgets.	Poor	Events will transfer to Regen at the end of 2018. Regen have access to a range of grants that could mitigate the effect of the cut.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The reduction in all comms team discretionary spend means there is no budget for training and development or equipment refresh which could impact how the team promotes this priority.	Poor	We will seek cost neutral learning opportunities for the team and the in-house training to develop skills and update equipment.	Unknown
Learning and skills We will strengthen learning and skills	The reduction in all comms team discretionary spend means there is no budget for training and development or equipment refresh which could impact how the team promotes this priority.	Poor	We will seek cost neutral learning opportunities for the team and the in-house training to develop skills and update equipment.	Unknown
Residents and Communities We will support our residents and communities	The reduction in all comms team discretionary spend means there is no budget for training and development or equipment refresh which could impact how the team promotes this priority.	Poor	We will seek cost neutral learning opportunities for the team and the in-house training to develop skills and update equipment.	Unknown

Source of Outline Evidence to support judgements

There is no specific evidence that supports the judgements. The judgements are arrived at empirically.

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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 reduction in all comms team discretionary spend means there is no budget for training and development or equipment refresh which could impact how the team promotes this priority. The reduction in staff will reduce the overall employment opportunities in the council	Poor	We will seek cost neutral learning opportunities for the team and the in-house training to develop skills and update equipment. There is no specific mitigation for this staff reduction.	Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No specific impact.	Neutral		Neutral

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>No specific impact</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>No specific impact</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <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>No specific impact</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

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<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	The reduction in the WL budget reduces our ability to commission external translation.	Poor	Since the extra budget for WL was introduced to support the implementation of the WL standards, we have consistently underspent on the budget by a large margin each year. The biggest costs associated with WL are underway at the moment with the translation of intranet content. This is being completed during 2018 so this will also mitigate the lean on the WL budget and should not affect opportunities for people to use the Welsh Language and the WL is not being treated less favourably than English.	Neutral
<i>Opportunities to promote the Welsh language</i>	The reduction in the WL budget should not impact on our ability to promote the WL.	Neutral	Since the extra budget for WL was introduced to support the implementation of the WL standards, we have consistently underspent on the budget by a large margin each year.	Neutral
<i>Welsh Language impact on staff</i>	The reduction in the WL budget reduces our ability to commission external translation.	Neutral	The biggest costs associated with WL are underway at the moment with the translation of intranet content. This is being completed during 2018 so this will also mitigate the lean on the WL budget and should not affect opportunities for people to use the Welsh Language and the WL is not being treated less favourably than English.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	No specific Impact	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	With reduced print and design budget we won't be able to print so many hard copy documents aimed at the older generation who may not access information digitally.	Poor	We will work with services like Social Services to identify which publications should be published in hard copy and target print spend accordingly.	Neutral
<i>Disability</i>	With reduced print and design budget we won't be able to produce documents in a range of different and accessible formats for harder to reach groups.	Very Poor	We will work with services like Social Services to identify which publications should be published in a range of accessible formats and seek to target spend accordingly.	Poor
<i>Gender reassignment</i>	No specific implications	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	No specific implications	Choose an item.		Choose an item.
<i>Race</i>	No specific implications	Choose an item.		Choose an item.
<i>Religion or belief</i>	No specific implications	Choose an item.		Choose an item.

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<i>Sex</i>	No specific implications	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	No specific implications	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	No specific implications	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

There is no specific evidence that supports the judgements. The judgements are arrived at empirically.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The long term disinvestment in learning and development of the team will result in a diminished and outdated skills set and poor comms output that will not resonate with residents.	Very Poor	We will seek out no cost learning opportunities and share learning through the team	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Skills and knowledge of the team will be diminished if we don't collaborate and work with partners.	Poor	We will work with partners to share learning and look for low cost learning and development opportunities with partner organisations.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Our ability to communicate well with the population on the decisions that affect them could be compromised over the long term without appropriate training and development opportunities	Very Poor	We will seek out no cost learning opportunities and share learning through the team and seek opportunities to collaborate and learn with partner organisations.	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	No specific impact	Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Skills and knowledge of the team will be diminished if we don't collaborate and consider integration opportunities with partners.	Poor	We will work with partners to share learning and look for low cost learning and development opportunities with partner organisations as well as exploring integration where possible.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reducing staff numbers could have a negative impact by creating poverty.	Very Poor	We will look to redeploy staff within the council where appropriate.	Poor

Cyngor Sir Powys County Council

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No specific impact	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Our ability to produce strong and relevant communications around safeguarding could be compromised if the team's skillset is diminished through lack of training and development.	Poor	We will look to mitigate the impact by the seeking out no or very low cost training and development opportunities.	Neutral
Impact on Powys County Council Workforce	Reducing the workforce could impact other staff who are left to assume the work of the colleague that has left.	Poor	We will reprioritise workloads and distribute work fairly among those who remain.	Neutral
Source of Outline Evidence to support judgements				
There is no specific evidence that supports the judgements. The judgements are arrived at empirically.				

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8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
There is no specific evidence that supports the judgements. The judgements are arrived at empirically.		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
Individual mitigations are outlined above. There is no specific impact that would compromise the successful implementation of the savings proposals.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Diminished skill base of comms team due to lack of appropriate training and development	Medium	We will seek low, no cost training and development opps and work with partners to collaborate around training and learning	Low
Staff reduction will put staff in a redundancy situation	Very High	We will seek to redeploy staff into any suitable roles elsewhere in the council	High
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Overall assessment if that these savings can be achieved in full and there is no specific impact that would compromise overall deliverability.	

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

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

12. On-going monitoring arrangements?

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

Staff development will be monitored over time through IPR. Similarly impact on individual staff workload and deliverability of the WL standards will be monitored through IPR.

Please state when this Impact Assessment will be reviewed.

No specific date, in approx. 12 months from implementation.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Anya Richards	A Richards	19 October 2018
Head of Service:			
Director:	David Powell		
Portfolio Holder:	Cllr James Evans		

4. Governance

Decision to be made by	Date required
Portfolio Holder	

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Strategic Policy and Performance	Head of Service	Emma Palmer	Strategic Director	Emma Palmer	Portfolio Holder	Cllrs: R.Harris; A.Davies; J.Evans
Proposal	Incorporating Corporate Insight into Strategic Policy and Performance through staff re-structure						
Outline Summary / Description of Proposal							
The proposed changes formally incorporate Corporate Insight into Strategic Policy and Performance, ensuring the service is fit for purpose to support and drive the council in pursuit of Vision 2025. We summarise the following benefits as a result of the proposed changes:							
<ul style="list-style-type: none"> • Corporate Insight shares the financial challenge faced by Powys County Council • The cost reductions are proportionate and reflect the changing demands of the business • The capacity and capability for effective business intelligence is retained • The knowledge base across the service is retained as far as is practically possible • The proposed internal management structure will facilitate better inter-communications across the different corporate insight sections • Potential career pathways are evident in the structure • The structure is still in a position to take advantage of other external sources of funding • Elements of Corporate Insight retain the potential for commercialisation 							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£123,000	£304,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Insert date	Yes

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

Version	Author	Job Title	Date
Version 1	Peter E Jones	Professional Lead: Corporate Insight	09/07/2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

- The proposed changes will not directly impact Health and Safety or Corporate Parenting.
- There is a risk of impacting other service areas as potentially demand for 'effective business intelligence will continue to increase. Whilst the capacity for BI is reasonably maintained, accessing alternative funding to source expert advice may potentially impact on the services ability to deliver.
- The loss of Programme Office is a strategic loss to the council in pursuit of delivering Vision 2025. However, the organisation is not accessing this provision to merit continuation.

Service Area informed: General notification **Contact Officer liaised with:** Directors and Heads of Service

Mitigation

- The approach to the restructure has been undertaken so as to minimise impact as far as is practically possible

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The work of the service continues to support this priority with data intelligence	Good	No capacity for further refinement	Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Resource is currently heavily directed to supporting social care and is a fundamental cornerstone of analyse, plan and monitor progress of this priority	Good	No capacity for further refinement	Choose an item.
Learning and skills We will strengthen learning and skills		Neutral	No capacity for further refinement	Choose an item.
Residents and Communities We will support our residents and communities	The well-being and population assessments are an important vehicle for reflecting the thoughts and views of residents and communities	Good	No capacity for further refinement	Choose an item.

Source of Outline Evidence to support judgements
See planning and BI outputs as well as Service Improvement Plan and Management of Change proposal

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	<ul style="list-style-type: none"> Corporate Insight has been developed on the ethos of ‘doing the right thing’ and tackling root causes of problems It is founded on the basis of evidence based planning and making this evidence widely available, both internally and externally The service aims to provide career pathways for staff 	Neutral	No capacity for further refinement	Choose an item.
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
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.	<ul style="list-style-type: none"> Demand for services and therefore, demand and expectations on staff may increase and could possibly impact negatively on staff well-being 	Poor	No capacity for further refinement	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	<ul style="list-style-type: none"> There is an intent to develop a more cohesive work community 	Neutral	No capacity for further refinement	Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Opportunities to promote the Welsh language</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Welsh Language impact on staff</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Disability</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Gender reassignment</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Marriage or civil partnership</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Race</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Religion or belief</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Sex</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Sexual Orientation</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Pregnancy and Maternity</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.

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Source of Outline Evidence to support judgements

See Service Improvement Plan and Management of Change proposal

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	<ul style="list-style-type: none"> Given the council's financial challenge, the proposal seeks to deliver a more sustainable service given available funding The 5 working principles continue to be a key influence on the service's approach to provision 	Good	No capacity for further refinement	Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	<ul style="list-style-type: none"> The 5 working principles continue to be a key influence on the service's approach to provision However, the ability of Powys PSB to centrally agree resource may have its own negative impact 	Poor	No capacity for further refinement	Choose an item.
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	<ul style="list-style-type: none"> Staff and other key stakeholders will be involved in this process 	Good	No capacity for further refinement	Choose an item.
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	<ul style="list-style-type: none"> Further financial challenge will be offset by developing commercial opportunities in the hope that this may prevent further reductions 	Good	No capacity for further refinement	Choose an item.
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	<ul style="list-style-type: none"> Further integration of the former Corporate Insight sections is a key consideration of the Management of Change proposal 	Good	No capacity for further refinement	Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Whilst the proposal has no significant impact on the broader facets of preventing poverty, it does recognise the resulting FTE loss of 2.6 posts	Poor	No capacity for further refinement	Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
Impact on Powys County Council Workforce	<p>The proposal offer the following positive benefits:</p> <ul style="list-style-type: none"> • Career pathways and opportunities • Flexible approach • A structure that reflects professional expertise, knowledge and capability • Reduced financial savings security <p>The proposal offer the following dis-benefits:</p> <ul style="list-style-type: none"> • The proposed net loss of 3 positions • A short period of uncertainty as re-structure is implemented 	Neutral	No capacity for further refinement	Choose an item.
Source of Outline Evidence to support judgements				
See Service Improvement Plan and Management of Change proposal				

8. Achievability of proposal?

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Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
Continued communication and understanding of organisational needs		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Inability to meet service demand	High	Continued dialogue and prioritisation with EMT and HoS	Medium
Regulatory concerns over loss of programme office	Medium	Ensure alternative arrangements are effective on delivery	Medium
Need for efficiency savings further impact service	High	Develop commercial opportunities	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		✓	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<ul style="list-style-type: none"> • The proposed changes formally incorporate Corporate Insight into Strategic Policy and Performance, ensuring the service is fit for purpose to support and drive the council in pursuit of Vision 2025 • On the whole, the proposal will continue to give good support for the council's priorities as detailed in Vision 2025 although the impact on the 7 national well-being goals is by and large neutral • The proposal demonstrates reasonable consideration of the 5 working principles of the Well-being of Future generations (Wales) Act 2015 • It is unfortunate that there is a small decrease in the number of staff and every action will be taken to ensure the well-being of those affected. Hopefully there may be other opportunities across this diverse organisation. However, the proposal does put in place a more transparent career pathway for staff and therefore the general conclusion is that the proposal has a neutral impact for staff • There are some risks associated with the proposal and given the important position and profile of the service, this merits a medium risk rating 	

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

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

In addition to the management of change proposal appendix, no further evidence required.

14. On-going monitoring arrangements?

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

The impact of these changes will be continually monitored by the Head of Strategic Policy and Performance together with Management Team colleagues, Cabinet and Audit Committee.

Please state when this Impact Assessment will be reviewed..

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Date required
Portfolio Holder	

FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Commercial Services	Head of Service	Jane Thomas	Director	Jane Thomas	Portfolio Holder	Aled Wyn Davies
Proposal							
Outline Summary / Description of Proposal							
Reduction in structure to accommodate Budget exigencies. This will include reducing Interim Professional Lead by 2 days per week and deletions of currently unfilled and vacant posts (2 posts) and reduction in supplies and services budget pending review of structure. The IA has been carried out on the basis of known current projects and does not take into consideration any potential future transformational or other intended procurements being planned by services.							

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

Version	Author	Job Title	Date
V1	V Hanly	Interim Professional Lead	18.1.19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£-	£100k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	No direct effect on current staff reductions in vacant posts

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4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Yes in terms of delivery of procurements and projects across the Council. Unable to be specific in terms of direct impact on the Council's Vision but clearly reduction will have a clear impact if only in delaying slowing down ability to react swiftly to services procurements requirements and to drive improvement in budget reductions through procurement. As yet the potential impact has not been discussed with other Service Leads.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy		Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Choose an item.
Learning and skills We will strengthen learning and skills		Neutral		Choose an item.
Residents and Communities We will support our residents and communities		Neutral		Choose an item.

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Choose an item.
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).		Neutral		Choose an item.

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>		Neutral		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>		Neutral		Choose an item.
<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 (see guidance)</p> <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>		Neutral		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>		Neutral		Choose an item.
<p>Opportunities to promote the Welsh language</p>		Neutral		Choose an item.

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<i>Welsh Language impact on staff</i>		Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Choose an item.
<i>Disability</i>		Neutral		Choose an item.
<i>Gender reassignment</i>		Neutral		Choose an item.
<i>Marriage or civil partnership</i>		Neutral		Choose an item.
<i>Race</i>		Neutral		Choose an item.
<i>Religion or belief</i>		Neutral		Choose an item.
<i>Sex</i>		Neutral		Choose an item.
<i>Sexual Orientation</i>		Neutral		Choose an item.
<i>Pregnancy and Maternity</i>		Neutral		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	May affect our ability to spend time with other authorities and partners to keep abreast of changes in the procurement environment in Wales	Poor	Increase the involvement of Category Managers in working with other Councils e.g. joint procurements.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce		Neutral		Neutral

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Source of Outline Evidence to support judgements

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Choose an item.	Choose an item.
Mitigation		

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Position will be kept under review and tested in February and March prior to full implementation. Residual Risk Ratings anticipated to be Low but will be reviewed as described.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Efficiencies form Procurement	Medium	Enhance one category Manager to act on behalf of interim in their absence. This would include ensuring that best use be made of the interim's available time.	Low
Increases in off-contract spend	Medium	Ensure category Managers take responsibilities for off-contract spend	Low
Projects may take longer to deliver	Medium	Ensure a forward programme is developed which provides insight into key projects	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The recommendations in this IA will allow a reduction in budget of 100k whilst reducing the impact to the residents/businesses of Powys and to the Council.</p> <ul style="list-style-type: none"> • Reduce the cost of Interim Professional Lead (PL) by 2 days per week. • Enhance the role of 1 Category Manager to cover the PL responsibilities in his absence. • Ensure that off-contract spend in reduced • Ensure that the forward plans is focussed on key Council projects • 	

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Ongoing 1-2-1 with Head of Service Monitoring of existing KPI's Ongoing RMT
Please state when this Impact Assessment will be reviewed.
End of March to review the impact of the IA over February and March. The IA will need to be reviewed in the light of any other substantial or complex projects which may arise.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Director:			
Portfolio Holder:			

14. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Corporate	Head of Service		Strategic Director	David Powell	Portfolio Holder	Aled Davies
Proposal							
Outline Summary / Description of Proposal							
To delete funding to Powys Association of Voluntary Organisation (PAVO) for Third Sector Capacity Building. This forms part of the overall funding to PAVO for service delivery and infrastructure support in Powys. The funding supports PAVO work with the Third Sector to help deliver community based activity as well as enabling the third sector to deliver innovative services.							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£78,650	£	£	£	£

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No legal requirement to consult but it forms part of an overall Partnership Agreement	Choose an item.

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

Version	Author	Job Title	Date
1	David Powell	Acting Deputy Chief Executive	8/2/19
2	David Powell	Acting Deputy Chief Executive	15/2/19

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposal will impact on a variety of organisations that may interact with servicer provision at varying levels. This could affect Adults Services, Children’s Services and other areas as the funding is to enable support to organisations and groups on any aspect of safely starting, running and closing third sector organisations.

Service Area informed:	During budget development	Contact Officer liaised with:	Ali Bulman, Nigel Brinn
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Mitigation

The mitigation is not readily obvious but the Third Sector has shown itself to be adaptable and may seek informal support and advice in some cases from similar organisations or if appropriate national charities and bodies linked to specific areas such as Community Transport

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4. How does your proposal impact on the council’s strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Some Third Sector organisations have an impact on economic activity either through direct expenditure or development of provision. PAVO raises additional funding beyond the sums given by PCC and this additional funding may be lost if the payment being removed in the proposal generates new activity	Poor	If the services can be provided by other organisations this may provide some mitigation	Poor
Health and Care We will lead the way in effective, integrated rural health and care	The organisations supported by PAVO play a role assisting vulnerable people. As this funding supports the development of the sector it may reduce the capacity to meet challenges such as the projected demographic change	Very Poor	The change of delivery model in social care with an emphasis on telecare may provide an opportunity to mitigate some of the impact	Poor
Learning and skills We will strengthen learning and skills	Some aspects may impact on supporting young people to have the best possible start. The development work also adds to skills of those that are engaged through the process	Poor	Increasing engagement from the Education Service and may assist mitigate	Neutral

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Council Priority	How does the proposal 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
Residents and Communities We will support our residents and communities	The Third Sector plays a role developing and supporting effective organisations that contribute to the well-being of communities. PAVO play a role in this area	Very Poor	Not all organisations work through PAVO and there will be some scope to look at how information can be shared and signposted to other organisations. This can include organisations operating at a national level that can provide specialist support and advice.	Neutral

Source of Outline Evidence to support judgements
 PAVO - FINAL Version Dated 15-02- Partnership Agreement between Powys County Council and Powys Association of Voluntary Organisations

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	It is assessed that this will not impact on the low carbon issue. However the development and support of the Third Sector plays a role in terms of employment and may enable individuals to gain skills to improve employment skills.	Poor	Increasing signposting and the development of the Mid Wales Growth Deal will increase overall employment opportunities	Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No impact expected	Choose an item.	n/a	Choose an item.
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.	If the removal stops the support of organisations that provide support to individuals there may be an impact but this is difficult to quantify leading to a neutral assessment	Unknown	n/a	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Third sector organisations have a clear role in the communities area	Poor	The developing role of the communities taking on some of the activities that the council can no longer carry out can increase community connections	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact expected	Choose an item.	n/a	Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Opportunities to promote the Welsh language</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Welsh Language impact on staff</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact expected	Choose an item.	n/a	Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The support provided can be to a variety of organisations and a specific age is not evident	Choose an item.	n/a	Choose an item.
<i>Disability</i>	This will depend on the specific nature of any organisation being supported or that could be supported in the future.	Choose an item.	n/a	Choose an item.
<i>Gender reassignment</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Marriage or civil partnership</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Race</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Religion or belief</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Sex</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Sexual Orientation</i>	No impact expected	Choose an item.	n/a	Choose an item.
<i>Pregnancy and Maternity</i>	No impact expected	Choose an item.	n/a	Choose an item.

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Source of Outline Evidence to support judgements



PAVO - FINAL
 Version Dated 15-02-:

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	If the reduction means that that the fewer organisations are supported and developed in the future it will impact on sustainability and resilience of Third Sector Organisations if alternative support or self- help isn't in place.	Poor	Not all organisations work through PAVO so there will be some scope to look at how information can be shared and signposted to other organisations. This can include organisations operating at a national level that can provide specialist support and advice.	Neutral
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The Third Sector is a key collaborative partner and this may reduce the scope to work with others organisations via the Partnership with PAVO.	Poor	Collaborative working is a key requirement and as some organisations don't work through PAVO there will be some scope to look at how information can be shared and signposted to other organisations. This can include organisations operating at a national level that can provide specialist support and advice.	Neutral
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No impact expected	Choose an item.	n/a	Choose an item.
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact expected	Choose an item.	n/a	Choose an item.
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	Some of the organisations advised and supported will work with Powys teaching Health Board and other public bodies.	Neutral	n/a	Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Support to some organisations may be reduced leading to a potential impact on preventative measures	Poor	New models of care an integrated approach that looks at area such as the Supporting People Strategy.	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	This could lead to less resource in communities to support unpaid carers but channels of communication remain to gather views	Neutral	n/a	Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	This will depend on what organisations are no longer supported but safeguarding continues to be at the forefront of decision making	Neutral	n/a	Choose an item.
Impact on Powys County Council Workforce	Possible increase in involvement through direct enquiries	Poor	The mitigation will depend on the level of impact on the workforce. 'Signposting' may be relevant because of the potential scope to look at how information can be shared and signposted. This can include organisations operating at a national level that can provide specialist support and advice.	Neutral
Source of Outline Evidence to support judgements				
https://en.powys.gov.uk/article/5794/Full-Well-being-assessment-analysis				
Local Well-being Plan Partnership Document				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduced expertise and capacity within the supporting Third Sector	High	Greater self-help and signposting to national bodies and information sharing.	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	High Risk		

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10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Cessation of Funding	From April 2019		
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Yes	Date required	Decision as part of budget package on 21/2

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Nil to deliver decision												

12. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>This saving will delete funding to Powys Association of Voluntary Organisation (PAVO) for Third Sector Capacity Building. Whilst PAVO does not support all Third Sector organisations it acts as a source of advice and support to the sector. The specific funding being cut forms part of the overall funding to PAVO for service delivery and infrastructure support in Powys. The funding helps support PAVO play a key role by working with the Third Sector to help deliver community based activity as well as enabling the third sector to deliver innovative services.</p>	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
<p>The impact will need to be monitored by the management team and (if this reduction is agreed as part of the budget) it is appropriate that scrutiny should look at this as part of the preparation for the 2020/21 Budget.</p>
Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:	David Powell		
Portfolio Holder:	Aled Davies		

16. Governance

Decision to be made by	Date required
Choose an item.	

FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	COMMS	Head of Service	Anya Richards	Director	David Powell	Portfolio Holder	James Evans
Proposal	To make £170K savings from the Comms budget in 2019/20 in addition to £30K discretionary spend already identified						
Outline Summary / Description of Proposal							
£170K savings from £381,589K staff budget will require a reduction in posts funded from the central team. Related roles have been identified that will be funded by other service areas that staff at risk in the Communications Team will transfer into. Three suitable posts have been identified. One is a new post funded by the RPB to focus on RPB comms, another is funded by Housing and is planned to be located in the Housing Team. Another post is being created in the Health Board but it has been agreed that a member of staff at risk in the Council's communications can transfer into the post.							

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

Version	Author	Job Title	Date
1	Anya Richards	Senior Manager	9 February 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£170k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Asap 2019

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4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

The reduction of 50% of staff budget in the Communications Team will necessarily have a substantial impact on the communications support that can be provided to services that are not directly investing in communications and engagement support. Where services feel that their needs will not be met by a reduced corporate service they have either invested in a dedicated Comms & Engagement Officer eg Housing, RPB, or redirected resources into the central team to enable partial funding of a role to carry out the comms and marketing work required eg Fostering and Adoption. Most other areas such as Schools Service and Regen have been advised about the reduced service that will be provided going forward.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	There is a significant impact on the Economy programme and the campaign and comms lead responsibilities for Growing Mid Wales and the Growth Deal will cease. Messaging and support will still be provided on this important priority but it will be on a media service basis ie media/digital promotion on key developments rather than ongoing campaign work.	Very Poor	The GMW project office are seeking funding to include a dedicated Grade 11 Communications and Engagement Officer to be managed in the Communications Team. This will provide the dedicated essential capacity that is needed to cover a project the size of the Growth Deal. The role would be unlikely to have capacity to cover all comms requirements for the whole Regen service.	Good
Health and Care We will lead the way in effective, integrated rural health and care	The Comms and Engagement officers for Health and Care will continue to be funded from ASC and CS as well as a new position being created in PTHB to help cover comms in this growing area. However there will be less support available from the central team especially in regard to public consultation and engagement.	Good	Support around public consultation and engagement can be commissioned in and there will still be a small advisory element left in the corporate team.	Good

Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	There will be significantly reduced staff in the central team to support the Schools Service who do not fund a dedicated officer. The Gold Status campaign will cease and support will be provided on a media service/advisory basis and will rely on the service being highly proactive in identifying and promoting its own issues and managing sustained campaigns. This is a significant area of concern since historically this is one of the areas with the greatest comms requirements.	Very Poor	The two remaining core team officers who will provide the media and advisory service have extensive experience of handling Schools promotion and will dedicate as much time as they can recognising the high public interest in this area.	Very Poor
Residents and Communities We will support our residents and communities	This campaign will cease due to lack of capacity.	Very Poor	Recognising our important responsibilities to Residents and Communities the two remaining core officers will continue to provide as much support as possible but will have to prioritise across all services.	Very Poor

Source of Outline Evidence to support judgements

There is no specific evidence that supports the judgements. The judgements are arrived at empirically.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The reduction in staff will reduce the overall employment opportunities in the council</p>	<p>Very Poor</p>	<p>Other opportunities have been identified to retain talented staff albeit in different roles.</p>	<p>Neutral</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>No specific impact.</p>	<p>Neutral</p>		<p>Neutral</p>

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>The Health and Care element of the team will remain funded and even increase when taking account of the role created by partners in PTHB. These roles together will help promote a healthier Wales including health promotion and early intervention to depress need of health and care services.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Communications and engagement plays and important role sharing information and helping create a sense of connectedness. This will be negatively impacted with a reduction in staff and the cessation of the digital platform for citizen engagement.</p>	<p>Very Poor</p>	<p>Work with services and partners to maximise the capacity we have and look at piggybacking a corporate element onto the service digital engagement platform.</p>	<p>Poor</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 (see guidance)</p> <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>No specific impact</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

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<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	The overall amount of communication and engagement should not reduce, however, our ability to ensure other services maintain their WL obligations could diminish eg as there would be limited resource to contribute manage the new intranet site which will become self managing.	Poor	HoS will be reminded of their service area responsibilities in regard to providing information bilingually on the intranet and ensuring services follow protocols.	Neutral
<i>Opportunities to promote the Welsh language</i>	All promotion will still be required to be produced bilingually.	Neutral	The Communications Team will still actively champion opportunities to promote the WL.	Neutral
<i>Welsh Language impact on staff</i>	If ongoing support and governance for the intranet cannot be established some staff are likely to circumvent the WL standards and the WL side of the intranet will diminish in quality.	Poor	HoS will be reminded of their service area responsibilities in regard to providing information bilingually on the intranet and ensuring services follow protocols.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	No specific Impact	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	With reduced print and design budget we won't be able to print so many hard copy documents aimed at the older generation who may not access information digitally.	Poor	We will work with services like Social Services to identify which publications should be published in hard copy and target print spend accordingly.	Neutral
<i>Disability</i>	With reduced print and design budget we won't be able to produce documents in a range of different and accessible formats for harder to reach groups.	Very Poor	We will work with services like Social Services to identify which publications should be published in a range of accessible formats and seek to target spend accordingly.	Poor
<i>Gender reassignment</i>	No specific implications	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	No specific implications	Choose an item.		Choose an item.
<i>Race</i>	No specific implications	Choose an item.		Choose an item.
<i>Religion or belief</i>	No specific implications	Choose an item.		Choose an item.
<i>Sex</i>	No specific implications	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	No specific implications	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	No specific implications	Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

There is no specific evidence that supports the judgements. The judgements are arrived at empirically.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The long term disinvestment in the team will result in the cessation of all campaigns other than those funded directly by services. This will lead to an uneven focus on those services that have invested in comms which may not cohere with the council's overall objectives ie Vision 2025	Very Poor	The corporate team will focus as much capacity as possible on key areas such as the Schools Service, Growing Mid Wales, the Budget, Brexit etc as well as providing a media service and crisis comms.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The team is actively working with Services to provide robust communications and engagement solutions as well as partners such as health.	Poor	Different roles have been identified for staff to transfer to.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Our ability to communicate well with the population on the decisions that affect them could be compromised without dedicated Public Engagement and Consultation resource in place	Very Poor	By redeploying staff into other roles we should still be able to provide an advice service so that services can provide consultation and engagement directly themselves and commission in appropriate public engagement externally.	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Without dedicated public consultation and engagement roles our ability to have direct dialogue with residents will be limited.	Very Poor	We will use and monitor our social media channels to understand public sentiment and the help issues occurring.	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	We are actively working with colleagues in Health to redeploy our staff into alternative roles and retain good staff in the county who are active in the local economy.	Good	A role has been identified.	Good

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reducing staff numbers should not affect our ability to communicate on poverty	Neutral		Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No specific impact	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Our ability to produce strong and relevant communications around safeguarding should not be diminished as Children's Services are continuing to invest in the team.	Neutral		Neutral
Impact on Powys County Council Workforce	The work left for the remaining central team could become unmanageable and cause staff to become stressed.	Very Poor	We will reprioritise workloads and distribute work fairly among those who remain and support one another to ensure mutual well-being.	Neutral
Source of Outline Evidence to support judgements				
There is no specific evidence that supports the judgements. The judgements are arrived at empirically.				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	High	High
Mitigation		

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The remaining corporate team will reprioritise the focus of their work depending on the most important issues to ensure that residents and communities receive information about changes in a timely and accessible manner.

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Low	Medium

Mitigation

Individual mitigations are outlined above. There is no specific impact that would compromise the successful implementation of the savings proposals unless one of the services that has come forward with an alternative role altered its plans and did not proceed with a role. This would entail redundancy and a further diminishment of the overall service.

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Inability to cover communications and engagement requirement of services not investing in a dedicated officer	Very High	We will prioritise the work of the remaining corporate team on the clear priorities of the day	High
Staff reduction in the remaining corporate team will lead to unmanageable workloads causing stress among staff	High	We will mitigate by setting clear priorities with EMT and portfolio holders to ensure that remaining capacity is always focussed on manageable priorities	Medium
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	X		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
These savings can be achieved in full but there will be a significant reduction in the remaining corporate service. The campaign programme agreed in the Communications and Engagement Plan 2018-19 will cease and only those campaigns that can be funded directly by services will continue. The corporate team will focus on providing a media service, crisis comms, digital communication and internal/workforce comms. Events and public engagement and consultation will be provided directly by service areas.	

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

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

N/A

12. On-going monitoring arrangements?

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

The impact will be monitored through social media sentiment and staff/member feedback.

Please state when this Impact Assessment will be reviewed.

No specific date, in approx. 12 months from implementation.

13. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Anya Richards	A Richards	19 October 2018
Head of Service:			
Director:	David Powell		
Portfolio Holder:	CLlr James Evans		

14. Governance

Decision to be made by	Date required
Portfolio Holder	

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Development Management	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal							
Outline Summary / Description of Proposal							
Reduction in administration staffing levels (1 FTE)							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£26,430	£0	£0	£0	£26,430

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	The post is current occupied by an Administrative Officer on a temporary contract. The post holder will need to be made aware that the post will not be extended. Advice on redundancy will need to be sought.	Choose an item.

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

Version	Author	Job Title	Date
1	Gwilym Davies	Professional Lead – Development Management	18.06.2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No (subject to workload management measures being undertaken).

Service Area informed: **Contact Officer liaised with:**

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Residents and Communities We will support our residents and communities	The capacity to deal residents and communities will be reduced (ability to answer phone calls etc.).	Poor	Website and ICT will need to be improved so that customers do not need to contact the department directly.	Neutral

Source of Outline Evidence to support judgements
Officer assessment.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Opportunities to promote the Welsh language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Welsh Language impact on staff</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Disability</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Gender reassignment</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Marriage or civil partnership</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Race</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Religion or belief</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sex</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sexual Orientation</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Pregnancy and Maternity</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Impact Assessment (IA)

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Source of Outline Evidence to support judgements
Officer assessment.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	The proposal will negatively impact on the post holder and the capacity of the Development Management team.	Poor	Remove non-statutory workload.	Neutral
Source of Outline Evidence to support judgements				
Officer assessment.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
none		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduction in the capacity of Development Management to communicate with residents and customers.	Medium	Improve Council's website to try and negate the need for direct interaction with Development Management.	Low
Ability to process planning applications in a timely manner (back office workload)	High	Stop undertaking non statutory workload, i.e. stopping publishing third party correspondence.	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	x

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gwilym Davies		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Service Area	Development Management	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	Reduction in advertising budget.						
Outline Summary / Description of Proposal							
Reduction in advertising budget.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£15,000	£0	£0	£0	£15,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No staff impacted. No service provision reduced.	Choose an item.

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

Version	Author	Job Title	Date
1	Gwilym Davies	Professional Lead – Development Management	18.06.2018

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No.	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Residents and Communities We will support our residents and communities	Negligible impact.	Neutral	No additional mitigation proposed	Neutral

Source of Outline Evidence to support judgements
Officer assessment.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Opportunities to promote the Welsh language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Welsh Language impact on staff</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Disability</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Gender reassignment</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Marriage or civil partnership</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Race</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Religion or belief</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sex</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sexual Orientation</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Pregnancy and Maternity</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

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Source of Outline Evidence to support judgements

Officer assessment.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Source of Outline Evidence to support judgements				
Officer assessment.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
none		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Ability to fund the publicity of departures will potentially be compromised if the Council fails to retain a five year housing supply, resulting in a substantial increase in departure applications.	Low	No mitigation proposed.	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			x

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

PCC: Impact Assessment Toolkit (Oct 2017)

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

14. On-going monitoring arrangements?

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

Please state when this Impact Assessment will be reviewed.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Gwilym Davies		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Development Management	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	Reduction in Development Management legal fees						
Outline Summary / Description of Proposal							
This proposal would reduce the legal resource available to Development Management.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£4,100	£0	£0	£0	£4,100

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No staff impacted.	Choose an item.

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

Version	Author	Job Title	Date
1	Gwilym Davies	Professional Lead – Development Management	18.06.2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No.	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact.	Neutral	No additional mitigation proposed	Neutral
Residents and Communities We will support our residents and communities	Negligible impact.	Neutral	No additional mitigation proposed	Neutral

Source of Outline Evidence to support judgements
Officer assessment.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Opportunities to promote the Welsh language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Welsh Language impact on staff</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Disability</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Gender reassignment</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Marriage or civil partnership</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Race</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Religion or belief</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sex</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sexual Orientation</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Pregnancy and Maternity</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Source of Outline Evidence to support judgements
Officer assessment.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Source of Outline Evidence to support judgements				
Officer assessment.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
none		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Ability to secure external legal resource.	Low	Development Management to become risk adverse.	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			x

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gwilym Davies		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Development Management	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	Reduction in Planning Officers (0.6FTE)						
Outline Summary / Description of Proposal							
This proposal would reduce the number of Planning Officers by 0.6 FTE.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£25,070	£0	£0	£0	£25,070

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No staff impacted as post is currently vacant.	Choose an item.

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

Version	Author	Job Title	Date
1	Gwilym Davies	Professional Lead – Development Management	18.06.2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No.	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	The proposal has the potential to impact on planning application determination periods. This could impact on the deliverability of developments. The proposal has the potential to impact on planning enforcement capacity potentially at the cost of fairness in the market place.	Very Poor	Keep agents and developers informed of the situation to enable them to plan ahead.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	The proposal has the potential to impact on planning application determination periods for health and care facilities. This could impact on the deliverability of developments.	Very Poor	Keep agents and developers informed of the situation to enable them to plan ahead.	Poor

Cyngor Sir Powys County Council
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Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	The proposal has the potential to impact on planning application determination periods for education facilities. This could impact on the deliverability of developments.	Very Poor	Keep agents and developers informed of the situation to enable them to plan ahead.	Poor
Residents and Communities We will support our residents and communities	The proposal has the potential to reduce Development Managements ability to interact with customers and the public.	Very Poor	Try to develop the Council’s website to reduce the need for direct interaction.	Poor

Source of Outline Evidence to support judgements
Officer assessment.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	The proposal has the potential to impact on planning application determination periods. This could impact on the deliverability of developments.	Very Poor	Keep agents and developers informed of the situation to enable them to plan ahead.	Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Reduced capacity will potentially result in Planning Officers having less time to safeguard and/or promote social, economic and ecological resilience.	Very Poor	No mitigation proposed.	Very Poor
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.	Reduced capacity will potentially result in less resources being allocated to managing and improving a developments impact on the health of the area.	Very Poor	No mitigation proposed.	Very Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Reduced capacity will impact on Development Management ability to communicate with Communities as part of the planning process.	Very Poor	Try to develop Councils website to reduce the need for direct interaction with Development Management.	Poor

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Less resource will be available to promote and/or support the economy, the environment, communities and culture, via the planning process.	Very Poor	Try to develop the Councils website to reduce the need for direct interaction with Development Management.	Poor
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Less resource will be available to assess a development impact on the Welsh language and culture.	Poor	No mitigation proposed.	Poor
<i>Opportunities to promote the Welsh language</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Welsh Language impact on staff</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Disability</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Gender reassignment</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Marriage or civil partnership</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Race</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Religion or belief</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sex</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Sexual Orientation</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral
<i>Pregnancy and Maternity</i>	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements
Officer assessment.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduction in staff resource has the potential to impact on long term investment in the economy and housing provision.	Poor	No mitigation proposed.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Reduction in staff has the potential to reduce the ability for Development Management to collaborate with existing and future partners.	Poor	No mitigation proposed.	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Reduction in staff has the potential to reduce the ability for Development Management to engage with communities.	Poor	No mitigation proposed.	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staff resource may impact on the ability to approve affordable housing in a timely manner.	Poor	No mitigation proposed.	Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	A reduction in staff resource will result in increased workloads for existing Planning Officers.	Poor	No mitigation proposed.	Poor
Source of Outline Evidence to support judgements				
Officer assessment.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
none		

Cyngor Sir Powys County Council Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Potential adverse impact on the economy caused by delays in processing planning applications.	High	No mitigation proposed.	High
Potential reduction in planning enforcement capability.	Medium	Adopt new planning enforcement policy and procedure streamlining processes	Low
Potential delays in the processing of affordable housing applications and education applications impacting on delivery.	High	No mitigation proposed.	High
Potential to be in the bottom half/quarter of the Welsh Government planning league table.	Low	No mitigation proposed.	Low
Increase in the number of corporate complaints.	Medium	No mitigation proposed.	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	x		

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
--------------------------------------------------------------	----------------------------------

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

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

14. On-going monitoring arrangements?

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

Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gwilym Davies		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Economic Development & Regeneration	Head of Service	Lisa Griffiths	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	Budget Savings for 2019 to 2023						
Outline Summary / Description of Proposal							

The Economic Development & Regeneration team currently has 22 members of staff. 10 of these are externally funded and can only work on the projects they are funded to do, an audit that found otherwise would result in the funding being removed. The remaining 12 staff occupy 9.6 full time equivalent posts. The team is very small and if this resource was cut any further the Authority would not be able to deliver the outcomes over the current timescale for the Economy programme. We would also struggle to engage effectively with our Growing Mid Wales partners to develop the Regional Economic Action Plan and deliver the work associated with the Growing Mid Wales Growth Deal.

There is a great deal of expectation for the delivery of the councils Vision 2025 Economy Programme through the Economic Development and Regeneration service. The service is currently operating at the limit of its effective delivery following ten years of significant budget reductions. These have severely impacted on the service which has just 37% of its original resource capacity.

The service has identified some potential savings and is also looking at full cost recovery on external funded activity and this income generated will offset the budget reduction requirement.

The service is fundamental to the Growing Mid Wales Strategic Partnership and is already delivering some of the expected outcomes of the partnership's framework for action.

The service is currently leading on the development of a Mid Wales Growth Deal Bid from central government to provide significant investment capital for the region. In the next 2 years a successful bid will provide resource to aid the delivery of the programme which will fund project management using the current structure, knowledge and expertise within the Economic Development & Regeneration service.

1. Our proposal to achieve savings for 2019/20:-

£30,320 = Glasi Admin PP340

£58,000 = Tourism Development & Marketing PP550

£15,000 = Tourism Research PP550

£12,680 = Grounds Maintenance CC219

Target: £274,657

Total Achieved: £116,000

Total Outstanding -£158,657

2. Our proposal to achieve savings for 2020/21:-

Workways 50% match funding £95,010

War Memorials 15% match funding £25,020

Target: £108,990 + outstanding amount of £158,657 = £267,656

Total Achieved: £120,030

Total Outstanding -£147,626

3. Our proposal to achieve savings for 2021/2022:-

Growth Deal funding of £200,000 to off-set service revenue funding

Target: £108,990 + outstanding amount of £147,626 = £256,616

Total Achieved: £200,000

Total Outstanding: -£56,616

4. Our proposal to achieve savings for 2022/23.

Growth Deal funding of £200,000 to off-set service revenue funding

Target: £108,990 + outstanding amount of £56,616 = £165,606

Total Achieved: £200k

We have identified saving of £116,000 for 2019/20 which would impact on the extent of some of our activities but which we could manage. Part of this proposal includes income which we know we would need to provide each year. If we have to find the full 21% the impact will wipe out our match funding and too much of our resource and we would not be able to participate and compete with our partners in Ceredigion to manage the considerable amount of work required to complete the business case to apply for the growth deal funding for our projects, that is without the need to have resource to support the delivery as well.

The ED&R team supports a very extensive number of small and large development projects that make a huge difference to the ongoing delivery of the Powys economy and the maintenance of our public spaces and our supporting infrastructure. We really need to build on this and become more strategic in our approach, looking for much more innovative projects that will make a huge difference to how prosperous our residents, towns and villages can become. We need to develop a thriving economy to enable a better future for our younger residents as well. There is a great deal of professional knowledge and expertise within the very small team we currently have. We need to maintain that talent and continue to grow the local economy for Powys.

Having a vibrant economy impacts on our residents in a very positive way, if they can have work and can earn money and can have nice places to socialise, they are more likely to live healthy active lives and have better mental health. All of which helps to reduce demand on the Authorities many services.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£274,657	£108,990	£108,990	£108,990	£601,629

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
Version One	Lisa Griffiths	Manager Economic Development & Regeneration	19 th June 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The ED&R team supports a very extensive number of small and large development projects that make a huge difference to the ongoing delivery of the Powys economy and the maintenance of our public spaces and our supporting infrastructure. We really need to build on this and become more strategic in our approach, looking for much more innovative projects that will make a huge difference to how prosperous our residents, towns and villages can become. We need to develop a thriving economy to enable a better future for our younger residents as well. There is a great deal of professional knowledge and expertise within the very small team we currently have. We need to maintain that talent and continue to grow the local economy for Powys.

Having a vibrant economy impacts on our residents in a very positive way, if they can have work and can earn money and can have nice places to socialise, they are more likely to live healthy active lives and have better mental health. All of which helps to reduce demand on the Authorities many services.

The alternative to this, over time, would be a growing elderly population living in run down towns which would have less and less facilities, with poor infrastructure and growing levels of poverty as people have less well paid jobs available to them. If families start to move away to find better opportunities that also impacts on the standard of education we can afford to give those remaining. We would struggle even more to attract skilled workers to key jobs. We would have limited opportunities to make anything very much of our county.

Service Area informed: **Contact Officer liaised with:**

Mitigation

The mitigation to avoid the outcome we don't want as described in the final paragraph above, is to continue to have the resource in the ED&R team to lead on the work for the 'Growing Mid Wales' framework with our partners from Ceredigion County Council and Welsh Government. By developing a Regional Economic Action Plan we stand a much better opportunity to succeed in identifying key projects that will enable the partnership to receive growth deal funding from Welsh Government. The funding will enable the partnership to continue to develop the economy for the Mid Wales region and keep the regeneration of our counties on going for the future benefit of all our residents and the services we deliver from the partnership Councils.

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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

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Impact Assessment (IA)

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p> <ul style="list-style-type: none"> • <i>New business start-ups and relocations will increase</i> • <i>Skilled employment opportunities will increase</i> • <i>A greater supply and mix of suitable work space to support employment</i> • <i>More job opportunities and apprenticeships for young people</i> • <i>Local businesses benefit from good advice and support that help them thrive</i> • <i>Regulation supports business and communities and is proportionate</i> • <i>Powys is established as an innovation base for learning, skills and research for;</i> <ul style="list-style-type: none"> ○ <i>Farming and land-use innovation</i> ○ <i>Health and Care</i> ○ <i>Rural teacher training accreditation</i> • <i>The economically active population will increase</i> • <i>Tourism and leisure based activity and attractions will increase</i> • <i>Local consortia competing for public sector contracts will increase</i> • <i>Council priorities are used to develop new industries and supply chains</i> • <i>There is significant investment in accessible and community based lifetime accommodation</i> 	<p>If the full 21% savings have to be achieved for 2019/20 we will not be able to achieve the outcomes for the Economy Programme within the time scales proposed. Some outcomes are unlikely to be achieved at all without the budget and resource we currently have within the ED&R team.</p>	<p>Poor</p>	<p>Option 3 of the savings proposal will achieve some of the savings for the 2019/20 target without preventing the ED&R team from continuing to work towards the successful achievement of other key objectives and outcomes as identified within the Economy Programme brief.</p>	<p>Good</p>

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The integrated approach to support effective decision making



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Council Priority	How does the proposal 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
<p>Health and Care We will lead the way in effective, integrated rural health and care Our focus on well-being means:</p> <ul style="list-style-type: none"> • We focus on what matters to the individual • Young people, adults and families are able to create the foundations of good health throughout their life • We focus on safeguarding and supporting vulnerable people • The physical environment helps people maintain their health and well-being • There is an increasing supply of housing with care <p>Early help and support means:</p> <ul style="list-style-type: none"> • Technology enables people to self-care and remain independent • We ensure the maximum positive impact within the first 1,000 days of a child's life • A sufficient supply of appropriate placements for Looked After Children • Community role modelling is focused on basic life skills and money management <p>Joined up services means:</p> <ul style="list-style-type: none"> • Positive an co-productive partnerships • Significant investment in integrated health and care facilities and infrastructures • Health and Care teams work seamlessly with people, getting things right first time • Young people, adults and families have a fully integrated experience of health and care • Accessible and equitable services fit around people's busy lives <p>Tackling the big diseases (cancer, circulatory diseases, mental health, respiratory diseases)</p>	<p>The work carried out by the ED&R team supports the Authorities Health and Care programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.</p>	<p>Poor</p>	<p>Applying option 3 from the savings proposal for the ED&R budget will help to mitigate the negative impact on the Councils priority for Health and Care.</p>	<p>Good</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

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Council Priority	How does the proposal 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
<p>Learning and skills We will strengthen learning and skills</p> <ul style="list-style-type: none"> School leavers have the right qualifications to progress Access to education provision and good career advice is equitable Working in partnership with schools, colleges, universities and businesses will improve career opportunities High quality teaching and learning environments embrace new technology for the population Pupils have access to remote/alternative learning opportunities <p>Early years provision is helping families to return to meaningful employment</p>	<p>The work carried out by the ED&R team supports the Authorities Learning and Skills programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team</p>	<p>Poor</p>	<p>Applying option 3 from the savings proposal for the ED&R budget will help to mitigate the negative impact on the Councils priority for Learning and Skills.</p>	<p>Good</p>
<p>Residents and Communities We will support our residents and communities</p> <ul style="list-style-type: none"> <i>Residents take responsibility for their actions and support one another</i> <i>Communities have access to a choice of both affordable and market housing</i> <i>Communities have access to services that allow all to flourish and enjoy life</i> <p><i>Communities have an active role in the design and delivery of the services they need</i></p>	<p>The work carried out by the ED&R team supports the Authorities Residents and Communities programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team</p>	<p>Poor</p>	<p>Applying option 3 from the savings proposal for the ED&R budget will help to mitigate the negative impact on the Councils priority for Residents and Communities.</p>	<p>Good</p>

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Source of Outline Evidence to support judgements

Economy Programme Brief.



Programme Brief
Economyv0.3.docx

Growing Mid Wales Framework for Action



Growing Mid Wales
Framework for Actic

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How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
-----------------	--------------------------------------------	---------------------------------------------------------	--------------------------------------------------------------------------------------	--------------------------------------------------------------------------

<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Providing effective support and suitable premises will enable existing businesses to grow, generating wealth and jobs. Supporting vocational training and apprenticeships will provide opportunities for people to develop their skills and meet local business needs.</p> <p>Promoting Powys as a tourism destination will support existing businesses, generate new business opportunities and create jobs.</p> <p>Supporting the delivery of improved digital connectivity and helping businesses to take advantage of the technology will generate greater economic opportunities.</p> <p>Transport is a Key Driver for the economy, especially in Mid-Wales which is a rural county with many SMEs across the county. Transport relies on good infrastructure and a high standard of frequent transport services. Currently the Regional Transport Plan, Marches & Mid Wales Freight strategy and National Transport Plan set out the aspirations for a range of interventions and schemes for all modes of Transport.</p>	<p>Good</p>	<p>Adopting option 3 of the savings proposal will help to mitigate any negative impacts.</p>	<p>Good</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Our economic activities will respect our environment and help manage and conserve our landscapes. Our new 'Home Grown Homes' project will use locally grown timber building products reducing the environmental impact of our house building. Increased forestry will also help alleviate flooding by absorbing water and CO2 reducing the causes of climate change.</p>	<p>Good</p>	<p>Adopting option 3 of the savings proposal will help to mitigate any negative impacts.</p>	<p>Good</p>

<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Using our influence to develop a healthy and enterprising economy with good quality job opportunities and good quality housing will be major contributors to improving social and mental well-being.</p>	<p>Good</p>	<p>Adopting option 3 of the savings proposal will help to mitigate any negative impacts.</p>	<p>Good</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Supporting local events and festivals will help to strengthen communities and bring cultures together.</p>	<p>Good</p>	<p>Adopting option 3 of the savings proposal will help to mitigate any negative impacts.</p>	<p>Good</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>Better access to improved digital connectivity will provide global market opportunities for Powys businesses.</p>	<p>Good</p>	<p>Adopting option 3 of the savings proposal will help to mitigate any negative impacts.</p>	<p>Good</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>A vibrant economy has the potential to enable greater opportunities for all and that would include education.</p>	<p>Good</p>	<p>Without a vibrant economy access to a range of educational opportunities will be reduced.</p>	<p>Poor</p>
<p><i>Opportunities to promote the Welsh language</i></p>		<p>Neutral</p>		<p>Neutral</p>
<p><i>Welsh Language impact on staff</i></p>	<p>A vibrant economy has the potential to enable greater opportunities for all and that would include education.</p>	<p>Good</p>	<p>Without a vibrant economy access to a range of educational opportunities will be reduced.</p>	<p>Poor</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>A vibrant economy has the potential to enable greater opportunities for all and that would include sport, art and recreation.</p>	<p>Good</p>	<p>Without a vibrant economy access to a range of sport, art and recreation opportunities will be reduced.</p>	<p>Poor</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>		<p>Neutral</p>		<p>Neutral</p>

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<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

Source of Outline Evidence to support judgements

Economy Programme Brief.

Growing Mid Wales Framework for Action

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable greater opportunity for all.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Poor	Adopting option 3 of the savings proposal will help to mitigate any negative impacts. A vibrant economy has the potential to enable a greater opportunity for all.	Good
Source of Outline Evidence to support judgements				
Economy Programme Brief.				
Growing Mid Wales Framework for Action				

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8. Achievability of proposal? **How likely are you to achieve successful implementation of the proposed change? (I.e. what is the risk of not delivering this proposal?)**

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
Adopting option 3 of the savings proposal for 2019/20		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
ED&R team further loss of resource which would prevent the achievement of key objectives, in particular the development of the Regional Economic Action Plan and successful access to growth deal funding from Welsh Government.	High	Adopting option 3 of the proposed savings plan for the ED&R service, will mitigate these risks whilst at the same time enabling the service to contribute in 2019/20 to a proportion of the Authority's 21% savings target and enable the service to put in place options that will enable the full achievement of the 46% savings target over the 4 year period.	Low
The full 21% reduction in the service budget for 2019/20 would also prevent the achievement of key objectives, in particular the development of the Regional Economic Action Plan and successful access to growth deal funding from Welsh Government.	High	Adopting option 3 of the proposed savings plan for the ED&R service, will mitigate these risks whilst at the same time enabling the service to contribute in 2019/20 to a proportion of the Authority's 21% savings target and enable the service to put in place options that will enable the full achievement of the 46% savings target over the 4 year period.	Low
Being unable to build a vibrant economy either through the Growing Mid Wales partnership or through our own economic development and regeneration activities for the county of Powys, will have a negative impact on council services, staff and residents in many ways as outlined throughout this assessment.	High	Adopting option 3 of the proposed savings plan for the ED&R service, will mitigate these risks whilst at the same time enabling the service to contribute in 2019/20 to a proportion of the Authority's 21% savings target and enable the service to put in place options that will enable the full achievement of the 46% savings target over the 4 year period.	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium Risk	

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10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

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Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The ED&R team supports a very extensive number of small and large development projects that make a huge difference to the ongoing delivery of the Powys economy and the maintenance of our public spaces and our supporting infrastructure. We really need to build on this and become more strategic in our approach, looking for much more innovative projects that will make a huge difference to how prosperous our residents, towns and villages can become. We need to develop a thriving economy to enable a better future for our younger residents as well. There is a great deal of professional knowledge and expertise within the very small team we currently have. We need to maintain that talent and continue to grow the local economy for Powys.</p> <p>Having a vibrant economy impacts on our residents in a very positive way, if they can have work and can earn money and can have nice places to socialise, they are more likely to live healthy active lives and have better mental health. All of which helps to reduce demand on the Authorities many services.</p>	

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

What additional evidence and data has informed the development of your proposal?
<p>Economy Programme Brief.</p> <p>Growing Mid Wales Framework for Action</p>

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
<p>The IA will be monitored by the Economy Programme Board which meets on a quarterly basis. The board has an approved terms of reference and governance structure and is jointly chaired by the Sponsor David Powell and Cllr Martin Weale.</p>
Please state when this Impact Assessment will be reviewed.
<p>A full review of the IA will be carried out in 12 months' time.</p>

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15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Lisa Griffiths		19 th June 2018
Head of Service:	Lisa Griffiths		19 th June 2018
Strategic Director:	Nigel Brinn		19 th June 2018
Portfolio Holder:	CLlr Martin Weale		19 th June 2018

16. Governance

Decision to be made by	Portfolio Holder	Date required



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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	EH Commercial	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	James Evans
Proposal	EHP01 – Transfer funds from HE558 to the sum of £3K and subsequently reduce budget against HE551						
Outline Summary / Description of Proposal							
Recognise a saving of £3,000.							
– Transfer funds from HE558 to the sum of £3K and subsequently reduce budget against HE551							
Money is placed in a protected Licensing Act Reserve. There is no set pattern to how much this is but last year £3K was put into the reserves from HE558 and this would be the lower limit of what would ordinarily be transferred. £3K could quite legitimately be costed against the H&S service HE551 from HE558 as they are involved in the Licensing Act consultations. If this was done then the £3K saving could then be recognised from the HE551 budget.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£ 3K	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
1	Beverley Cadwallader	Professional Lead EH Commercial	18/06/2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No			
Service Area informed:	Not applicable	Contact Officer liaised with:	
Mitigation			
None required.			

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Knowledge of service

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
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.		Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).		Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.		Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>		Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>		Neutral		Neutral
<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Neutral
<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

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Source of Outline Evidence to support judgements
Knowledge of service

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty:				
Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Knowledge of service				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
No mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
None identified	Low		Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Yes

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Adjustments to budgets	1 April 2019	Savings achieved	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
None												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Straightforward proposal to adjust budgets, to make £3K savings, no risk.	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Beverley Cadwallader		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	James Evans		

16. Governance

Decision to be made by	Choose an item.	Date required

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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	EH Commercial/Environmental Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Clr James Evans
Proposal	EHP02 – Reduce Budget against HE920						
Outline Summary / Description of Proposal							
<i>Recognise a saving of £8,000.</i>							
<i>HE920 budget can be reduced by £8000.</i>							
<i>We have made significant changes in the way we are operating by working on establishing an email database so we can communicate with our businesses via email instead of posting out so many communications. As a result, we have recognised a saving on this budget for print/post etc. There has also been a reduction in staff leasing costs.</i>							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£ 8K	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
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Cyngor Sir Powys County Council

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1	Beverley Cadwallader/Nia Hughes	Professional Lead EH Commercial/Professional Lead EH Environmental Protection	15/2/19

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No

Service Area informed:

Not applicable

Contact Officer liaised with:

Mitigation

None required.

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Knowledge of service

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
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.		Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).		Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.		Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>		Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>		Neutral		Neutral
<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Neutral
<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

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Source of Outline Evidence to support judgements
Knowledge of service

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Knowledge of service				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
No mitigation		

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Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
None identified	Low		Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Yes

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Adjustments to budget	1 April 2019	Savings achieved	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
None												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Straightforward proposal to reduce budget, to make £8K savings, no risk.	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Beverley Cadwallader/Nia Hughes		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	James Evans		

16. Governance

Decision to be made by	Choose an item.	Date required

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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Property, Planning and Public Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans Cllr Martin Weale
Proposal	Restructure administration support in PPPP						
Outline Summary / Description of Proposal							
<p><i>This proposal relates to reducing headcount within the Administration support services within PPPP. The administration staff were transferred into the service several years ago from BSU. At that time the structure of Administration Supervisors (1.5FTE) and Administrative Officers was retained, the supervisors maintaining line management and work allocation of the Admin Officers. There is an opportunity to align the Administration Officers with the various services and for the Professional Leads to put line management arrangements in place for the staff. This would lead to a better `team` approach for all the officers within the service units, enabling efficiencies and exploiting capacity opportunities.</i></p> <p><i>The savings would therefore be the 1.5 Supervisor posts at the commencement of this arrangement and could lead to further admin staff reductions when the replacement ICT system comes into operation in 2019.</i></p> <p><i>The proposal above would secure savings of:</i></p> <p><i>Admin Supervisor x 1.5 (FtE) – c.£49k</i></p> <p><i>The proposal would be to attract expressions of interest for voluntary redundancy from the whole bank of admin staff and whilst the supervisor`s posts would be made redundant, the 2 members of staff in post would have the opportunity to apply for admin officer posts within the structure.</i></p> <p><i>The above is a further cut in capacity for the administration team (Planning Services are cutting 2 fixed term posts from their structures) and the impact could mean Officers being tasked with more administration duties in the future.</i></p>							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£ 49k				

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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	31/01/2019	Yes

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

Version	Author	Job Title	Date
Version 1	Ken Yorston	Interim Head of PPPP	31/08/2018

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
There may be implications for call handling within Customer Services.			
Service Area informed:	Customer Services	Contact Officer liaised with:	Kelly Watts
Mitigation			
None			

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
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).	N/A	Neutral		Choose an item.
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.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	Will affect Female workforce	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
N/A

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	Reduction	Poor	None possible	Poor
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Medium
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduction in Admin staff will increase work pressures on remaining	Medium	Management awareness to be increased	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			√

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Reduce the budget by £48k	1 st April 2019		
Portfolio Holder decision required	Yes	Date required	11/09/18
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
HR support			*									

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low risk	

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

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

N/A

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Management reviews of workloads
Please state when this Impact Assessment will be reviewed.
March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ken Yorston		31/8/18
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Clr James Evans, Martin Weale		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

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Cyngor Sir Powys County Council

Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Property, Planning and Public Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Restructure Management team in PPPP to remove SM PPPP						
Outline Summary / Description of Proposal							
<p><i>This proposal relates to reducing headcount within the Management team within PPPP.</i></p> <p><i>Currently there is a Senior Manager post covering Planning and Public Protection.</i></p> <p><i>This proposal offers up the opportunity to reduce the number of posts in that SMPPP post could be removed from the structure.</i></p> <p><i>The SMPPP post could be then removed but all PLs reporting to the HoS</i></p> <p><i>The proposal above would secure savings of:</i></p> <p><i>1x SMPPP - £ 85k</i></p> <p><i>The post is currently vacant, the previous incumbent opting to take early retirement.</i></p>							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£85k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	31/01/2021	Yes

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

Cyngor Sir Powys County Council
Impact Assessment (IA)

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Version	Author	Job Title	Date
Version 1	Ken Yorston	Interim Head of PPPP	07/09/2018

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
<p>There may be implications all other areas in the Council and impact on V 2015 aspirations in Economy, Health and Care and Residents and Communities as there will be capacity issues as workloads are spread amongst staff.</p>	
Service Area informed:	Contact Officer liaised with:
Mitigation	
<p>none</p>	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	Reductions in management capacity are likely to impact areas of work that support the Economy such as Business support and advice	Poor		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	As above	Poor		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	As above	Poor		Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	Will have a negative impact as planning decision process may be slowed, loss of expertise in LDP review/preparation	Poor		Choose an item.
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).	N/A	Neutral		Choose an item.
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.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	Will affect Female workforce	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
N/A

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	Reduction	Poor	None possible	Poor
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Medium
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduction in Admin staff will increase work pressures on remaining	Medium	Management awareness to be increased	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			√

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Reduce the budget by £269.5k	1 st April 2021		
Portfolio Holder decision required	Yes	Date required	11/09/18
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
HR support			*									

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Medium risk	

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

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

Variety of business model delivery have been considered

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Management reviews of workloads
Please state when this Impact Assessment will be reviewed.
March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ken Yorston		31/8/18
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Cllr James Evans, Martin Weale, Phyl Davies, Aled Davies, Rosemarie Harris		

16. Governance

Decision to be made by	Cabinet	Date required	
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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

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Service Area	Environmental Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Reduce the stray dog budget by £7k						
Outline Summary / Description of Proposal							
The Council no longer employs dog wardens but instead employs contractors to provide a statutory service for the collection and kennelling of stray dogs. The Council employs 2 contractors, one in the north and one in the south of the county. The Council pays each contractor an annual retainer and pays for the collection and kennelling of the stray dogs. Demand on the service fluctuates over the year which impacts on the cost of the service. The proposal is to reduce the revenue budget by £7k.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£7k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		Choose an item.

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

Version	Author	Job Title	Date
Version 1	Nia Wyn Hughes	Professional Lead-Environmental Health (Environmental Protection)	1/6/18

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
N/A	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	The service responds to complaints from members of the public regarding stray dogs.	Poor		Choose an item.

Source of Outline Evidence to support judgements
The budget has been underspent in the last few years

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	N/A	Neutral		Choose an item.
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).	N/A	Neutral		Choose an item.
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.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The service responds to complaints regarding stray dogs and arranges for their collection and kennelling	Poor	No mitigation possible	Poor

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	N/A	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	N/A	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If demand increase the additional cost cannot be met from the revenue budget	Low		Choose an item.
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			v

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Reduce the budget by £7k	1 st April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low risk	

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

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

None

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monitor the number of stray dog complaints received and the number of dogs collected and kennelled
Please state when this Impact Assessment will be reviewed.
March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nia Wyn Hughes		15/6/18
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

16. Governance

Decision to be made by	Cabinet	Date required	March 2019
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Environmental Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
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Proposal Increase burial fees by 20%

Outline Summary / Description of Proposal

*The Service is responsible for managing a portfolio of 19 cemeteries. This involves arranging burials and maintaining the cemeteries themselves. In 2016 the contracts for grave digging and grass cutting were outsourced to a private company namely Greenfingers. However due to the quality of the work undertaken by the company, grave digging was brought back in house but at an additional cost of approximately £80k. The contract for grass cutting has been extended for 18/19 but at an additional cost of £80k. **This represents an additional budget pressure of £160k for 18/19.***

By raising cemetery fees by 20% it is estimated that an additional income of £64k will be realised.

*It should be noted that the cemetery fees were increased by **67% in January 2016** and by a further **10% in April 2018**. The current cost of a new double grave excluding the erection of a headstone is £1895.45. By increasing the fees by a further 20% would increase this cost to £2274.09*

The adverse impact of such an increase would be complaints from members of the public and funeral directors and monumental masons regarding the additional cost of burials. It may also result in less burials taking place with bereaved families choosing other burial grounds.

The service also deals with public health burials where families of the deceased can't or won't arrange the funeral. In these instances the Council must arrange and pay the funeral expenses. Again if cemetery fees are increased significantly, the instances of public health funerals may increase.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£64k	£	£	£	£

2. Consultation requirements

PCC: *Impact Assessment Toolkit (Oct 2017)*

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Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		Choose an item.

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

Version	Author	Job Title	Date
Version 1	Nia Wyn Hughes	Professional Lead-Environmental Health (Environmental Protection)	1/6/18

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
N/A	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.

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Council Priority	How does the proposal 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
Residents and Communities We will support our residents and communities	The increase will impact significantly on the overall cost of arranging a burial in one of the Council's cemeteries which may result in some families being unable to meet the funeral costs. This may result in them choosing alternative cemeteries within the communities where cemetery fees are less. This will impact on the income generated by the service. In some cases if families are unable to meet the costs then the number of public health burials where the Council must meet the cost of the funeral will increase putting pressure on existing budgets.	Very Poor	No mitigation possible	Very Poor

Source of Outline Evidence to support judgements
Previous increases in fees resulted in complaints from funeral directors and members of the public

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
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).	N/A	Neutral		Choose an item.
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.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The increase could impact on residents that wished to be buried in their community but are unable to meet the Council’s costs.	Very Poor	No mitigation possible	Very Poor

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	N/A	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
N/A

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	N/A	Neutral		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	N/A	Neutral		Choose an item.
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	The increase will impact significantly on the overall cost of arranging a burial in one of the Council's cemeteries which may result in some families being unable to meet the funeral costs. This may result in them choosing alternative cemeteries within the communities where cemetery fees are less. This will impact on the income generated by the service. In some cases if families are unable to meet the costs then the number of public health burials where the Council must meet the cost of the funeral will increase putting pressure on existing budgets.	Very Poor	No mitigation possible	Very Poor
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	N/A	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The increase will impact most on low income families	Very Poor	No mitigation possible	Very Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
The increase will impact significantly on the overall cost of arranging a burial in one of the Council's cemeteries which may result in some families being unable to meet the funeral costs. This may result in them choosing alternative cemeteries within the communities where cemetery fees are less. This will impact on the income generated by the service. In some cases if families are unable to meet the costs then the number of public health burials where the Council must meet the cost of the funeral will increase putting pressure on existing budgets.	High	None	High
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	√		

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Reduce the budget by £64k	1 st April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
High risk		

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Review the number of burials and public health burials

Please state when this Impact Assessment will be reviewed.
March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nia Wyn Hughes		15/6/18
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Cllr James Evans		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Environmental Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Reduce the budget for closed landfill sites by £65k						
Outline Summary / Description of Proposal							
Environmental Protection is responsible for managing the portfolio of closed landfill of which there are approximately 80 currently. Of these approximately half are privately owned. A recent judgement by the Court of Appeal concluded that PCC was not responsible for these sites under Part 2A of the Environmental Protection Act 1990. The Service took over the management of the closed landfills from Waste Management in 2013 and since then has implemented a range of efficiencies. These include withdrawing from actively managing privately owned closed landfills, reducing maintenance visits by HGSS, and carrying out gas and leachate monitoring in house. As a result £65k can be offered up as savings.							

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£65k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		Choose an item.

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

Version	Author	Job Title	Date
Version 1	Nia Wyn Hughes	Professional Lead-Environmental Health (Environmental Protection)	1/6/18

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

N/A

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The sites are managed to ensure that pollution doesn't cause an unacceptable risk to human health, controlled waters and ecological systems.	Very Poor	No mitigation possible	Very Poor
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	N/A	Neutral		Choose an item.

Source of Outline Evidence to support judgements
The budget has been underspent for the last few years

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
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 sites are managed to ensure that pollution doesn’t cause an unacceptable risk to human health, controlled waters and ecological systems.	Very Poor	No mitigation possible	Very Poor
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.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	The sites are managed to ensure that pollution doesn't cause an unacceptable risk to human health, controlled waters and ecological systems.	Very Poor	No mitigation possible	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	N/A	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
The budget has been underspent for the last few years

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	N/A	Neutral		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	N/A	Neutral		Choose an item.
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	N/A	Neutral		Choose an item.
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	The sites are managed to ensure that pollution doesn't cause an unacceptable risk to human health, controlled waters and ecological systems.	Very Poor	No mitigation possible	Very Poor
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	N/A	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
No mitigation possible		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If a pollution incident did arise or if remedial works were required to be undertaken on any site then there may be insufficient resources available from the revenue budget to deal with these issues.	Medium	None	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		√	

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Reduce the budget by £65k	1 st April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Medium risk	

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

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

N/A

14. On-going monitoring arrangements?

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

Monitoring results from the sites/number of pollution incidents recorded.

Please state when this Impact Assessment will be reviewed.

March 2020

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Nia Wyn Hughes		15/6/18
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Environmental Protection	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Increase the number of risk assessments undertaken to increase income by £20k						
Outline Summary / Description of Proposal							
<p><i>The Service has a statutory responsibility to undertake the sampling and risk assessment of all private water supplies other than those serving single properties. There are approximately 1000 such supplies in Powys.</i></p> <p><i>The team that currently undertakes this work is also responsible for managing the Council's 19 cemeteries. This split in duties often disrupts planned risk assessment and sampling programmes.</i></p> <p><i>By increasing the number of risk assessments undertaken per annum there is the potential to increase income by £20k. However the conflicting demands of the cemeteries service will remain. If necessary assistance may be required from other parts of the service to meet the revised target.</i></p>							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£20k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		Choose an item.

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

Version	Author	Job Title	Date
Version 1	Nia Wyn Hughes	Professional Lead-Environmental Health (Environmental Protection)	1/6/18

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
N/A	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The requirement to sample and risk assess private water supplies is to ensure that these supplies are wholesome and do not present a risk to the health of the residents	Good		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	The requirement to sample and risk assess private water supplies is to ensure that these supplies are wholesome and do not present a risk to the health of the residents	Good		Choose an item.

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
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).	N/A	Neutral		Choose an item.
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 requirement to sample and risk assess private water supplies is to ensure that these supplies are wholesome and do not present a risk to the health of the residents	Good		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Choose an item.
<i>Disability</i>	N/A	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Neutral		Choose an item.
<i>Race</i>	N/A	Neutral		Choose an item.
<i>Religion or belief</i>	N/A	Neutral		Choose an item.
<i>Sex</i>	N/A	Neutral		Choose an item.
<i>Sexual Orientation</i>	N/A	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The requirement to sample and risk assess private water supplies is to ensure that these supplies are wholesome and do not present a risk to the health of the residents	Good		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Choose an item.

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Impact Assessment (IA)

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	N/A	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
N/A				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
None		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
The increased workload on officers may impact on other work such as managing the Council's 19 cemeteries and undertaking public health burials	Medium	None	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		√	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Reduce the budget by £20k	1 st April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Medium risk	

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

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

N/A

14. On-going monitoring arrangements?

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

Review number of risk assessments undertaken and the impact of other areas of the service

Please state when this Impact Assessment will be reviewed.

March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nia Wyn Hughes		15/6/18
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

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Cyngor Sir Powys County Council

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Electoral Services	Head of Service	Clive Pinney	Director	Mark Evans	Portfolio Holder	James Evans
Proposal							
Outline Summary / Description of Proposal							
Reduction of 2018/19 budget £178,140 by 22%							
<ul style="list-style-type: none"> Reduce postage costs during electoral registration canvass by utilising locally held records, council tax, staff records etc to data match against in order to suppress reminder forms being sent to properties where we can confirm by other means. Deletion of Assistant Elections Officer post (Grade 4) - rely on BPU relief Administrators during peak periods, while other regular duties would be picked up by other members of the team or would cease to happen in the same form or timescales. 							

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

Version	Author	Job Title	Date
V1	Sandra Matthews	Principal Elections Officer	22/10/2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£49k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
N/A

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Choose an item.		Choose an item.
Residents and Communities We will support our residents and communities	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	N/A	Choose an item.		Choose an item.
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	N/A	Choose an item.		Choose an item.

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	N/A	Choose an item.		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	N/A	Choose an item.		Choose an item.
<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 (see guidance)</p> <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>	N/A	Choose an item.		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	N/A	Choose an item.		Choose an item.
<p>Opportunities to promote the Welsh language</p>	N/A	Choose an item.		Choose an item.

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<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Choose an item.		Choose an item.
<i>Disability</i>	N/A	Choose an item.		Choose an item.
<i>Gender reassignment</i>	N/A	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.
<i>Race</i>	N/A	Choose an item.		Choose an item.
<i>Religion or belief</i>	N/A	Choose an item.		Choose an item.
<i>Sex</i>	N/A	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	N/A	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	N/A	Choose an item.		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	N/A	Choose an item.		Choose an item.
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	N/A	Choose an item.		Choose an item.
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	N/A	Choose an item.		Choose an item.
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Reduction in workforce and a reliance on another section to support us to deliver our service	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Low	Choose an item.
Mitigation		

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.

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Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Each election tests the accuracy of the register of electors and the Electoral Commission monitors each ERO every year during canvass to check they meet their statutory duties.
Please state when this Impact Assessment will be reviewed.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sandra Matthews		
Head of Service:	Clive Pinney		
Director:	Mark Evans		
Portfolio Holder:	Councillor James Evans		

14. Governance

Decision to be made by	Choose an item.	Date required	

Cyngor Sir Powys

FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Finance	Head of Service	Jane Thomas	Director		Portfolio Holder	Cllr Aled Davies
Proposal							
Outline Summary / Description of Proposal							
The finance function proposes re-structuring and not filling the senior technical lead post that is currently vacant. The technical team structure will need to be reviewed as a whole to ensure that the current service level can be sustained with the reduced level of resource.							
Additionally, there are two posts that will reduce from 1 FTE to 0.8 FTE.							
Total reduction in FTEs will be 1.4.							

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

Version	Author	Job Title	Date

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£76k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
N/A Post has never been appointed; SLA with other areas are being fulfilled without this post therefore no impact on other services

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral		Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/A	Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Neutral
<i>Welsh Language impact on staff</i>	N/A	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Neutral
<i>Disability</i>	N/A	Neutral		Neutral
<i>Gender reassignment</i>	N/A	Neutral		Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral		Neutral
<i>Race</i>	N/A	Neutral		Neutral
<i>Religion or belief</i>	N/A	Neutral		Neutral
<i>Sex</i>	N/A	Neutral		Neutral
<i>Sexual Orientation</i>	N/A	Neutral		Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	N/A	Choose an item.		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	N/A	Choose an item.		Choose an item.
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	N/A	Choose an item.		Choose an item.
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	N/A	Choose an item.		Choose an item.
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.

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Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Removal of the posts will reduce opportunities for career progression. However, there are other posts within financial services at the same level.	Neutral		Neutral
Source of Outline Evidence to support judgements				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Choose an item.	Choose an item.
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduced resilience & capacity within the Financial Services team	Medium	Re-alignment of roles and responsibilities of these posts within other posts within the service	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low risk and impact on the Council. Some minor impact on the Financial Services team through reduced resilience and capacity as a result of removing these posts. This can be mitigated by reviewing roles and responsibilities and re-prioritising our service provision.	

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Customer satisfaction surveys; formal and informal assessment and monitoring of the services provided

Please state when this Impact Assessment will be reviewed.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Stephen Caple		
Head of Service:	Jane Thomas		
Director:	Mark Evans		
Portfolio Holder:	Aled Davies		

14. Governance

Decision to be made by	Date required
Cabinet	

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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Finance	Head of Service	Jane Thomas	Director	Mark Evans	Portfolio Holder	Cllr Aled Davies
Proposal							
Outline Summary / Description of Proposal							

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Impact Assessment (IA)

The integrated approach to support effective decision making



It has been highlighted that within the council we have a number of processes that do not run as efficiently as intended and as a consequence avoidable work is being created for the various teams. In-effective or weak processes require additional resource to verify that the output is as expected and to correct where the output is erroneous. As end users of information the finance function is most heavily impacted by these process inefficiencies.

Some (high level) examples are listed below:

- VAT compliance issues
- Trent interface errors
- GRNs not being entered
- Wrong order numbers being used
- Invoices sent to services not to AP PO box or email
- Urgent payments to correct payroll (e.g. missing bank details)
- Correction of mis-coded transactions
- BACS recalls
- Missing eReturns information
- Year-end tasks incorrectly completed by services

The estimated cost of correcting these issues is estimated to be in the region of £123k. Further savings could be uncovered as the project progresses.

The purpose of this project is to highlight, review and correct processes that require significant manual intervention or rectification within the finance function.

This will be a multifaceted project with a number of sub-projects reviewing specific systems and/or processes to understand the reasons for failure and to recommend and implement potential solutions. The scope of this project will not be limited to finance. As end users of information, generated by a number of processes, finance are in an advantageous position to highlight the processes that are sub-optimal. The reasons for failure, and potential solutions, may not lie within the finance space. Organisation wide acceptance of the weaknesses of various processes and acceptance of modifications to these processes will be required.

Additionally, skills within the finance group may not be sufficient to re-engineer and optimise processes. An assessment of the skills required will be undertaken as part of the scoping process for the various sub-projects.

The intent of the project is to focus on the processes that are causing the most re-work or intervention. This project will not review all processes, or all financial processes, within the organisation.

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

Version	Author	Job Title	Date

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£123k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Process improvements may drive a different resource requirement in the future

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Depending on what inefficiencies are highlighted the project may require other service areas to

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral		Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	N/A	Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/A	Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Neutral
<i>Welsh Language impact on staff</i>	N/A	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral		Neutral
<i>Disability</i>	N/A	Neutral		Neutral
<i>Gender reassignment</i>	N/A	Neutral		Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral		Neutral
<i>Race</i>	N/A	Neutral		Neutral
<i>Religion or belief</i>	N/A	Neutral		Neutral
<i>Sex</i>	N/A	Neutral		Neutral
<i>Sexual Orientation</i>	N/A	Neutral		Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.

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Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Process improvements may drive a different resource requirement in the future	Unknown		Unknown

Source of Outline Evidence to support judgements

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Level of deliverable savings will be unknown until the explore phase of the project is concluded	Medium	N/A	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low - the intention of the project is to highlight areas of weakness and to make improvements to processes. This should lead to a financial benefit for the Council.	

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Initial investigation and analysis will uncover the baseline to benchmark against
Please state when this Impact Assessment will be reviewed.

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13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Stephen Caple		
Head of Service:	Jane Thomas		
Director:	Mark Evans		
Portfolio Holder:	Aled Davies		

14. Governance

Decision to be made by	Date required
Cabinet	

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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 6 years.

Service Area	Resources	Head of Service	Jane Thomas	Strategic Director		Portfolio Holder	Cllr Aled Davies
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Proposal	Income & Awards Savings 2019/20						
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Outline Summary / Description of Proposal

During 2018-19 Income & Awards are set to

- collect a total income for the Council of **£141m**
- Process & Award HB of **£27m** and CTRS OF **£9m**, and undertake Social Care assessments, FSM, DHP, Clothing Grant, DFG assessments.
- The money advice and fraud team operate to provide financial gain to residents of Powys and the Council.

Majority of the above are statutory functions of the Council, and administered in accordance with strict regulations and subject to external audits. For 2019/20 Income & Awards are tasked to save £80k The impact on Income & Awards of realising the £94k saving is shown below.

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£131k				£80k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No consultation required as saving relates to Income & Awards operational budget and no statutory service provision	No

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

Version	Author	Job Title	Date
V1	David Morris	Income & Awards Senior Manager	20/11/2018
V2	David Morris	Income & Awards Senior Manager	20/11/2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

If Income & Awards can deliver and achieve the £80k savings detailed below:

- £34k** - reduce money advice team by one FTE
- £42k** – not fill management vacancy in ma team
- £44k** - profit from commerciality contracts secured & delivered.
- £7k** – From reduced cost expenditure in FR account for court costs
 - The 34k would impact on current number of Powys residents the mat team can offer support and assistance to and there would be a reduction to current benefit gains figure of £2.5m, with a potential drop of some **£500k** predicated. This is a non-statutory service. No direct impact on any other service area for this drop in income. Though will mean less disposable income for residents generally in Powys and may potentially impact ability to pay debts.
 - £42k from the unfilled management post will not impact other service areas.
 - £44k income from commerciality – will not impact other service areas.
 - £k budget reduction will not impact other services

Service Area informed:	Not applicable	Contact Officer liaised with:	N/a
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Mitigation

NA

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Impact Assessment (IA)

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Loss of income to Powys residents of approx. £500k	Poor	Nothing can be done	Poor
Health and Care We will lead the way in effective, integrated rural health and care	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Will still support most vulnerable cases referred. Through reduction of failure and increase in value n way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral
Learning and skills We will strengthen learning and skills	Not applicable	Unknown		Choose an item.
Residents and Communities We will support our residents and communities	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Will still support most vulnerable cases referred. Through reduction of failure and increase in value n way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral

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Source of Outline Evidence to support judgements
On-going monthly reviewing of the performance of the money advice team.

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6. How does your proposal impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/a	Choose an item.		Choose an item.
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).	N/a	Choose an item.		Choose an item.
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.	N/a	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/a	Choose an item.		Choose an item.
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.	N/a	Choose an item.		Choose an item.
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.				

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<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact	Choose an item.		Choose an item.
<i>Opportunities to promote the Welsh language</i>	No impact	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	No impact	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact	Neutral		Choose an item.
<i>Disability</i>	No impact	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact	Neutral		Choose an item.
<i>Race</i>	No impact	Neutral		Choose an item.
<i>Religion or belief</i>	No impact	Neutral		Choose an item.
<i>Sex</i>	No impact	Neutral		Choose an item.
<i>Sexual Orientation</i>	No impact	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact	Neutral		Choose an item.

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Impact Assessment (IA)

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Source of Outline Evidence to support judgements

1. Monitoring of mat team
2. Commercial works secured

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Form partnership with other council for management support	Neutral	Will form partnership with other council for technical knowledge, quality control and training	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	na	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	na	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	MAT will continue to operate with reduced resource, both management and officer, offering financial well-being to residents of Powys but will not be able to support the level of gains / see some residents as at present	Poor	Target resource to support the most vulnerable households referred for support. Through reduction of failure and increase in value in way team operate. Will form partnership with other council for technical knowledge, quality control and training	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	na	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	na	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Reduction by 2fte in short term. In medium to long term if no commercial activity found to sustain budget needs then further job losses will be needed. This will impact on Council budgets as it could be we have to remove staff who collect and recover etc.	Very Poor	none	Very Poor
Source of Outline Evidence to support judgements				
review of capacity of MAT to operate with 2 less FTE Commercial Contracts are all piecemeal				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

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The integrated approach to support effective decision making



Continue to improve level of Income secured from commerciality
Need to form partnership with other council with unknown cost at present
Universal Credit- and level of impact it has on resources
Review demand levels to ensure MAT cover key vulnerable residents. Confident MAT will cover key ones.
Improvements to MAT delivery method

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Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Fail to maintain commerciality works within 2019-20 and beyond will impact longer term as piecemeal work may not be replaced so staff budget reductions will need to be made which in turn puts Council funds at risk	Medium	Attempt to increase levels of commerciality income from sources.	Medium
MAT-insufficient capacity to support volume of referrals	Medium	To support those most vulnerable and in need; improvements to MAT process. Use of support from other LA	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Remove 2 fte from base budget	01/4/2019	Reduced base line budget within FF500	
Seek voluntary redundancy from mat through MOC process	01/09/2019	1 less fte - redundancy situation (possibly)	
Commerciality income	01/04/2019	Reduce budget line in FF500	
Seek partnership with other LA	1/9/2019	Partnership in discussion	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
HR support to undertake MOC for MAT redundancy					X	X	X	X				

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
--------------------------------------------------------------	----------------------------------

Cyngor Sir Powys County Council

Impact Assessment (IA)

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- The £33k – 1 fte reduction in the MAT would impact on current number of Powys residents the mat can offer support and assistance to and there would be a reduction to current benefit gains figure of £2.5m, with a potential drop of some **£500k**. This places a risk on in-year collection rate of c.tax due to less disposable income within the household, some of these household may contain vulnerable adults and children.
- £42k reduced management costs will impact on MAT ability to be technically competent.
- £44k income from commerciality - dependent upon retaining contract(s) and having the capacity to deliver. This could also mean that if no new work is found to replace income from commerciality as all piecemeal work, then staff budgets will be impacted. That in turn will affect the Council funds as the ability of I&A to pay and collect will be diminished in longer term.

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

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

To date enough income has been received to cover commercial income needs

14. On-going monitoring arrangements?

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

Monthly budget monitoring already in place

Please state when this Impact Assessment will be reviewed.

April 2019 / Sept 19

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	David Morris		
Head of Service:	Jane Thomas		
Strategic Director:			
Portfolio Holder:	CLlr Aled Davies		

16. Governance

Decision to be made by	Portfolio Holder	Date required	01/4/2019
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FORM ENDS

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Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Housing	Head of Service	Simon Inkson	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
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Proposal	HSP07 - Supporting People grant funding Shelter and Money Saviour services						
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Outline Summary / Description of Proposal

This proposal is part of achieving the Housing Service General Fund savings. Since Welsh Government allocated Revenue Support Grant in place of Transitional Funding the financial advice and assistance service provided by Money Saviour (£14,500 pa 2017/18) and the Shelter Cymru Service for homelessness prevention and financial advice (£17,000 pa 2017/18) is paid from the general fund (please note HRA pays £17k to Shelter for the service it provides to its tenants, total paid £34k). These services as they assist in the prevention and alleviation of homelessness and the IAA in accordance with the Social Service and Wellbeing (Wales) Act are eligible for supporting people grant. If the services are not funded there could be an increased level of homeless presentations and persons to whom the local authority accepts a homeless duty. There will also be less specialist advice and assistance available in Powys. Supporting People (SP) funding is agreed by the Supporting People Management Board. SP Homeless services will be re tendered by April 2019 the allocated funding for homeless services is approximately £1.6 million and these services could be included in the specification currently being developed however the projected budget/allocation does not include these services. They could also be funded from Learning Disability voids of which there was £130k last year however the board have already agreed to fund a SP "What Matters" post (£42k) Youth Service (£30k) and Mental Health services (£14k) from the voids. There may not therefore be sufficient surplus from the Learning Disability voids and the void vary. With the introduction of Universal Credit in Powys from October this year it is expected that the services delivered by Shelter and Money Saviour will experience an increase in demand and therefore there could be a requirement to expand the services.

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£31,500		£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required		Yes

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

Version	Author	Job Title	Date
1	Dafydd Evans	Service Manager Housing Solutions	1 st August 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The SP grant funds a variety of services which would affect Childrens Services, Youth Services and Adult Services in particular, the funding of these services on a reducing grant may impact on other SP funded projects. The non-funding of the services would also impact on these service areas and could result in increased homelessness in Powys particularly with the introduction of Universal Credit in Powys.

Service Area informed:	Heads of service share proposals and SP Lead consulted	Contact Officer liaised with:	Adrian Jones
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Mitigation

By the services being funded from SP grant they would have to compliment the SP Strategy and would be considered as part of all support services in Powys. The services would have to engage in the SP review of services which has achieved significant efficiencies over the last few years despite a reducing grant. The tendering of homelessness SP services could be an opportunity to integrate these services into the provision of SP homeless provision in Powys.

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	If the services are not provided the following would not happen in the future. From April to December 2017 Shelter assisted 197 households in Powys, 122 face to face, Money Saviour, same period from 151 appointments realised £102,888 which is either additional income/benefits or debt written off. One of the aims of the Money Saviour service is "To maximise income, assess benefit entitlement and affordability."	Very Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral

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Council Priority	How does the proposal 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
Health and Care We will lead the way in effective, integrated rural health and care	Both services assist vulnerable people. Of the cases dealt with by Shelter 5% were carers and 38% too ill to work. Both services assist the private rented sector tenants/residents, 29% of Shelter cases. If the service is not provided there will be less resource to assist the private rented sector and greater pressure on statutory services.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Good
Learning and skills We will strengthen learning and skills	There will be less resource to engage with the private rented sector which could impact on supporting young people and families having the best start in life	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Good
Residents and Communities We will support our residents and communities	As the services assist in maximising income the access to affordable and market housing will be affected if the services are not available	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Good

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Source of Outline Evidence to support judgements
Statistical report compiled by Sorcha Kennedy of Money Saviour CIC Shelter Cymru report. The Supporting People Lead has also been consulted

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	If the services are not provided the following would not happen in the future. From April to December 2017 Shelter assisted 197 households in Powys, 122 face to face, Money Saviour, same period from 151 appointments realised £102,888 which is either additional income/benefits or debt written off. One of the aims of the Money Saviour service is “To maximise income, assess benefit entitlement and affordability.”	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No impact expected	Choose an item.		Choose an item.
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.	Financial hardship and homelessness impact and affect people’s mental health and wellbeing the services not being available will increase the incidence of mental health issues and affected peoples wellbeing.	Very Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact expected	Choose an item.		Choose an item.

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<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>Financial hardship and homelessness impact and affect people's economic, social and wellbeing the services not being available will impact on people's economic, social and wellbeing.</p>	<p>Poor</p>	<p>If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.</p>	<p>Good</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>No impact expected</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>No impact expected</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><i>Welsh Language impact on staff</i></p>	<p>No impact expected</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>No impact expected</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>	<p>The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.</p>	<p>Poor</p>	<p>If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.</p>	<p>Neutral</p>
<p><i>Disability</i></p>	<p>The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.</p>	<p>Poor</p>	<p>If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.</p>	<p>Neutral</p>

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<i>Gender reassignment</i>	. The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
<i>Marriage or civil partnership</i>	The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
<i>Race</i>	The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
<i>Religion or belief</i>	The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
<i>Sex</i>	. The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
<i>Sexual Orientation</i>	The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral

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Pregnancy and Maternity	The services provided are independent and address a person's specific issues including assisting in preventing homelessness and alleviating poverty. The services not being available will affect all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
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Source of Outline Evidence to support judgements				
Statistical report compiled by Sorcha Kennedy of Money Saviour CIC Shelter Cymru report. The Supporting People Lead has also been consulted				

7. How does your proposal impact on the council's other key guiding principles?

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	With increased Welfare reforms the non-provision of the services will impact significantly in the future.	Very Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	There will be less resource in the communities to address financial hardship and homelessness and the services will not be able to collaborate with others if not available.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Good

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	There will be less resource in the communities to address financial hardship and homelessness	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	There will be less resource in the communities to address financial hardship and homelessness and therefore less understanding of the root causes.	Very Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	There will be less resource in the communities to address financial hardship and homelessness	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	There will be less resource in the communities to address financial hardship and homelessness	Very Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	There will be less resource in the communities to address financial hardship and homelessness	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	There will be less resource in the communities to address financial hardship and homelessness which in turn can impact on the welfare health and wellbeing of all groups.	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral
Impact on Powys County Council Workforce	The services not being available will put additional pressure on the statutory services provided by the Council,	Poor	If the services are provided as part of SP grant there may be an opportunity to increase the capacity of the services by adopting the SP strategic approach and work with other service providers. The services if they adhere to the SP strategy could be expanded to match increasing demand.	Neutral

Source of Outline Evidence to support judgements

Statistical report compiled by Sorcha Kennedy of Money Saviour CIC
Shelter Cymru report. The Supporting People Lead has also been consulted

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Low	Medium
Mitigation		
If the services are funded from Supporting People grant there could be the possibility to expand the services in Powys complimenting other support services particularly at a time of Welfare Reform and the introduction of Universal Credit in Powys.		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
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Fewer Housing Options advice and assistance in Powys	Medium	Funding services from SP grant	Low
Increased homelessness and increased poverty.	Very High	Funding services from SP grant	Medium
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Low Risk

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
SPMB agree funding of services via SP grant	31 st March 2019	Fund and possibly expand services in Powys	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

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11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The change in funding from general fund to SP grant is an opportunity to integrate the services into the whole system SP grant services for homeless prevention. The services would be monitored via the SP grant measures and outcomes there may be an opportunity to expand the services when considered in the round of all SP grant funded schemes.	

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

What additional evidence and data has informed the development of your proposal?
The success of the SP strategy in delivering greater capacity while grant has reduced.

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14. On-going monitoring arrangements?

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

If the services via SP grant they will be monitored and reported on via the agreed SP strategy framework of measures/outputs.

Please state when this Impact Assessment will be reviewed.

March 2019

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Dafydd Evans		
Head of Service:	Simon Inkson		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

16. Governance

Decision to be made by	Choose an item.	Date required

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FORM ENDS

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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Logistics – Beyond 17/18 W & R (Logistical review of Highways drainage operations)						
Outline Summary / Description of Proposal							
To reduce current 7 No. drainage crews (Gully Emptying) down to 4 No. Through improved utilisation of fleet and extended working hours/changed working patterns, costs will be reduced whilst current income levels from North & Mid Wales Trunk Road Agency will be maintained. Further detailed review required.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
-	£225k				

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	April 2019	Yes

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

Version	Author	Job Title	Date
1.0	Brent Campbell	Senior Manager – Highways Operations	12 th Feb 2019

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
N/A	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral		Neutral
Residents and Communities We will support our residents and communities	Potential for reduced drain cleansing service on most rural roads, and initial reactive response time to flooding could be extended.	Poor	Strategically placed crews/machines will reduce potential for delays. Support from external suppliers can be engaged	Neutral

Source of Outline Evidence to support judgements
Asset management system. Officer knowledge & experience

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	N/A			
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).	N/A			
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.	N/A			
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A			

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact	Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact			
<i>Opportunities to promote the Welsh language</i>	No impact			
<i>Welsh Language impact on staff</i>	No impact			
<i>People are encouraged to do sport, art and recreation.</i>	No impact			
<i>Age</i>				
<i>Disability</i>				
<i>Gender reassignment</i>	No impact	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact	Neutral	N/A	Neutral
<i>Race</i>	No impact	Neutral		Neutral
<i>Religion or belief</i>	No impact	Neutral	N/A	Neutral
<i>Sex</i>	No impact	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	neutral	Neutral	Effective planning and workforce planning	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Neutral	As above	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Neutral	As above	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Reduced budgets, collaborative approach helps prevent negative impact occurring	Neutral	Effective communication and support	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The proposal promotes an integrated approach.	Neutral	Effective communication and support	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral	N/A	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Could be impacted upon in terms of resource and change on working patterns required to maintain service in future.	Neutral	Effective communication, understanding from staff	Good
Source of Outline Evidence to support judgements				
Consultation with staff				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Effective planning for the implementation of the changes with extensive consultation and communication with staff.		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Staff do not accept the principle and work as required	Medium	Effective communication, understanding outcomes and goals	Low
Reduced resilience to deal with emergency flooding	Medium	Network of external contractors & suppliers	Low
			Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Communication and Consultation with staff	March 2019		
Implementation	April 2019		
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
--------------------------------------------------------------	----------------------------------	--

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Annual review with town & communities
Please state when this Impact Assessment will be reviewed.
Following consultation with communities

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Brent Campbell		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Cllr Phyl Davies		

16. Governance

Decision to be made by	Cabinet	Date required	
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FORM ENDS

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	HTR	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Phyl Davies
Proposal	blue badge concession review						
Outline Summary / Description of Proposal							

The council's car parks provide significant income to the Highways Service and is generated from Pay & Display, permits (residential / seasonal) and penalty charge notices (off & on Street).

The provision for a saving or increased net income £100k from reducing the concession afforded to blue badge holders has been identified for the 2018/19 financial year. The scope of the project is to explore, review and assess how this can be achieved within the car parking service.

One suggestion is to introduce pay and display charges for blue badge holders to park in council owned car parks. This suggestion would harmonise blue badge holders with other car park users, including low income families and people on benefits who receive no financial concession for parking.

In the 3 years from April 2015 there were 10,412 successful applications for a blue badge in Powys. A blue badge is valid for a 3 year period, the holder must then reapply.

By not charging blue badge holders to park in its car parks, the council are not recovering their full potential income. By allowing blue badge holders to park for an unlimited time for free the turnover of spaces is not encouraged which can be an issue in highly populated short stay car parks. To date the council have in excess of 3800 parking bays within its car parks. 321 of these are within short stay car parks. The authority currently has 153 disable bays throughout the county which equates to 4% of the total number of bays. The nationally recommended figure is 6%.

The Blue Badge Scheme is a national arrangement that gives parking concessions to people with severe walking difficulties, whether they're drivers or passengers. This helps the person with the badge to lead a normal life by making it easier to get out and about. The blue badge is designed to allow holders to park closer to the facility which they are visiting, usually within designated bays or on waiting restrictions whereby they would not cause a danger or obstruction. The blue badge does not provide a right to park for free where charges are made since this is at the discretion of the local authority.

Benchmarking has been undertaken against other local authorities regarding the charging of blue badge holders. The benchmarking exercise found that Pembrokeshire and Ceredigion, amongst others, charge blue badge holders but allow an additional hour on top of their paid tariff as a concession. This is what Powys County Council initially proposed to introduce.

A consultation exercise was undertaken during May-July 2018 on the proposal and following feedback, informal Cabinet recommended the proposal be altered to allowing the first 3 hours free for blue badge holders.

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

Version	Author	Job Title	Date
1	Tony Caine	Traffic and travel manager	16/11/2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£50k				

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation undertaken end of May to mid-July 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

It is not expected that the proposal will affect other services areas of the Council.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The introduction of charges may reduce visitors who are blue badge holders to local towns. During audits of car parks 15% of car park users were found to be blue badge holders.	Poor	Post implementation car park audits will be undertaken to see if there is a decrease in blue badge holders using the car parks. Other authorities currently charge blue badge holders but allow only an additional hour on top of their paid tariff as a concession. Therefore it is common practice in other areas and over time it is expected any initial migration of blue badge holders may reduce.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	This proposal has the potential to significantly impact on the ability of people with a disability and in receipt of a blue badge to access their communities and lead a fulfilled live	Poor	Subsidy will be provided by providing the first 3 hours free. A review of the accessibility of pay meters will be undertaken and where by these are not deemed to be accessible and no other means of payment is available then the Council will not implement the charge until remedial work has been undertaken to ensure the pay meters are accessible.	Neutral

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements

Surveys of existing use by blue badge holders
 Benchmarking other Welsh Authorities and neighbouring English Authorities on current practice on blue badge concessions was undertaken.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Choose an item.		Choose an item.
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).	N/A	Choose an item.		Choose an item.
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.	If a blue badge holder has low income and uses the car park to attend a social clubs or other session, they may not be able to afford the car parking prices and therefore may not attend. This could have a significant impact on peoples wellbeing and potentially cause isolation. This in turn could have further impact on other Council budgets such as ASC.	Poor	People with blue badges will be given three hours free parking People with disabilities can apply for a free bus pass entitling them to free public transport within the county. Community transport may also be available. Fully accessible public transport can provide an alternative to using a private motorcar.	Neutral

<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>If this leads to isolation people may not feel part of the local communities</p>	<p>Poor</p>	<p>People with blue badges will be given three hours free parking. People with disabilities can apply for a free bus pass entitling them to free public transport within the county. Community transport may also be available. Fully accessible public transport can provide an alternative to using a private motorcar.</p>	<p>Neutral</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>A small possibility that blue badge holders may no longer use the car parks and town shops due to having to pay. If a blue badge holder has low income and uses the car park to attend a social club or shop, they may not be able to afford the car parking prices and therefore may not attend the club or utilise the shop.</p>	<p>Poor</p>	<p>People with blue badges will be given three hours free parking. People with disabilities can apply for a free bus pass entitling them to free public transport within the county. Community transport may also be available. Fully accessible public transport can provide an alternative to using a private motorcar.</p>	<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>No real impact - the service would continue as before.</p>	<p>Neutral</p>	<p>Service would remain the same</p>	<p>Neutral</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><i>Welsh Language impact on staff</i></p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

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Age	All age groups will be effected as any aged person could hold a blue badge. However it is known that the majority of blue badges are held by an older person. With an aging population, if charges are not introduced, the Council potentially could lose more income in the future as there is likely to be more blue badge holders.	Poor	<p>People with blue badges will be given three hours free parking.</p> <p>People with disabilities can apply for a free bus pass entitling them to free public transport within the county. Community transport may also be available. Fully accessible public transport can provide an alternative to using a private motorcar.</p>	Neutral
Disability	The introduction of car park charges for blue badge will mean they no longer qualify for free parking and this may lead to them electing not to visit a town.	Choose an item.	<p>People with blue badges will be given three hours free parking.</p> <p>People with disabilities can apply for a free bus pass entitling them to free public transport within the county. Community transport may also be available. Fully accessible public transport can provide an alternative to using a private motorcar.</p>	Neutral
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	N/A	Choose an item.		Choose an item.
Religion or belief	N/A	Choose an item.		Choose an item.
Sex	N/A	Choose an item.		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
Benchmarking other Welsh Authorities and neighbouring English Authorities on current practice on blue badge concessions was undertaken.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Short term budget need to be balanced otherwise this will have a knock on effect long term. It is known that the majority of blue badges are held by an older person. With an aging population, the Council potentially could lose more income in the future as there is likely to be more blue badge holders.	Good	People with blue badges will be given three hours free parking on top of their paid tariff.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	A full consultation has been carried out. The feedback from this will be collated and form part of the closing consultation report and recommendation moving forward.	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The currently free parking may be assisting keeping people to be independent in accessing the community and may be preventing the need for more costly statutory input from the council.	Poor	Community transport scheme and maximising income from welfare benefit checks may assist in keeping people to be independent	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Blue badge holders may have a low income and cannot afford the charges	Poor	People with blue badges will be given three hours free parking. Advertisement will be carried out and a communication plan created.	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
Benchmarking other Welsh Authorities and neighbouring English Authorities on current practice on blue badge concessions was undertaken.				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

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People with blue badges will be given three hours free parking. Results of the consultation highlighted most blue badge holders use off street car parks for up to 3 hours and therefore they will still benefit from free parking.

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
<p>A review of the accessibility of pay meters will be under taken and where by these are not deemed to be accessible then the Council will not implement the charge until remedial work has been undertaken to ensure the pay meters are accessible.</p> <p>A review on the provision of the number of disabled spaces will be undertaken and improved upon with the aim of reaching the national guideline of 6% of the spaces.</p>		

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Increase of parking on double yellow lines – Blue badge holders can park on double yellow lines for a maximum of 3 hours which may give rise to safety concerns or affect free flow of traffic	Medium	Civil Enforcement Officers to patrol yellow lines and enforce when required. The Police are the enforcing authority for dangerous or obstructive parking and can take appropriate action.	Low
High level of complaints about the introduction of charges from blue badge holders and businesses	Low	Implement a communication strategy to minimise complaints	Low
Accessing services – badge holders may not be able to afford the parking fees and therefore may not be able to access certain council services	Low	People with blue badges will be given an hours free parking on top of their paid tariff.	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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The reduction of the concession for blue badge holders may lead to isolation from communities by a section of blue badge holders who may be unable to afford to pay for parking. However, in mitigation, three hours parking will be provided on top of the paid for time when a blue badge is displayed. The issue of blue badges are not means tested and whilst a proportion of holders may rely upon benefits, parking charges are not waived for non-blue badge holder who similarly rely upon benefits.

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

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

Car park audits of blue badge usage – this showed 15% of car park users are blue badge holders who currently utilise council owned car parks for free. Other local authorities currently charge blue badge holders but allow an additional hour on top of their paid tariff as a concession, a number of other authorities do not offer any concession to blue badge holders or offer alternative concessions. Hereford Council currently offer the same proposed 3 hours free to badge holders.

12. On-going monitoring arrangements?


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

Car park audits of blue badge holder usage
 Monitor car park income
 Monitor the number of Penalty Charge Notices contested by blue badge holders
 Monitor whether there is an increase yellow line parking

Please state when this Impact Assessment will be reviewed.

12 months post approval.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Tony Caine		16/11/2018
Head of Service:	Adrian Jervis		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Portfolio Holder	Date required	December 2018
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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Rationalisation of HWRCs						
Outline Summary / Description of Proposal							
<ul style="list-style-type: none"> Joint agreement with NPT Renegotiate existing contract to end of term Commissioning exercise for operation of service from July 2020 							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£150k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
N/A		

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

Version	Author	Job Title	Date
1.0	Ashley Collins	Senior Manager – Compliance and Waste Strategy	10 th December 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No.	
Service Area informed:	Contact Officer liaised with:
Mitigation	
N/A	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Neutral	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	Sharing a site with Neath Port Talbot will be positive for communities in both Council areas	Very Good	N/A	Very Good

Source of Outline Evidence to support judgements
N/A

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral	N/A	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Neutral	N/A	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/A	Neutral	N/A	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Sharing a site with Neath Port Talbot will be positive for communities in both Council areas	Very Good	N/A	Very Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral	N/A	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral	N/A	Neutral
<i>Opportunities to promote the Welsh language</i>	All promotional material is produced in both languages.	Good	N/A	Good
<i>Welsh Language impact on staff</i>	N/A	Neutral	N/A	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral	N/A	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral	N/A	Neutral
<i>Disability</i>	N/A	Neutral	N/A	Neutral
<i>Gender reassignment</i>	N/A	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral	N/A	Neutral
<i>Race</i>	N/A	Neutral	N/A	Neutral
<i>Religion or belief</i>	N/A	Neutral	N/A	Neutral
<i>Sex</i>	N/A	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	N/A	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements
N/A

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Sharing a site with Neath Port Talbot will be positive for communities in both Council areas, and provide a long term solution for both Counties	Good	N/A	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Sharing a site with Neath Port Talbot will be positive for communities in both Council areas, and provide a long term solution for both Counties	Good	N/A	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral	N/A	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral	N/A	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Sharing a site with Neath Port Talbot will be positive for communities in both Council areas, and provide a long term solution for both Counties	Good	N/A	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral	Views will be sought via the consultation process	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Some impact on working practices with changes to how garden waste is collected	Neutral	Workforce will be involved in implementation	Neutral
Source of Outline Evidence to support judgements				
N/A				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	High	Medium
Mitigation		
Effective negotiation with contractor		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Failure to achieve full saving through negotiation	High	Effective negotiation with contractor	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Make arrangements with NPT	January 2019		
Negotiate with Contractor	February 2019		
Implementation	April 2019		
Portfolio Holder decision required	No	Date required	N/A
Cabinet decision required	No	Date required	N/A
Council decision required	No	Date required	N/A

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

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External feasibility reports and experienced learned from other authorities. Further financial analysis has also been carried out.

14. On-going monitoring arrangements?

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

Contract costs will continue to be reviewed.

Please state when this Impact Assessment will be reviewed.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Ashley Collins		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

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Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Introduction of chargeable garden waste collection service						
Outline Summary / Description of Proposal							
To provide a chargeable garden waste collection service to all residents in Powys utilising an additional wheeled bin. This would replace the garden waste collection containers at the Community Recycling (Bring) Sites, although the facilities for bulkier material would remain at the Household Waste Recycling Centres located in the 5 largest centres of population. The existing 'last resort' method of collecting garden waste with the residual waste in paid for orange sacks will also be discontinued.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£250k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	November 2018	Yes

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

Version	Author	Job Title	Date
1.0	Ashley Collins	Senior Manager – Compliance and Waste Strategy	18 th June 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

In the short term, the contact centre will receive a surge in calls whilst the new service beds in. There may be a potential increase in some fly tipping if residents and traders are not able to use the free of charge bins at the Community Recycling Sites.

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

Effective communication and if necessary enforcement action.

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	By increasing the amount collected for composting, waste is being used as a resource which will contribute to the circular economy	Good	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Having a kerbside collection will assist those less able to transport their garden waste to a central point	Good	N/A	Neutral
Learning and skills We will strengthen learning and skills	There will be no impact	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	Some residents may see the removal of free banks as a reduction in service which will encourage flytipping and other antisocial behaviour. Others will see it as an additional service with the kerbside collection	Neutral	Effective communication and awareness raising	Good

Source of Outline Evidence to support judgements
External feasibility reports and experienced learned from other authorities.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Making it easier for residents to recycle their garden waste will help towards the circular economy.	Good	Good communications to boost awareness and availability of service.	Very Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Increasing the amount of garden waste collected will contribute to increasing our recycling rates to conserve natural resources, reduce landfill and meet the WG targets.	Good	As above, good communications to boost awareness and availability of service.	Very Good
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Not applicable for this service change	Neutral	N/A	Neutral

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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Maximising recycling from the kerbside collection will benefit all members of the community through the positive impact on climate change and the reduction on the cost of the service allowing Council funds to be spent more effectively.</p>	<p>Good</p>	<p>All residents within the communities will need to be targeted effectively through communication and awareness.</p>	<p>Very Good</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>One of the key drivers of this change is the positive impact on climate change through the increase in recycling and reduction in landfill. It will also impact positively on social and economic well-being as funds can be diverted to be spent more effectively on services for the public.</p>	<p>Good</p>	<p>All residents within the communities will need to be targeted effectively through communication and awareness.</p>	<p>Very Good</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>All residents within the communities will need to be targeted effectively through communication and awareness. All promotional material is produced in both languages.</p>	<p>Good</p>	<p>Welsh speakers are available if required for awareness events.</p>	<p>Good</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>All promotional material is produced in both languages.</p>	<p>Good</p>	<p>Welsh speakers are available if required for awareness events.</p>	<p>Good</p>
<p><i>Welsh Language impact on staff</i></p>	<p>Opportunity to speak Welsh if required</p>	<p>Good</p>	<p>Welsh speakers are available if required for awareness events.</p>	<p>Good</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Not applicable for this policy/service change.</p>	<p>Neutral</p>	<p>N/A</p>	<p>Neutral</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>	<p>The service will be equally available to all age groups, and is likely to be welcomed by the elderly population who may have more difficulty in transporting their garden waste and thus welcome the convenience of a kerbside collection.</p>	<p>Good</p>	<p>Effective communication and promotion of the service will ensure that all residents are aware of the benefits</p>	<p>Very Good</p>

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<i>Disability</i>	The service is likely to be welcomed by the elderly population who may have more difficulty in transporting their garden waste and thus welcome the convenience of a kerbside collection.	Good	Effective communication and promotion of the service will ensure that all residents are aware of the benefits	Very Good
<i>Gender reassignment</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral
<i>Race</i>	No impact - every household in Powys will be offered the service	Neutral	Potential to communicate with key groups if there appears to be limited recycling by a household, including providing promotional material in alternative languages.	Good
<i>Religion or belief</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral
<i>Sex</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact - every household in Powys will be offered the service	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements
External feasibility reports and experienced learned from other authorities.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	There is an immediate pressure to make savings, however in the longer term there is a need to increase recycling to achieve WG targets and minimise risk of fines. Introducing garden waste collections will contribute to this aim.	Good	Effective communication and promotion to maximise the take-up of the service.	Very Good
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The move to a chargeable garden waste collection service is one of several methods of achieving the WG statutory targets. We will be working with our third party suppliers to maximise the effectiveness of the service as well as the recycling of the bulkier material at the Household Waste Recycling Centres.	Good	Maintaining proactive dialogue with third party providers on any changes to service to ensure consistent delivery.	Good
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Views will again be sought from residents on how to best implement the service and seek input re any concerns so as to plan accordingly for the service and how to communicate with households and about what.	Good	Results from consultation will be used to inform decision and subsequent implementation	Good
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	Good communications required and engagement by Powys residents to ensure smooth implementation of service.	Good	Communications plan and resources will be put in place to help respond to any concerns expressed and encourage residents to take up the new service.	Good

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	One of the key drivers of this change is the positive impact on climate change through the increase in garden waste collected for composting. It will also impact positively on people and the economy as funds can be diverted to be spent more effectively on services for the public.	Good	All residents within the communities will need to be targeted effectively through communication and awareness.	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	There may be an impact on people who care for relatives and friends which is likely to be positive due to the convenience of the service	Good	Views will be sought via the consultation process	Good
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Some impact on working practices with changes to how garden waste is collected	Neutral	Workforce will be involved in implementation	Good
Source of Outline Evidence to support judgements				
External feasibility reports and experienced learned from other authorities.				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Effective planning for the implementation of the changes with extensive consultation and communication.		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Removal of Community Recycling Banks may result in some flytipping	Medium	Effective communication and awareness raising	Low
Community Groups losing income from banks at Community Recycling Sites	Medium	Effective communication and awareness raising	Low
Low take-up of new service resulting in lower income than expected	Medium	Effective communication and promotion of service	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Consultation	November 2018		
Implementation	March 2019		
Portfolio Holder decision required	No	Date required	N/A
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	N/A

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

External feasibility reports and experienced learned from other authorities. Further financial analysis has also been carried out.

14. On-going monitoring arrangements?

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

The costs and impact on recycling rate will be monitored on a monthly basis to establish and analyse impact of new service

Please state when this Impact Assessment will be reviewed.

Following consultation with public

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Ashley Collins		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

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Service Area	HTR	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Phyl Davies
Proposal		Car park charge review					
Outline Summary / Description of Proposal							
The council's car parks provide significant income to the Highways Service and is generated from Pay & Display, permits (residential / seasonal) and penalty charge notices (off & on Street).							
The provision for a saving or increased net income of £200K (£100K identified for the 2018/19 and a further £100K for 19/20 financial year). The scope of the project is to explore, review and assess how this can be achieved within the car parking service.							
One suggestion is to rationalise car park charges as the existing tariff matrix is complex with many a high number of differing tariff for various types of vehicle. Rationalising the charges should therefore make the tariffs simpler and reduce some confusion between the vehicle types.							

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

Version	Author	Job Title	Date
1	Tony Caine	Traffic and Travel Manager	30/08/2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£100k	£100K				£200K

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Changing car park charges is covered by set legal process

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

It is not expected that the proposal will affect other services areas of the Council.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The increase in charges may reduce visitors to local towns.	Poor	Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Choose an item.		Choose an item.
Residents and Communities We will support our residents and communities	Increases in parking charges may deter people from visiting towns to access services	Poor	Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week.	Poor

Source of Outline Evidence to support judgements

Welsh Government research - Assessing the Impact of Car Park Charges on town Centre Footfall, March 2015 reported *the general availability of spaces is felt by visitors to be more important than cost in their overall decision about visiting and that Whilst a 'blanket' free parking strategy has been suggested to encourage more car park users, these were generally found not to benefit target visitors ... and consequently had an unexpectedly negative impact on footfall.* <http://gov.wales/docs/caecd/research/2015/150610-assessing-impact-car-parking-charges-town-centre-footfall-en.pdf>

6. How does your proposal impact on the Welsh Government's well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Whilst the WG report concludes charges do not impact upon footfall in Town Centres, increasing charges potentially may result in some users considering more sustainable modes of transport and encourage active travel for short journeys as opposed to making the journey by car. This may therefore support the objectives of the Active Travel [Wales] Act 2013. However, the proposal may impact greater on those of low income and may affect people's choice in entering employment within the affected towns.	Poor	Annual or seasonal permits are available for use in all long stay car parks. These offer substantial discounts to regular users over the daily charges.	Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.		Choose an item.
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.	Increasing charges may result in some users considering more sustainable modes of transport and encourage active travel for short journeys as opposed to making the journey by car. This may therefore support the objectives of the Active Travel [Wales] Act 2013 to encourage people to leave their cars behind and walk/cycle where suitable to do so.	Good		Choose an item.

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A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.		Choose an item.
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.	Introducing charges may result in some users considering more sustainable modes of transport and encourage active travel for short journeys as opposed to making the journey by car. This could assist in reducing carbon emissions reducing our carbon footprint.	Good		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No real impact - the service would continue as before.	Neutral	Service would remain the same	Neutral
<i>Opportunities to promote the Welsh language</i>	N/A	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	All age groups will be effected.	Neutral		Choose an item.
<i>Disability</i>	This element of the proposal has no impact upon blue badge holders.	Neutral		Choose an item.
<i>Gender reassignment</i>	N/A	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.
<i>Race</i>	N/A	Choose an item.		Choose an item.
<i>Religion or belief</i>	N/A	Choose an item.		Choose an item.
<i>Sex</i>	N/A	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	N/A	Choose an item.		Choose an item.

Pregnancy and Maternity	N/A	Choose an item.	Choose an item.
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Source of Outline Evidence to support judgements
.none

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal 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
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Short term budget need to be balanced otherwise this will have a knock on effect long term. .	Good	Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The increase in charges will affect all user groups equally	Neutral	The proposal includes offering a concession for blue badge holders.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Proposal may increase inconsiderate or illegal parking within the surrounding area and thus have an increased call for enforcement by the Police to take action for obstruction or dangerous parking. Displaced vehicles may migrate on street in residential areas reducing availability for those residents and their visitors.	Poor	Proportionate and targeted enforcement provided to deter the practice occurring. Displaced vehicles may over the long term return to the car parks where parking is likely to be easier and more conveniently located. Additionally residents parking schemes are available which may prevent this from being an issue.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Proposal may impact greater on those of low income and may affect people's choice in entering employment within the affected towns.	Poor	Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
None.				

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8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation
Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low

Mitigation
Appropriate communication plan will be implemented. The change in tariffs require legal notification to be issued.

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Increase of parking on street in surrounding areas	Medium	Discounted permits are available for regular car park users. The permits equate to £4.80 per week which is the equivalent of just over 1 days parking per week. Residents parking schemes are available where displacement may affect residential areas	Low
High level of complaints about the increase in charges	Low	Implement a communication strategy to minimise complaints	Low

Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The increase in charges may impact upon people's choice to visit a town however research indicates that this is not the main consideration. Displacement of vehicles may occur into surrounding streets however targeted enforcement will aim to ensure this is not within restricted places. In addition residents permit schemes are available to residents where on street parking by visitors to a town displace residents in predominantly residential areas.	

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

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

none

12. On-going monitoring arrangements?

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

Monitor car park income
Monitor the number of Penalty Charge Notices
Monitor the uptake of annual/seasonal permits

Please state when this Impact Assessment will be reviewed.

12 months post approval.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Tony Caine		06/12/2018
Head of Service:	Adrian Jervis		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Portfolio Holder	Date required	December 2018
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FORM ENDS

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Please read the accompanying guidance before completing the form.

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Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Review of Street Lighting Provision						
Outline Summary / Description of Proposal							
Feb 19							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
-	£75k	£75K	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	June 2020	Yes

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

Version	Author	Job Title	Date
1.0	Brent Campbell	Senior Manager – Highways Operations	12 th Feb 2019

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Consideration has to be effectively given to conflict areas and other potentially hazardous situations which could occur if lighting is reduced or removed

Service Area informed:

Contact Officer liaised with:

Mitigation

Effective communication and consultation via town and community councils

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Could impact positively, by offering choice	Neutral	Through effective communication and collaboration with communities, the lighting provision can be tailored to meet local expectation	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Could impact positively, by offering choice	Neutral	Conflict zones will be defined and supported by the council. Local knowledge and situations will be evaluated by local councils	Neutral
Learning and skills We will strengthen learning and skills	Local contribution, better understanding and appreciation	Neutral	Through effective communication and consultation, communities will be better informed and be able to make local decisions....contributing to local learning and skills	Neutral
Residents and Communities We will support our residents and communities	Making towns & communities responsible for contributing to deciding on level of service, providing the opportunity to tailor services locally.	Neutral	Residents will be encouraged and supported through their local communities to make decisions over local services.	Good

Source of Outline Evidence to support judgements
Asset management system. Feedback from Community and Town Councils. Budgets.

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Opportunity to reduce carbon emissions through decreased energy usage. Moving some responsibility for decision making locally	Neutral	Good communications to increase understanding and impact on environment and cost.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Many communities are encouraging a ‘dark skies’ approach to lighting, encouraging environmental and habitat improvement, and reducing energy usage	Good	As above,	Good
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Local service tailored to fit local need	Neutral	As above	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Moving decisions more locally to sustain appropriate services	Good	All residents within the communities will need to be targeted effectively through communication and awareness.	Good

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Good		Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	All residents within the communities will need to be targeted effectively through communication and awareness. All promotional material is produced in both languages.	Good	Welsh speakers are available if required for awareness events.	Good
<i>Opportunities to promote the Welsh language</i>	All promotional material is produced in both languages.	Good	Welsh speakers are available if required for awareness events.	Good
<i>Welsh Language impact on staff</i>	Opportunity to speak Welsh if required	Good	Welsh speakers are available if required for awareness events.	Good
<i>People are encouraged to do sport, art and recreation.</i>	Not applicable for this policy/service change.	Neutral	N/A	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The service will be equally available to all age groups.	Good	Effective communication with local communities.	Good
<i>Disability</i>	Consultation with all user group representatives will ensure proper consideration.	Good	Effective communication will ensure that all residents are aware of the proposals and options	Very Good
<i>Gender reassignment</i>	No impact	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact	Neutral	N/A	Neutral
<i>Race</i>	No impact	Neutral		Neutral
<i>Religion or belief</i>	No impact	Neutral	N/A	Neutral
<i>Sex</i>	No impact	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements
Local communication with town & community councils and user groups.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	There is an immediate pressure to make savings, however the proposal to support local decision making to provide tailored service will provide longer term sustainability.	Good	Effective communication and understanding	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Good	As above	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Good	As above	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Reduced budgets, collaborative approach helps prevent negative impact occurring	Good	Effective communication and support	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The proposal promotes an integrated approach.	Good	Effective communication and support	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	All local needs should be recognised through the local representative groups	Good	Views will be sought via the consultation process	Good
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Could be impacted upon in terms of resource required to maintain service in future.	Poor	If local communities support a similar level of lighting then there will be no negative impact	Neutral
Source of Outline Evidence to support judgements				
External feasibility reports and experienced learned from other authorities.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Effective planning for the implementation of the changes with extensive consultation and communication.		

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Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Communities do not reflect local views and expectation, increase in complaints	Medium	Effective communication and awareness raising	Low
Increased crime due to possibility of lower lighting levels	Low	Effective communication and awareness raising, defined conflict zones with maintained lighting	Low
Communities refuse to support the lighting level expected and it fails to be provided	Medium	Effective communication and promotion of service	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Communication and Consultation with towns and communities	Dec 2019		
Implementation phase 1 – Review of current lighting to provide a consistent approach to part-night, full night and switched off lights. Sustaining lighting levels in council housing estates through HRA support.	October 2019		
Implementation Phase 2 – Locally tailored service supported by town & community councils	October 2020		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Annual review with town & communities
Please state when this Impact Assessment will be reviewed.
Following consultation with communities

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Brent Campbell		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Clr Phyl Davies		

16. Governance

Decision to be made by	Cabinet	Date required	
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FORM ENDS

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This **Impact Assessment (IA)** toolkit incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**

Service Area	HTR	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Phyl Davies
Policy / Change Objective / Budget Saving	<ul style="list-style-type: none"> HTR Transformation & Service Reductions equating to £1.1m of finance improvement 						

Outline Summary

The vision of the HTR Transformation is to provide safe, compliant and cost-effective Highways, Transport, Waste and Recycling services that meet the needs of Powys residents and businesses whilst reducing the overall net subsidy from the Council. To achieve this vision, we intend to transform the HTR Service by delivering improved measurable outcomes:

- Decreasing the net cost of the HTR service through efficiency and increasing the level of income generation.
- Increasing the productivity of the workforce
- Improving service quality and customer satisfaction with the HTR service
- Ensuring safe and compliant services
- Developing staff and engaging them in the transformation of the HTR service
- Delivering increased social value and achieving objectives aligned with the Future Generations Act: employment including Apprenticeships, work experience and opportunities for vulnerable groups; use of assets, for example, to support public health and the third sector; and, local businesses

Project work streams include:

- Operations – Changing operational processes, re-structures, capital investment, logistics
- People & Productivity – sickness, working patterns / processes
- Commercial – pricing strategy, commercial culture, 3rd party spend, selling of services
- Digital – use of technology to improve efficiencies
- Communications – ensuring communication with all stakeholders

The 19/20 Transformation & Service Reduction programme will be the above £1.1m plus any roll forward from unachieved savings from 18/19. The project Governance is managed by the Transformation Board / briefing.

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

Version	Author	Job Title	Date
Version 1	Shaun James	Senior Manager Highways Technical	10/12/18

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> 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
Supporting people in the community to live fulfilled lives	n/a	Choose an item.		Choose an item.	
Developing the economy	n/a	Choose an item.		Choose an item.	
Improving learner outcomes for all, minimising disadvantage	n/a	Choose an item.		Choose an item.	
Remodelling council services to respond to reduced funding	The Transformation project will aim to reduce costs (productivity and 3 rd party costs) and increase income generation.	Good	Full extent of the negative impacts is not known at present, further work is required as each project is progressed.	Unknown	

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
A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	n/a	Choose an item.		Choose an item.	

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<p>A resilient Wales: Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change).</p>	n/a	Choose an item.		Choose an item.	
<p>A healthier Wales: People’s physical and mental well-being is maximised and health impacts are understood.</p>	n/a	Choose an item.		Choose an item.	
<p>A Wales of cohesive communities: Communities are attractive, viable, safe and well connected.</p>	n/a	Choose an item.		Choose an item.	
<p>A globally responsible Wales: Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	n/a	Choose an item.		Choose an item.	

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A Wales of vibrant culture and thriving Welsh language: Culture, heritage and Welsh language are promoted and protected.					
<i>Opportunities for persons to use the Welsh language</i>	n/a	Choose an item.		Choose an item.	
<i>Treating the Welsh language no less favourable than the English language</i>	n/a	Choose an item.		Choose an item.	
<i>Opportunities to promote the Welsh language</i>	n/a	Choose an item.		Choose an item.	
<i>Welsh Language impact on staff</i>	n/a	Choose an item.		Choose an item.	
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Choose an item.		Choose an item.	
A more equal Wales: People can fulfil their potential no matter what their background or circumstances.					
<i>Age</i>	n/a	Choose an item.		Choose an item.	
<i>Disability</i>	n/a	Choose an item.		Choose an item.	
<i>Gender reassignment</i>	n/a	Choose an item.		Choose an item.	
<i>Marriage or civil partnership</i>	n/a	Choose an item.		Choose an item.	
<i>Race</i>	n/a	Choose an item.		Choose an item.	
<i>Religion or belief</i>	n/a	Choose an item.		Choose an item.	
<i>Sex</i>	n/a	Choose an item.		Choose an item.	
<i>Sexual Orientation</i>	n/a	Choose an item.		Choose an item.	
<i>Pregnancy and Maternity</i>	n/a	Choose an item.		Choose an item.	

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Impact Assessment (IA)

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Equality Impact on PCC Staff	n/a	Choose an item.		Choose an item.	
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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?	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
Sustainable Development Principle					
Long Term: Balancing short term need with long term and planning for the future.	Principles of Transformation are built around ensuring little or no detrimental impact and ensuring a sustainable solution for the future.	Neutral		Choose an item.	
Collaboration: Working together with other partners to deliver.	n/a	Choose an item.		Choose an item.	
Involvement: Involving those with an interest and seeking their views. Communication and Engagement	Where required views will be sought	Neutral		Choose an item.	
Prevention: Putting resources into preventing problems occurring or getting worse.	n/a	Choose an item.		Choose an item.	
Integration: Positively impacting on people, economy, environment and culture and trying to benefit all three.	n/a	Choose an item.		Choose an item.	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.					
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.	n/a	Choose an item.		Choose an item.	

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Impact Assessment (IA)

The integrated approach to support effective decision making



Corporate Parenting: Enabling our looked after children to fulfil their potential.	n/a	Choose an item.		Choose an item.	
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5. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks		
Improvement achieved does not meet forecast / target is too ambitious		
Deter usage of services where prices are increased		
Unable to secure new markets for services		
Impact on Service	Deliverability of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Medium	Medium
Mitigating Actions		Residual Risk
Support has been provided via the MOC fund to support the programme (Project Officers, Absence Management Co-ordinators)		Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?		
No		

6. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:		
The transformation programme is of medium risk. The programme is governed by the HTR Transformation Board.			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium	/

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

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

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



8. On-going monitoring arrangements?

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

The programme is governed by the HTR Transformation Board.

9. Sign Off

Position	Name	Signature	Date
Service Manager:	Shaun James		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	ICT	Head of Service	Andrew Durant	Strategic Director	Mark Evans	Portfolio Holder	Cllr James Evans
Proposal							
Outline Summary / Description of Proposal							
<i>Savings of £80k as a result of further system rationalisation (contract and support reductions, and improved efficiencies (improved contract management / reducing complexities)</i>							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£80k	£	£	£	£

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
V1	Andrew Durant	Head of ICT and Programmes	14/2/2019

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Impact Assessment (IA)

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No impact

Service Area informed: **Contact Officer liaised with:**

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral

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Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
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.		Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).		Good	Reduced IT estate through sharing systems	Good
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.		Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>		Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>		Neutral		Neutral
<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Neutral
<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Sharing systems	Good	Reducing systems	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty:				
Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral

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The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Withdrawal of capital funding	Medium	Ensure capital plans in place	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			x

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
System rationalisation	Mar 2020	Reduced contract costs	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
IT projhct support					X	X	X	x				

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Minimal impact and low risk	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Andrew Durant		14/2/2019
Head of Service:	Andrew Durant		14/2/2019
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Powys Archives and Information Management	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Phyl Davies
Proposal	To remove one FTE post from Powys Archives and Information Management staffing structure; reduce service opening hours; and achieve other revenue savings						
Outline Summary / Description of Proposal							
Archives and Information Management							
<ul style="list-style-type: none"> The Council has a corporate responsibility to maintain its records and record-keeping systems in compliance with the legislation and regulatory environment in which it operates. In 2017 the Council completed an accommodation project for Powys Archives and Information Management and officially opened the new public facilities in October 2017 based on a four day a week opening. Powys Archives collects and preserves records relating to Powys' cultural and historical past in accordance with legislation, and in turn provides access to them through a public search room. The service currently holds around 3000 linear metres of material dating from the fourteenth century to the present day. The Information Management Service provides help and advice to all areas of the Council on information management issues including records management practices and procedures. The Service manages and stores around 250,000 files of semi-current and non-current records, which are retained for a certain period of time for legal, financial, administrative or operational reasons. 							
Proposals							
<ul style="list-style-type: none"> To undertake a review and reduction in the staffing structure, saving £32,000. The impact will mean the public search room hours would have to be reduced from four to two days a week. There is a further proposal to reduce the revenue budget by removing £14,000 from the Service's "shredding" budget (confidential destruction of records which have reached the end of their retention). Documents will however continue to be confidentially shredded in line with the Corporate retention schedule. 							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£46,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	31 March 2019	Yes

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

Version	Author	Job Title	Date
V1	Catherine Richards	Principal Lead Museums, Archives and Information Management	6/09/2018

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4. Impact on Other Service Areas

<p>Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</p>	
Empty space for response	
<p>Service Area informed:</p>	<p>Contact Officer liaised with:</p>
<p>Mitigation</p>	
Empty space for mitigation details	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Powys Archives' visitors significantly boost the local economy using shops, eateries and accommodation.</p> <p>Visitor surveys show that 90% of Archive users come into the locality of Llandrindod Wells for the specific purpose of using the archives i.e. the Archives Service is their driver for visiting and 50% of users came from over 61km away.</p> <p>33% took overnight accommodation and 58% ate out locally, generating 376 hotel bed occupancies and 664 restaurant visits. These figures are all higher than for the total combined Welsh services.</p> <p>The Archive Service can also provide information resources to support business operations. Powys Archives has been used for all sorts of operations such as restoration and regeneration projects, planning new developments and identifying boundaries.</p>	<p>Poor</p>	<p>Reducing the staffing structure as proposed will mean the public search room hours would have to be reduced from four to two days a week. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Visits to Powys Archives improve the health and wellbeing of residents and research for recreational purposes boosts mental health, along with social interaction.</p> <p>Volunteering contributes to community wellbeing and improves the Archive Service in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p>	<p>Poor</p>	<p>Reducing the staffing structure as proposed will mean the public search room hours would have to be reduced from four to two days a week. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Archive Services have proved to be 'safe' places in which people can learn and develop. This learning experience can come about either as a user or a volunteer. Researching archives requires individuals to develop a whole range of skills from specialist areas such as palaeography (the study of old handwriting) through to the ability to analyse large amounts of information, set goals and organise workloads. Allied to this is access to a unique information resource. The Archives holds records that for the most part cannot be found elsewhere such as Council records, maps and plans, personal papers and business records. 98% of visitors to Powys Archives agree that archives provide opportunities for learning.</p> <p>For volunteers the payback can be significant in terms of skills and employability. In a report by the National Council on Archives into volunteering in archives 32% of those questioned felt archive volunteering had helped with their sense of being part of a workplace, 28% felt it had helped them learn or improve their IT or other work-related skills, and 16% felt it had improved their confidence to look for work.</p> <p>Archives have always been a vital resource of educational attainment. Archives are well known as the source material for high qualifications such as PhDs and MAs. But they have been widely used to bring a wide range of school subjects to life such as history, geography, English and maths, and provide the stimulus for projects as such as art and drama</p>	<p>Poor</p>	<p>Reducing the staffing structure as proposed will mean the public search room hours would have to be reduced from four to two days a week. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	productions. For example, the National Curriculum for history includes local history research using archives.			
<p>Residents and Communities We will support our residents and communities</p>	<p>Powys Archives holds, cares for and continues to develop collections for the county which represent our rich and diverse culture. These in turn enrich the lives of people in our communities and help them live fulfilled lives.</p> <p>Powys Archives provides a place where one can be welcomed and feel part of the community. They are safe environments where people come together through mutual interest. In the report by the National Council on Archives into volunteering in archives its research found 48% of those questioned felt working as an archive volunteers had enabled them to meet new people or socialise and 31% felt it had helped with their sense of being part of a community. There is strong anecdotal evidence that regular users have a similar response.</p> <p>A good archive service contributes to the strength of the local community.</p>	<p>Poor</p>	<p>Reducing the staffing structure as proposed will mean the public search room hours would have to be reduced from four to two days a week. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>

Source of Outline Evidence to support judgements

PSQG (Public Services Quality Group) archive visitors' surveys undertaken every 18 months.
 Powys Archives consultation survey 2015 (320 forms completed)
 Powys Archives annual website statistics, usage and feedback
 Interviews with Powys Archives users 2015 (30 interviews conducted)
 Informal feedback – written and verbal

6. How does your proposal impact on the Welsh Government's well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	Powys Archives provides an efficient use of resources through records and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability.	Poor	Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government's well-being goals. At this stage there is little that can be done to mitigate any negative impacts.	Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.		Choose an item.

<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Visits to cultural/heritage services such as Archives improves the overall health and wellbeing of residents, and research boosts mental health, along with social interaction.</p> <p>Volunteer opportunities also boost health related outcomes.</p>	<p>Neutral</p>	<p>Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government’s well-being goals. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Visitor surveys show that:</p> <ul style="list-style-type: none"> • 61% are using Powys Archives for family history research, 35% for local history research • 100% agreed that “I improved my knowledge in an area of interest” • 91% agreed that “I developed new skills or improved existing skills (in research, use of ICT, etc.)” • 100% agreed that “I have a greater understanding of my community, its history and people” • 97% agreed that “I enjoyed myself” • 100% agreed that “I am inspired to find out more” 	<p>Poor</p>	<p>Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government’s well-being goals. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Choose an item.</p>

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<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Powys Archives promotes the cultural life of our county, it encourages active participation in culture, protects our heritage, helps expand our international profile and contributes to our tourism industry.</p>	<p>Poor</p>	<p>Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government's well-being goals. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Providing access to archives for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.</p>	<p>Poor</p>	<p>Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government's well-being goals. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above</p>	<p>Poor</p>	<p>As above</p>	<p>Poor</p>
<p><i>Welsh Language impact on staff</i></p>	<p>There are no Welsh language speaking staff within the Archives and Information Management Service at this current time.</p>	<p>Neutral</p>	<p>Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Neutral</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Powys Archives enable people to explore collections for inspiration, learning and enjoyment</p>	<p>Poor</p>	<p>Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government's well-being goals. At this stage there is little that can be done to mitigate any negative impacts.</p>	<p>Poor</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

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Age	Powys Archives welcomes increased use of the service by existing and new audiences regardless of their background or circumstances. It is important that the demographic of our communities is understood and this is used to inform forward planning. Understanding and dismantling barriers, real or perceived, that deter those who do not currently use our collections, or do not participate in our activities is crucial if Powys Archives are to be fully inclusive.	Poor	Reducing public searchroom opening hours from four to two days a week will impact on the service contributing to the Welsh Government's well-being goals. At this stage there is little that can be done to mitigate any negative impacts.	Poor
Disability	As above	Poor	As above	Poor
Gender reassignment	As above	Poor	As above	Poor
Marriage or civil partnership	As above	Poor	As above	Poor
Race	As above	Poor	As above	Poor
Religion or belief	As above	Poor	As above	Poor
Sex	As above	Poor	As above	Poor
Sexual Orientation	As above	Poor	As above	Poor
Pregnancy and Maternity	As above	Poor	As above	Poor

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Source of Outline Evidence to support judgements

PSQG (Public Services Quality Group) archive visitors' surveys undertaken every 18 months.
 Powys Archives consultation survey 2015 (320 forms completed)
 Powys Archives annual website statistics, usage and feedback
 Interviews with Powys Archives users 2015 (30 interviews conducted)
 Informal feedback – written and verbal

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	It has been explained above that the proposals to reduce staffing meaning reducing access to the Archives public search room from 4 days a week to 2 days a week generally has a poor impact on both the Council's strategic vision and Welsh Government's well-being goals. It is therefore anticipated that there will be a negative impact on the Council's other key guiding principles also.	Poor	Reducing public searchroom opening hours from four to two days a week will impact service aims and objectives. At this stage there is little that can be done to mitigate any negative impacts.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above	Poor	As above	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above	Poor	As above	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above	Poor	As above	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above	Poor	As above	Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above	Poor	As above	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	As above	Poor	As above	Poor
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above	Poor	As above	Poor
Impact on Powys County Council Workforce	The Records Manager post is currently vacant. No redundancies will result.	Poor	As above	Poor
Source of Outline Evidence to support judgements				
PSQG (Public Services Quality Group) archive visitors' surveys undertaken every 18 months. Powys Archives consultation survey 2015 (320 forms completed) Powys Archives annual website statistics, usage and feedback Interviews with Powys Archives users 2015 (30 interviews conducted) Informal feedback – written and verbal				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		

Reducing public searchroom opening hours from four to two days a week will impact service aims and objectives. At this stage there is little that can be done to mitigate any negative impacts.

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Risk of the Council not being able to meet its Statutory requirements in relation to Archives and records management, facing significant risk of direct action from the Information Commissioners Office, The National Archives, Welsh Government.	High	Reducing the staffing levels and in turn the public searchroom opening hours from four to two days a week will impact service aims and objectives. At this stage there is little that can be done to mitigate any negative impacts.	High
Risk of the National Archives removing the Council's Public Record status through lack of staffing. In 2011 the Council responded to this threat by developing new facilities for both Powys Archives and Information Management at Unit 29 Ddole Road.	High	Alternative delivery models would need to be investigated – including out-of-county storage, which would be more expensive than the current arrangement.	High
Reputational risk: the council has spent £1.6m developing new accommodation for the two services reducing opening hours are highly likely to attract public criticism	Medium	None at this point.	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	X		

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Remove one FTE post from the structure	Implementation by 1 April 2019		
Remove a quantity of shredding budget from the Service's revenue budget	Implementation by 1 April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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Service Area	Youth Service	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Rachel Powell
Policy / Change Objective / Budget Saving	Youth Service savings target – including YFC and URDD – 2019/20						

Outline Summary

As part of a two-year savings plan, the Youth Service is required to make savings of £165,089 in 2019/20

This impact assessment will look at the impact for 2019/20 - £165,089

- A Reduction in grant payments to both the Urdd and the 3 YFC federations.
YFC – each federation will receive £10,000 for 2019-2020
Urdd will receive a grant payment of £10,000 to cover the whole of Powys. Total grant given - £40,000
- Savings offered from the Youth Service core budget will be £92,000. The remaining £73k savings will be made by reduction to the core budget, but directly off-set by grant support from Welsh Government (including £57k in new grants set against the Emotional Health & Wellbeing agenda). There will be no change to the open access youth worker provision for 2019-20 however the high dependency on grant payments will make the service extremely vulnerable if there is a reduction in grant funding made available from 2020 onwards.

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

Version	Author	Job Title	Date
V2	Helen Quarrell	Principal Youth Officer	18/12/2018

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

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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	<p>The previous delivery model could not be sustained with reduced funding.</p> <p>However, the Youth Service provision contributes greatly to the early intervention and prevention agenda, which seeks to support issues arising before they become critical, reduces criminal behaviour and lower the requirement for more expensive, intense intervention, from e.g. Social Services, Youth Justice, Mental Health Services and the Police.</p> <p>Open-access provision also has a strategic role to play by offering a mechanism to identify potentially vulnerable young people and working with young people who are post-statutory education age in the community.</p> <p>Youth provision supports young people's personal development and teaches them to make informed choices and understand consequences. It supports them to have better Life Chances and to be actively engaged in the community</p> <p>It has been shown that the cost of late intervention falls most heavily on Local Authorities.</p>	Very Poor	<p>A. Conversation will take place with YFC/URDD - how they continue to deliver services with reduced grant aid from PCC</p> <p>C. Reducing the Open Access weekly provision from two nights to one night a week</p>	Poor	<ul style="list-style-type: none"> • National Youth Work Strategy 2014-2018 • Welsh Government Youth Work Charter • Youth engagement and progression framework • EIF - The Cost of Late Intervention

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Council Priority	How does the policy / change objective impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community	<p>Removal of the grant aid for YFC and the URDD will mean reduced opportunities and may lead to isolation, lack of opportunities in the language of choice.</p> <p>Limited holiday provision – limited funding and youth work hours to provide diversionary holiday activities for young people.</p>	Poor	<p>Both YFC and URDD will continue to provide welsh language and rural youth work, through the fund raising, national funding. The removal of the PCC grant will not mean they cease to exist but it will limit opportunities to support young people in Powys.</p> <p>Use existing funding from Police and Crime commissioner to fund a limited programme of activities across Powys during the holiday time.</p>	Poor	
Developing the economy	<p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people. Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.</p> <p>The opportunities for gaining alternative accreditation through informal / non-formal learning will be reducing, meaning young people may have fewer qualifications, leading to more difficulties in accessing further education and employment.</p>	Poor	<p>We will look to further develop the accreditation of the work delivered by the targeted Youth Service in and outside schools.</p> <p>However, there is very limited financial and time resource available to accredit open access work.</p>	Poor	<ul style="list-style-type: none"> • Capability mapping exercise delivered by PAVO; • ARAD Research Appraisal of Options

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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
Learning	<p>Reduction in opportunities in Welsh Language by the URDD. Reduction in opportunities for the rural community from the YFC provision.</p> <p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people.</p>	Poor	<p>Discussion to be held with URDD and YFC to consider options for young people in Powys with reduced direct funding from PCC.</p> <p>The move towards a targeted provision in schools will increase access that some young people have to a youth worker and consequently support learner outcomes for more young people.</p> <p>We will look to develop the relationships with the high schools to maximise the opportunities available and work with them on implementing Curriculum for Life.</p>	Poor	<ul style="list-style-type: none"> • Youth Work in Schools in Wales Summary Report • Principal Youth Officers' Group Discussion Paper • National Youth Agency Commission into the role of youth work in formal education • Youth Work in Wales: Principles & Purposes • Powys Youth Service Curriculum Strategy

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

Well-being Goal	How does the policy / change objective contribute this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement

<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>Potential for reduction in accredited opportunities. Less support available for the re-engagement of vulnerable young people.</p> <p>A limited early intervention /prevention services will lead to an increased burden on late intervention services such as social services, youth justice, the police and the health board.</p> <p>This additional cost will lead to less public money available for other spending priorities.</p>	<p>Very Poor</p>	<p>Explore the URDD and YFC existing support to ensure young people of Powys are not at a disadvantage.</p> <p>Explore supporting third party delivery to accredit work, where there is an appetite to do so (although there is an expectation that this will be at a vastly reduced level compared to current levels). A limited level of youth worker support will be retained, in schools Support will be directed at those identified as most in need of support, however there will continue to be gaps e.g. non-school attenders and those older than school age.</p>	<p>Poor</p>	<ul style="list-style-type: none"> • Structure Chart • Performance Reports
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<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>Fewer opportunities to deliver informal / non-formal learning around the environment, ecology and ecosystems.</p> <p>More travel required to access a reduced level of youth provision.</p>	<p>Poor</p>	<p>A reduced offer to young people in rural Powys and through the language of their choice, Welsh language, discussion to be held around existing offer.</p> <p>We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in those towns.</p> <p>We will consider travel when designing school-based provision such as after-school clubs.</p>	<p>Neutral</p>	
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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Reduction of YFC/URDD funding will lead to reduction in opportunities for young people in rural locations and through the language of their choice, welsh language.</p> <p>A reduction in contact time with youth workers. Fewer young people (and their families) in need being identified at an early stage for support, signposting and referral to other services.</p> <p>This limited early intervention / prevention work will have a negative financial impact on late intervention services such as Youth Justice, Social Services and the Health Board.</p> <p>Reduction in the range of activities provided for young people (citizenship, sports, arts, health) which supports physical and mental wellbeing.</p> <p>A reduction in the opportunities for socialising outside school with peers, and learning important social and life skills which contribute to healthy body and minds.</p> <p>Potential for some young people to feel excluded from having access to a 'safe' space outside the family setting and becoming socially excluded.</p>	<p>Very Poor</p>	<p>Reduction in opportunities for Young Farmers to meet or Young people to converse in Welsh could lead to isolation, review existing provision to ensure this does not happen.</p> <p>We will discuss health and well-being when developing an appropriate range of informal / non-formal learning opportunities with schools.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in those towns.</p> <p>However, there will be significant gaps in provision, especially for those of post-statutory education age.</p>	<p>Poor</p>	<ul style="list-style-type: none"> • Youth Work Alliance Wales Programme for Government
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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Fewer activities may result in young people 'hanging around', leading to fear of crime/anti-social behaviour or young people themselves feeling/being unsafe. Reduced range of citizenship and community activities, including those where the Youth Service works with partners such as Road Safety, the Police, the Fire Service and the Health Board.</p> <p>Reduced opportunity to challenge inappropriate behaviour, language and views which can lead to social isolation.</p>	<p>Very Poor</p>	<p>The reduction in funding will result in limited capacity and resources to respond to community needs.</p> <p>However partnerships and joint working arrangements may bring added value.</p>	<p>Very Poor</p>	<p>PYOG - Role of Youth Work in preventing offending behaviour</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>Reduction in delivery of curriculum activities concerned with citizenship, information and advocacy.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys. Discussion to be held with schools when developing an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to young people in Powys.</p>	<p>Poor</p>	
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>					

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<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>Reduction of URDD grant to provide Welsh Language Youth Work across the county.</p> <p>Limited existing Welsh Speakers in the Youth Work Team</p>	<p>Very Poor</p>	<p>Offer the Welsh Language PCC courses to all the Youth Team.</p> <p>We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.</p>	<p>Very Poor</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>There will be a reduction in overall level of youth service provision but the intention is to continue to engage with young people in the language of their choice</p>	<p>Very Poor</p>	<p>Explore supporting third party organisations that deliver projects and activities through the medium of Welsh (e.g. Urdd) with reduced grant aid payments offered.</p>	<p>Very Poor</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>An overall reduction in youth provision, meaning fewer opportunities to promote the Welsh language.</p>	<p>Very Poor</p>	<p>Explore supporting third party organisations that deliver projects and activities promoting Welsh language and culture with no funding attached.</p> <p>We will discuss this with schools when developing an appropriate range of informal / non-formal learning opportunities.</p>	<p>Very Poor</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>Capacity will be an issue, with many of the youth workers working part-time hours. Staff may consider attending in their own time and this would be an option to enable them to learn the language.</p>	<p>Poor</p>	<p>Encourage staff to take up the 'learning welsh' opportunities provided by PCC.</p>	<p>Neutral</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>An overall reduction in youth provision, meaning fewer opportunities to participate in sport, art and recreation.</p>	<p>Poor</p>	<p>We will discuss this with schools and the third sector when developing an appropriate range of informal / non-formal learning opportunities.</p>	<p>Poor</p>	
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>					

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Age	<p>Services for 11 – 25 year olds with focus on 13 – 19. Reduced contact time with youth workers resulting in fewer young people (and their families) in need being identified for signposting and referral to other support services.</p> <p>There will be a reduction in the range of positive activities provided, (citizenship, sports, arts, health) which supports YP physical and mental wellbeing.</p> <p>Access to other young people, having a safe space outside the family setting and being socially included will be impacted upon.</p>	Very Poor	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p>	Poor	
Disability	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	Poor	<p>There is limited capacity for work in special schools and this is a clear gap that needs to be addressed.</p>	Poor	
Gender reassignment	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	Poor	<p>Each Youth Hub has had training around LGBT and gender reassignment issues and will be able to offer support to young people when issues arise.</p> <p>We will work to ensure that targeted support is available to recognise young people’s needs.</p>	Neutral	
Marriage or civil partnership	No impact	Neutral		Neutral	

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<p><i>Race</i></p>	<p>Racism will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Religion or belief</i></p>	<p>Intolerance will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Sex</i></p>	<p>The 'C' card scheme will be maintained and relationship issues will still remain a focus for the curriculum promoting healthy sexuality.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available. Working with other LEA/Youth Services and Agored Cymru to develop new training course.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	

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<p><i>Sexual Orientation</i></p>	<p>Intolerance will continue to be challenged through the schools and open access provision.</p> <p>However, reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p>	<p>Poor</p>	<p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>Appropriate training for youth workers will be available.</p> <p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Neutral</p>	
<p><i>Pregnancy and Maternity</i></p>	<p>Reduced funding will impact on our ability to engage with young people who are not in mainstream school.</p> <p>We are no longer supporting Young Parent's groups.</p>	<p>Poor</p>	<p>We will work to ensure that targeted support is available to recognise young people's needs.</p>	<p>Poor</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?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
<p><i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i></p>	<p>There will still be a need for youth provision to support YP in most need and provide a range of informal, non-formal learning and recreational activities.</p> <p>The current structures and delivery models are not sustainable given the level of savings required.</p> <p>The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for young people.</p> <p>Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.</p> <p>The opportunities for gaining alternative accreditation through informal / non-formal learning will be reducing, meaning young people may have fewer qualifications, leading to more difficulties in accessing further education and employment.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>To explore the potential of carrying out some long term, generational, decadal planning, review census data, etc.</p> <p>The long term goal is to seek out new opportunities and work closely with community groups and third sector to deliver youth-based activities and projects across the county.</p> <p>The role of supporting those most in need of Youth worker support will be strengthened, through staff based in High Schools and targeted provision.</p>	<p>Poor</p>	

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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>Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>Following on from the completion of the research work undertaken by Arad and PAVO it is clear that collaboration is required to deliver universal youth services to all young people in Powys.</p> <p>However, there will be a reduced range of activities where the Youth Service directly works with partners such as Road Safety, the Police, the Fire Service and the Health Board.</p>	<p>Poor</p>	<p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p>	<p>Neutral</p>	
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Intention to continue to actively engage with stakeholders, partners and service users and to maximise technology to do so.</p>	<p>Neutral</p>	<p>Ensure that all existing and new partners are actively involved in consultation, participation and planning.</p> <p>We will conduct annual surveys with young people and parents to inform any service development and commissioning.</p>	<p>Good</p>	<p>Draft Powys Children and Young People's Participation Strategy 2015-2018</p>

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>Reduced contact time with professional youth workers resulting in fewer young people (and their families) able to access the range of support available.</p> <p>Reduced funding for YFC and Urdd will have a negative impact of the community.</p> <p>This can include – Access to other Young People, having a safe space outside the family setting, being socially included.</p> <p>Reduction in the range of positive activities which supports young people’s physical and mental wellbeing (citizenship, sports, arts, health).</p> <p>Signposting and referral to other support services.</p> <p>Without this support, situations will develop which require a higher, more costly level of intervention, such as targeted support or Social Services.</p>	<p>Very Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p> <p>A reduced level of youth worker support will be retained but presence in schools to be maintained during term-time only.</p> <p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p>	<p>Poor</p>	
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>We will continue to actively participate in meetings involving the range of public and third sector bodies in Powys.</p>	<p>Neutral</p>	<p>We will review the Youth Service approach to integration and joint-working.</p>	<p>Neutral</p>	

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As in earlier sections, it is predicted that a reduction in the range of support and opportunities for young people may have a negative impact on health, education and well-being outcomes.</p>	<p>Poor</p>	<p>YFC and URDD – discussion to be held with both services to establish existing provision and opportunities for young people across Powys.</p> <p>We will discuss joined-up approaches to delivering youth services with a range of organisations and partners.</p> <p>A reduced level of youth worker support will be retained in schools during term time.</p> <p>We will work with schools to develop an appropriate range of informal / non-formal learning opportunities.</p> <p>The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.</p> <p>We will also develop the partnerships and targeted work supporting young people who are NEET (Not in Education, Employment and Training).</p>	<p>Poor</p>	

Principle	How does the policy / change objective impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The limited open access provision, could lead to fewer opportunities for young people to develop trusting relationships with youth workers, potentially resulting in fewer disclosures of abuse and neglect. Alternatives may be less successful in highlighting such issues.	Very Poor	YFC and URDD – discussion to be held with both services to establish existing provision and safeguarding procedures for young people across Powys. Guidance and training, plus signposting to School-based youth worker provision will form part of any new way of working and commissioning.	Very Poor	
Corporate Parenting: Enabling our looked after children to fulfil their potential.	The reduced funding available will lead to reduction in the range of informal/non-formal learning activities and opportunities for these young people. Likely reduction in the opportunities to engage with a youth worker for mentoring, support and guidance, particularly in informal settings.	Poor	A reduced level of youth worker support will be retained but presence in schools to be strengthened. We will work with schools to develop an appropriate range of informal / non-formal learning opportunities. The retention of five Youth Hubs in the high areas of population will ensure that quality open access youth work is available to some young people in Powys.	Neutral	
Impact on PCC Workforce	Making staff redundant.	Very Poor	Follow management of change process.	Very Poor	

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

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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)	Failure to meet statutory function of delivering a 'high quality Youth Service' and to meet national priorities including the Wellbeing of Future Generations Act, the Youth Engagement & Progression Framework, Tackling Poverty agenda and Youth Work in Wales strategy.		
ii)	Failure to meet local priorities including contributing to the Estyn inspection framework 'Local Authority Education Service for Children and Young People' and the Corporate Improvement Plan.		
iii)	Disadvantaged young people no longer voluntarily engage with the service due to the delivery changes - young people who do not easily conform to society's expectations of rules and regulations, or are at risk from harm, and where developing a relationship with a qualified youth worker in casual/relaxed settings can be significant		
iv)	Limited capacity in third sector to deliver replacement services		
v)	Lack of identified budget to commission third sector to deliver services		
vi)	Capacity to manage Youth Service efficiently compromised due to reduction in Management Team		
vii)	Reduction in services as a consequence of reduced funding from Welsh Government and Revenue Support Grant		
viii)	The reduced level of the Early Intervention/Prevention service provided by the Youth Service leading to increased costs for other services including Social Services and Education.		
Judgement (to be included in project risk register)			
	Very High Risk	High Risk	Medium Risk
		✓	
Mitigating Actions			Residual Risk (after mitigation)
i)	Work with schools and other partners on alternative delivery models.		Medium
ii)	Work with other departments on ensuring impact of cuts are fully understood		Medium
iii)	Ensure targeted youth support is available to support the most vulnerable young people		High
iv)	Restart discussion with third sector regarding delivery		High
v)	Ensure that roles are clearly defined		High
vi)	Consider alternative delivery models		High
vii)	Seek further in-year savings		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			

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- The work of the universal and targeted youth services supports the Children & Young People's Partnership early intervention and prevention agenda. Potential impacts include an increase in offending behaviour and a greater requirement for access to expensive Social Services support (including Childrens' Area Teams and Youth Justice Service).
- A reduction in extent of youth worker provision that delivers informal/non-formal learning has the potential to impact on educational outcomes for some young people – therefore there will be an impact on schools and other educational establishments, and the Schools Service.
- The reduction of the grant aid on Welsh Language speaking young people and those young people in the rural locations of Powys accessing the clubs provided by YFC will have a negative impact.
- The heavy dependence on Welsh Assembly grant funding in 2019/20 leaves the service in a very vulnerable position, changes/reduction in this funding will have a negative impact on the young people who access the open access/universal service throughout Powys.

7. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Young people will be offered the opportunities through the YFC and URDD clubs but the full impact of the reduction in funding completely is unknown at this time.</p> <p>Young people will continue to have access to qualified youth workers who can provide advice, guidance and mentoring, however there will be reduced opportunities to access this support. A reduction in early intervention / prevention support will lead to an increased burden on more expensive late intervention services such as Youth Justice, Social Services, special education provision, the Police and the Health Board.</p> <p>The service budget reduction will also result in fewer opportunities for young people to engage in a range of informal and non-formal learning opportunities outside schools. This will particularly impact on those smaller towns where youth clubs have closed.</p> <p>The Service will seek out all and any appropriate and effective means to deliver good quality opportunities for young people, and ensure that targeted work for those most at risk or disengaged from society remains. A grant bid is being pursued to strengthen this approach but there are threats to some of the funding sources used to support this.</p>	

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

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

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Via the Youth Service Project Board and Leisure and Recreation Quarterly Performance Reviews
Please state when this Impact Assessment will be reviewed.

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Helen Quarrell		
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Rachel Powell		

FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Head of Service	Director	Portfolio Holder
Proposal	Reduce revenue funding for commissioned Arts Services in order to achieve revenue budget savings of £139,000 in 2019/20.		
Outline Summary / Description of Proposal			
<ul style="list-style-type: none"> Reduce / remove revenue funding for arts organisation partners including performing arts venues (x 4), art gallery (x 1) and community dance organisation (x1). Reduce support for Night Out rural community touring scheme. Discontinue grant funding in support of county wide youth theatre and youth music provision. 			

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

Version	Author	Job Title	Date
V01 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	10 December 2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£139,000	£	£	£	£	£139,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Regeneration, Tourism, Schools Service, Youth Service, Property, Children’s & Adult Services
 Third & voluntary sector; private sector / businesses.

5. How does your proposal impact on the council’s strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Refer to SWOT analysis below (pages 3 & 4)	Very Poor		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
Learning and skills We will strengthen learning and skills	Refer to SWOT analysis below (pages 3 & 4)	Very Poor		Choose an item.
Residents and Communities We will support our residents and communities	Refer to SWOT analysis below (pages 3 & 4)	Very Poor		Choose an item.

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STRENGTHS Internal Positive Factors	WEAKNESSES Internal Negative Factors
<ul style="list-style-type: none"> • Arts & cultural services able to strategically contribute to attaining the Council's Vision 2025 • Able to continue developing closer relationship & collaborative working within L&R and with Schools & Schools Service; Adult Social Care; Children's Services; Property • Utilise developed experience, expertise, links, relationships and partnerships to review & sustain arts provision throughout the county • Retain strategically led arts provision in Powys working in close partnership with arts sector providers to maintain best possible equality of access • Retention of 'Arts Service' maintains Arts Council of Wales partnership support & confidence • Retention of Arts & Culture Commissioning Officer – preserves ability to apply for & secure external funding towards delivering projects / programmes • Strong track record of achieving income generation for council led activity in Powys • Retention of arts coordination role within Council – internal collaboration • Retention of arts coordination / contact point for arts sector and communities to collaborate with Council in delivering Vision 2025 objectives • Capitalise on emerging cultural partnerships e.g. NPTC Group to determine possible third party interest in managing one or more key Arts Venues in Powys at no cost to the Authority – potential further future savings • Beneficial partnership working with other sector agencies – NAWR (Regional Arts & Education network); ERW; ACW • Relatively modest arts budget achieving high performance outputs; value; quality • Nationwide – Powys County Council preserves reputation for excellence of arts provision • Arts development innovative behaviour • Arts & cultural festivals & events – social; economic benefits • Unique & well developed arts & cultural offer existing in county • Arts usage of building assets for community advantage • Transferable experience; knowledge; data in service • Marketing - reach, distribution, awareness • Innovative aspects • Ability of arts & cultural activity to augment location and environment • Arts themed accreditations, qualifications, certifications for young people 	<ul style="list-style-type: none"> • Failure to meet the required level of savings corporately • Possible risk to delivery of established & externally funded projects & programmes being delivered by Arts Service • Dependency of established funding partnerships & subsequent financial liabilities • i. Financial risk - liability for redundancy costs for all Hafren theatre staff in the case of closure • ii. closure of Theatr Brycheiniog would result in payback to ACW for Capital funding of £1.677,879m (contributed to build in 1997) – this consequence would be counterproductive overall • Imposition of funding cuts – Powys Dance, Oriel Davies Gallery, 4 theatre venues and smaller supported arts organisations at high risk of being unsustainable • Financial – diminished available funding places currently supported arts organisations at risk of being unsustainable • Reputation – reduction in funding for arts activities perceived negatively • Loss of arts provision e.g. youth theatre; youth music; arts education / skills development programmes • Timescales, deadlines and pressures too short to achieve salvation • Added pressure on arts & culture commissioning officer post –insufficient capacity to meet demands & effectively manage workload; seek & take up development opportunities; consult; plan; support sector • Less able to provide support for & assurance to external funding applications • Limited scope for networking, collaborating & forming new partnerships • Continuity of service provision elements broken • Commitments – contractual & otherwise not able to be honoured; knock on effects for service users; sector employees; contractors • Effects on core activities & key areas of focus – change & further review a distraction • Robustness of budget efficiency decision making process; urgency of timescale; reliability of financial & other data to support strategic decision making

OPPORTUNITIES External Positive Factors	THREATS External Negative Factors
<ul style="list-style-type: none"> • Possibility to work closely with arts organisations & sector to find collaborative solutions • Opportunities to provide services beyond Powys borders (already delivering Criw Celf in Ceredigion) • Burgeoning collaboration with NPTC Group to deliver arts provisions and further education through the arts • Utilise creativity & proactive style of arts sector providers to find new ways of working with existing resources • Work with arts providers to create, develop and produce new income streams inc. business streams; sponsorship; new & alternative fundraising initiatives • Seek broader portfolio of funders for the arts • develop less reliance on Council support • Strong audience appetite for arts product • Growing interest in participating in arts activities • Greater understanding of the benefit arts & culture provides for personal well-being & community resilience • Greater understanding of arts & cultural economic benefits & contribution to regeneration • Potential positive impact of Brexit e.g. people using & buying local services, products & experiences • New business opportunities • Developing worldwide market for arts & crafts products inc. digital content • Superfast Broadband making it increasingly possible for creative industry start-ups & business relocations to Powys 	<ul style="list-style-type: none"> • Risk of losing some or all Arts Council of Wales funding reliant on Local Authority match • Less public funding available for arts & cultural activity • Increasing pressure on alternative funding sources inc. trusts & foundations • Pressure increasing on requirement for volunteers • Difficulty in recruiting skilled & experienced Board members • Loss of creative industry professionals in Powys • Loss of young people living, studying & working in Powys • Loss of jobs • Loss of services • Loss of local procurement & trade • Inability to make best use of digital technology • Loss of tourism • Loss of cultural vibrancy • Inability to attract people & families to live and work in Powys • Threat to schools numbers • Weakness of Wales & UK economy • Potential negative impact of Brexit • Potential loss of European funding • Loss of key staff • Sustainable financial backing • Economy, both local and international • Seasonality affecting continuity of earned income & cash flow for venues & arts operators • Diminished cultural vibrancy in Powys communities

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Very Poor		Choose an item.
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).		Poor		Choose an item.
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.		Very Poor		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Very Poor		Choose an item.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Poor		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>		Poor		Choose an item.
<i>Opportunities to promote the Welsh language</i>		Poor		Choose an item.
<i>Welsh Language impact on staff</i>		Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>		Very Poor		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>		Choose an item.		Choose an item.
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduced, or loss of, access to arts & cultural facilities, services, activities inc. training, learning & development	Very Poor		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Loss of collaborative opportunities; damage to established partnership arrangements;	Very Poor		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Very Poor		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	It is widely understood that participation & involvement in arts & cultural activities increases mental & physical health & well-being; reduces social isolation & loneliness; improves community integration - it is important that this contribution is recognised by the authority in the decision making process. Loss of access to arts & cultural activities, facilities, events and community venues will impact negatively on this benefit and potentially increase demand on other services.	Very Poor		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Poor		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Poor		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Poor		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Unknown		Choose an item.
Impact on Powys County Council Workforce		Poor		Choose an item.

Source of Outline Evidence to support judgements

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium

Mitigation

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium

Mitigation

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to removal of funding to theatre, gallery & arts organisations resulting in possible closures / loss of facilities; damage to PCC reputation.	Very High	tbd	
Significant impact – loss of external match & partnership funding brought into county.	Very High	tbd	
Loss of cultural services to communities in Powys	Very High	tbd	

Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

12. On-going monitoring arrangements?

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

Please state when this Impact Assessment will be reviewed.

13. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Lucy Bevan		10 Dec 2018
Head of Service:	Stuart Mackintosh		
Director:	Ian Budd		
Portfolio Holder:	CLlr Rachel Powell		

14. Governance

Decision to be made by	Date required
Cabinet	2018

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Leisure & Recreation	Head of Service	Stuart MacKintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Phyll Davies
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Proposal	Budget Savings Proposal for Catering Service for FY 2019/2020
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Outline Summary / Description of Proposal

Proposal to deliver revenue savings from the Catering service for FY 2019/20 by implementing the proposals below:

- Closing the corporate restaurant in Neuadd Brycheiniog, Brecon.
- Do not renew contract for vending machines across the Council when contract expires in 2018.
- Introducing more attractive offers in High Schools.
- Increasing school meal price in Primary and High Schools.
- Modernise approach and menu for catering in Restaurant in County Hall.
- Introduce a service 'brand' and use social media.

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£230,000	£	£	£	£230,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	By end of 2018	Yes

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

Version	Author	Job Title	Date
V1	Jason Rawbone	Professional Lead Catering & Cleaning	3 September 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

- The proposal to close the restaurant at Neuadd Brycheiniog will impact on staff using the service within the building and the meals provided to Arosfa day centre.
- The introduction of an increased school meal price will impact on parents who pay for their children to have school meals.
- Modernising County Hall restaurant will affect customers and staff who use the facility, with reduced hot meal service and providing a coffee shop style offer.

Service Area informed:	Social Care Team/Council Staff/Schools & Parents	Contact Officer liaised with:	Miar Preece
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Mitigation

Catering service will meet with Miar Preece from the Social Care Team to discuss Arosfa day centre meals provision.
 Schools and parents have been informed of the school meal price increase prior to the summer holiday 2018.
 Council staff will be informed of future developments within the County Hall restaurant.

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	With the closure of the Neuadd Brycheiniog restaurant will result in 3 staff redundancies and no canteen facilities for office staff.	Poor	Staff will be offered redeployment into available positions within the Council.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal to increase school meal prices has the impact to drive down uptake without ongoing and sustained mitigation measures. The review of staff canteens is an internal PCC matter and would not impact on non-Council citizens.	Neutral	Impact on uptake based upon previous price changes, has not led to reduced uptake. Uptake has risen, alongside uptake of FSMs which the Service believe is related and correlates with the activity of the Service to meet with schools, school councils, parent evenings, and ad-hoc promotions and special events, this will continue.	Good

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Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	The proposal to introduce a brand and use social media will enhance and contribute to effective communication with the public and customers. Internal staff will develop to use social media to the service's best effect.	Good	Careful and controlled monitoring of social media posts in line with the corporate social media policy, with the support from our communication team.	Good
Residents and Communities We will support our residents and communities	An increase in school meals is not a decision taken lightly. Close monitoring of global and supplier food prices are taken into account and any school meal prices are increased accordingly and if required. The catering team are conscious that parents demand value for money and we take this into account when developing our school menus.	Neutral	Prior information to schools to communicate any changes in school meal prices is important this is done prior to the summer holidays, so parents are informed well in advance. The future use of social media will aid us to also communicate this effectively.	Good

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Source of Outline Evidence to support judgements

1. School meal price increase Business Case 2018

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>With the proposal to develop food offers in high schools and the County Hall restaurant we are very eager to educate and contribute to global environmental issues such as recycling and use of single use plastics and to develop initiatives with our schools and suppliers to support and educate how best we can all help to make our environment better.</p>	<p>Good</p>	<p>Work is developing to start initiatives with our local supplier Radnor Hills to support schools to best recycle plastic drinks bottles that are supplied to our high school kitchens. Also the restaurant in county hall no longer uses plastic cutlery and we only use compostable plates, cups etc. for our corporate functions.</p>	<p>Good</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>As above</p>	<p>Good</p>		<p>Good</p>

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>With the development of food offers in our High Schools, we are very conscious of the growing obesity concerns within our country. Our school catering teams meet regularly with high school Nutrition Action Groups (SNAG) to discuss with pupil’s school meals and nutrition. The feedback from these groups help us to develop the school menus. However, we need to develop better more appealing menu options in our high schools, one that pupils will help to develop.</p> <p>In Powys we have introduced a holiday scheme into 4 of our primary schools this summer (2018). Part funded by the WLGA. ‘Food and Fun’ is a school-based programme that provides free healthy meals, nutritional education and physical activity to children in areas of social deprivation during the summer holidays.</p> <p>The programme forms part of the WLGA’s School Holiday Enrichment Programme (SHEP) and is jointly funded and supported by the council, Welsh Government and other partner agencies including the health board.</p> <p>It aims to tackle holiday hunger and improve children’s health and well-being, as well as address social isolation and a lack of routine by providing a safe, happy place for children to go to during the holiday.</p> <p>This programme is funded by the Welsh Government for next year also (2019) so we will look to develop the programme to include high school aged pupils next year. It has positively benefited all those</p>	<p>Very Good</p>		<p>Very Good</p>
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	parents/pupils who have participated in the programme in the 2 years it has been running in Powys.			
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	By making best use of social media to connect and communicate with Parents, schools, customers will be advantageous for everyone.	Good		Good
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.	With the proposal to develop food offers in high schools and the County Hall restaurant we are very eager to educate and contribute to global environmental issues such as recycling and use of single use plastics and to develop initiatives with our schools and suppliers to support and educate how best we can all help to make our environment better.	Good	Work is developing to start initiatives with our local supplier Radnor Hills to support schools to best recycle plastic drinks bottles that are supplied to our high school kitchens. Also the restaurant in county hall no longer uses plastic cutlery and we only use compostable plates, cups etc. for our corporate functions.	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	By using social media, we will follow corporate policy and interact and respond where possible to questions and post in the Welsh language. We will use the councils translation services and /or Welsh speaking staff members.	Good		Good
<i>Opportunities to promote the Welsh language</i>	As Above	Good		Good
<i>Welsh Language impact on staff</i>	No Impact	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	With the development of healthy school meals and the introduction of the summer SHEP programme we do encourage that staff that are involved in coordinating should be at least one or more Welsh speakers and also there are a number of supporting third party agencies who are Welsh speaking and hold bi lingual activities.	Good		Good
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No Impact	Neutral		Neutral

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<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

Source of Outline Evidence to support judgements
1. Welsh Government Guidance for Healthy Eating in Maintained Schools (Wales) 2. Evaluation Report from the School Holiday Enrichment Programme (2016)

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No Impact	Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Developing our menus and offers in schools and our corporate restaurant to the wants and needs of our customers is key to sustaining the service.	Good	It is important that we continue to work with our schools/pupils/customers and suppliers to develop school meals and canteen menus that are healthy, nutritious and offer value for money.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Consultation with staff when closing the Neuadd Brycheiniog restaurant will be undertaken as well as informing office staff of the proposal. Prior communication is given when planning to change school meal prices to schools and parents.	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No Impact	Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	With our school meals menu development we do encourage schools to support healthy eating and involve our teams in nutritional activities with school councils and SNAG groups also with support from PthB dieticians.	Good	Continue to promote these activities and relationships with schools to encourage school meal uptake and an understanding of healthy lifestyles.	Good

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The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	We will offer staff in redundancy situations, redeployment wherever possible. Our summer SHEP programme benefits families who struggle to feed and entertain their children during the 6 weeks summer holiday by providing free hot nutritious meals and various activities.	Good		Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No Impact	Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No Impact	Neutral		Neutral
Impact on Powys County Council Workforce	With the closure of the Neuadd Brycheiniog restaurant will result in 3 staff redundancies and no canteen facilities for office staff.	Poor	Staff will be offered redeployment into available positions within the Council. Office staff will have to bring in their own lunch or walk to town for lunch	Neutral
Source of Outline Evidence to support judgements				
1. Evaluation Report from the School Holiday Enrichment Programme (2016)				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low

Mitigation

1. Planned consultation and communication around the closure of Neuadd Brycheiniog Restaurant.
2. Further proactive development into High school menus and offers is starting with new offers in October, uptake will be monitored.
3. School meal price increase of 5 pence in High Schools and Primaries has been implemented from September 2018.
4. Further development of county hall restaurant and monitoring of uptake/sales.
5. Establish social media presence to market service and communicate with wider customer audience.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of jobs and employment opportunities	Low	Redeployment will be offered	Low
The proposal to increase school meal prices has the impact to drive down uptake.	Low	Catering Teams promoting schools meals to parents with schools support	Low
County Hall Restaurant not making full cost recovery	Low	Continual monitoring and promoting of the restaurant	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Savings target to be met from Catering service by end of next FY	2019/20		
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

The catering service budget reduction business case (14 Aug 2018)



Catering Budget
 Reductions 2019-20:

14. On-going monitoring arrangements?

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

Monthly management meetings to discuss progress and regular meetings with finance business partners to ensure targets are on track.

Please state when this Impact Assessment will be reviewed.

February 2019

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jason Rawbone		07/09/2018
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Clr Phyl Davies		

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

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Service Area	Leisure & Recreation	Head of Service	Stuart MacKintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Phyll Davies
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Proposal	Budget Savings Proposal for Cleaning Service for FY 2019/2020
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Outline Summary / Description of Proposal

Proposal to deliver revenue savings from the Cleaning service for FY 2019/20 by implementing the proposals below:

- Increasing income by expanding business opportunities: providing a handyman service for minor repairs and maintenance, communal garden clearance/maintenance for general public/housing service. This will either be work outside of the HOWPS contract or work subcontracted from HOWPS.
- A number of internal services have requested reviews of current cleaning schedules in order to make efficiencies. Property services have asked to review cleaning in a number of corporate buildings to save up to £75k. Requests will be reviewed along with staffing. This could further impact negatively upon the Service.
- Introduce a service brand and use social media to expand communication to the residents and public we serve, with potential networking opportunities with greater income potential.

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£39,281	£	£	£	£39,281

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Before end of 18/19 FY	Yes

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

Version	Author	Job Title	Date
V1	Jason Rawbone	Professional Lead Catering & Cleaning	17 September 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

- The reductions in cleaning other services have requested will result in reduced hours and possible redundancies of the cleaning staff. Consequently, corporate building users may notice a difference in the cleaning standard due to reduced cleaning frequency within our corporate buildings.

Service Area informed: Property Services **Contact Officer liaised with:** Neil Clutton

Mitigation

Cleaning service will meet with Neil Clutton from Property Services to establish standard/frequency of cleaning/caretaking to provide the efficiencies.

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Staff reduction in cleaning hours and redundancies within some corporate buildings.	Poor	Staff will be offered redeployment into available positions within the Council.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Unknown		Unknown
Learning and skills We will strengthen learning and skills	The proposal to introduce a brand and use social media will enhance and contribute to effective communication with the public and customers. Internal staff will develop to use social media to the service's best effect.	Good	Careful and controlled monitoring of social media posts in line with the corporate social media policy, with the support from our communication team.	Good

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	Expanding on the services provided by our cleaning service, working with the Housing service and HOWPS to provide handyman services/garden work to support local PCC housing tenants.	Good	Better communication with local tenants through our partners to promote the services available.	Good

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	By expanding the services provided we are keeping local people employed providing services benefiting local residents. Reducing carbon footprint by using local resources and not outsourcing/contracting works keeping the Powys pound in Powys.	Good		Unknown
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above	Good		Unknown
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.	Providing our extended cleaning services to local tenants and local residents that may be less able will help to support their well-being, knowing they can rely on a friendly reliable service.	Good	Better communication with local tenants through our partners to promote the services available.	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	By making best use of social media to connect and communicate with Partners and local residents will be advantageous for everyone.	Good	Better communication with local tenants through our partners to promote the services available.	Good

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The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	With the proposal to expand the cleaning services to provide a "handyman" service, our team will make best use of resources to ensure the least impact on the environment and improve social and economic well-being.	Good	Services provided will be monitored to ensure they are being carried out responsibly and efficiently.	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	By using social media, we will follow corporate policy and interact and respond where possible to questions and post in the Welsh language. We will use the councils translation services and /or Welsh speaking staff members.	Good		Unknown
<i>Opportunities to promote the Welsh language</i>	As Above	Good		Unknown
<i>Welsh Language impact on staff</i>	No Impact	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	No Impact	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No Impact	Neutral		Neutral
<i>Disability</i>	No Impact	Neutral		Neutral
<i>Gender reassignment</i>	No Impact	Neutral		Neutral
<i>Marriage or civil partnership</i>	No Impact	Neutral		Neutral
<i>Race</i>	No Impact	Neutral		Neutral
<i>Religion or belief</i>	No Impact	Neutral		Neutral
<i>Sex</i>	No Impact	Neutral		Neutral
<i>Sexual Orientation</i>	No Impact	Neutral		Neutral
<i>Pregnancy and Maternity</i>	No Impact	Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal 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
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No Impact	Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Developing our cleaning services and collaborating with partners and key stakeholders is essential for sustainability in providing services to local residents.	Good	Using social media and continued collaboration with partners will ensure our service capabilities and identify long term need.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Clear communication with our partners to promote our service and the range of work streams it is capable of.	Good	As above	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	No Impact	Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Continue working with partners to further develop services to improve well-being for local communities.	Good		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	We will offer staff in redundancy situations, redeployment wherever possible.	Neutral		Neutral

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The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No Impact	Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No Impact	Neutral		Neutral
Impact on Powys County Council Workforce	With the request form Property services to reduce their cleaning budget, there will be some redundancies and reduction to staff hours from the cleaning staff within our corporate buildings.	Poor	Staff will be offered redeployment into available positions within the Council.	Neutral

Source of Outline Evidence to support judgements

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
<ol style="list-style-type: none"> Further collaboration with other internal PCC services to provide needed services. Establish social media presence to market service and communicate with wider customer audience. 		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of jobs and employment opportunities	Medium	Redeployment will be offered	Low
Reduction of cleaning service by other services, will reduce cleaning frequency/caretakers in corporate buildings	Medium	Services need to be clear on the standards required/acceptable	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Savings target to be met from Cleaning service by end of next FY	2019/20		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

The cleaning service budget reduction business case (31 Aug 2018)



Cleaning Budget
 Reductions 2019-20:

14. On-going monitoring arrangements?

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

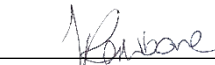

Monthly management meetings to discuss progress and regular meetings with finance business partners to ensure targets are on track.

Please state when this Impact Assessment will be reviewed.

February 2019

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15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jason Rawbone		17/09/2018
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Clr Phyl Davies		

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Countryside Services	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Aled Davies
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Proposal

Outline Summary / Description of Proposal

- Countryside Services have a savings target of £145,064 for the 2019/20 financial year.
- The Service has two main areas of expenditure, salaries and third party spend. There are minimal opportunities for income generation however these will be explored. In reality, increasing income comes with a negative impact on service delivery, as resources are directed away from ‘statutory’ duties in order to generate income.
- The required savings targets require a reduction in staffing and headcount. However, in recent months the Service has been successful in gaining both external grant income and capital funding. One member of staff has also handed in their notice. Therefore, the savings that were to be made from salaries, can be covered for the 2019/20 financial year from grant income and not recruiting to the vacant position.
- This is only a temporary delay to the required cuts in salaries. Unless grant income for 20/21 matches or exceeds the amounts due for 19/20, there will have to be significant redundancies or reduction in staff costs from April 2020.
- There will also be a significant reduction in third party spend for 2019/20 (£110,000) and therefore a significant negative impact on service delivery of statutory functions.
- There will be reduced capacity for the Service to work with volunteers and local communities to maintain, improve and promote their local networks.
- There will also be reduced ability and capacity for Countryside Services to apply for and deliver external grant funded projects from 2019 onward.

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£145,064	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
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No consultation required (please provide justification)	No Staff consultation required as no reduction in headcount or working hours proposed. No consultation with the public required, however, the Service will be informing stakeholders as soon as final decisions are made.	No
---------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----

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

Version	Author	Job Title	Date
v.1	Nina Davies	Professional Lead Countryside Access and Recreation	3 rd October 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Health & Safety – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance of public rights of way and access. This may mean that there may be a higher rate of incidents, accidents and insurance claims.

Insurance – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance of public rights of way and access. This may mean that there may be a higher rate of incidents, accidents and insurance claims. With reduced capacity for monitoring and undertaking works, the council will have a weakened position in terms of defending claims.

Regeneration – Reduced capacity for officers to collaborate with Regen projects and bids. Countryside access directly contributes to the local economy as tourist attractions.

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Service Area informed:		Contact Officer liaised with:	
Mitigation			
None identified			

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	The required savings targets will result in less officers working on statutory duties to maintain public rights of way. There will also be a significant reduction in spend on maintenance and practical works. These options will result in a reduction in the quality and accessibility of public rights of way and countryside access. This would have a negative impact on the economy as they are tourist attractions and attract people to visit Powys in order to walk, cycle, ride and drive. The reduction in third party spend would negatively impact on Powys based suppliers and contractors.	Very Poor		Very Poor
Health and Care We will lead the way in effective, integrated rural health and care	Public rights of way and countryside access provide opportunities for play, recreation and exercise. A reduction in their quality or accessibility may therefore have a negative impact on the health and wellbeing of the residents of Powys.	Poor		Poor
Learning and skills We will strengthen learning and skills	There will be reduced capacity to work with volunteers, thus a reduction in the opportunities for learning and skills.	Poor		Poor

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	Public rights of way and countryside access provide opportunities for play, recreation and exercise to local residents and communities. A reduction in their quality or accessibility will therefore have a negative impact. There will be reduced capacity to work with local communities in order to support them to maintain, improve and promote their local networks.	Poor		Poor

Source of Outline Evidence to support judgements

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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 reduction in third party spend will negatively impact on Powys based contractors and suppliers.	Poor		Poor
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	The reduction in staff and capacity will mean that officers are no longer able to support biodiversity projects in the same way.	Poor		Poor
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.	Reducing the quality of public rights of way and countryside access will negatively impact on the ability for people to maximise benefits to their physical and mental well-being.	Very Poor		Very Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Deteriorating public rights of way and access will make communities less attractive and less connected.	Poor		Poor

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	The proposals do not contribute positively to global well-being.	Poor		Poor
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	At this stage, it is not anticipated that the Welsh language will be any more negatively impacted upon than the English language.	Unknown		Unknown
<i>Opportunities to promote the Welsh language</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Welsh Language impact on staff</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>People are encouraged to do sport, art and recreation.</i>	Deteriorating public rights of way and access networks does not encourage people to take part in sport or recreation.	Poor		Poor
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Disability</i>	The reduction in third party spend means that funding for improvements to make public rights of way more accessible will be ceased. Unless external grant funding is sourced.	Poor		Poor
<i>Gender reassignment</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Marriage or civil partnership</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Race</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Religion or belief</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sex</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sexual Orientation</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Pregnancy and Maternity</i>	There are no known impacts at this stage.	Unknown		Unknown

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Source of Outline Evidence to support judgements

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The long term implications of these proposals are unknown.	Unknown		Unknown
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The Service has been working with Town and Community Councils in order to help them develop and maintain, improve and promote their local networks. The reductions in officers and spend puts this work at significant risk. Unless external grant funding can be found this work will likely cease. Even though it is the favoured way to transform service delivery, resources are required to make it happen. With reduced staff and spend, the Service will be concentrating on trying to manage the most urgent health & safety issues.	Very Poor		Very Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Due to the timescales given for putting forward proposals to meet the efficiency savings, there has not been the time to communicate and engage with the residents and communities who would be affected.	Very Poor		Very Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Unknown.	Unknown		Unknown

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unknown.	Unknown		Unknown
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unknown.	Unknown		Unknown
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unknown.	Unknown		Unknown
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.	Unknown.	Unknown		Unknown
Impact on Powys County Council Workforce	Any reduction in the quality and accessibility of public rights of way and access may negatively impact the ability of PCC to attract employees to the county and the council. Powys would become a considerably less attractive place to live, work and visit.	Poor		Poor
Source of Outline Evidence to support judgements				
Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
None identified		

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Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Health & Safety – reduction in monitoring and ability to undertake maintenance, due to less officers and spend, may result in greater numbers and severity of health & safety risks.	High	None identified	High
Insurance – reduction in maintenance of public rights of way may lead to a reduced ability for PCC to defend claims in case of any accidents/incidents	Medium	None identified	Medium
Well managed and maintained public rights of way are important tourism assets. Powys would become a considerably less attractive place to live, work and visit.	Medium	None identified	Medium
Powys County Council would have reduced capacity to deliver its Vision 2025, as Countryside Services delivers direct benefits in terms of the Economy, Health & Well-being, Learning & Skills and supporting Residents & Communities.	Medium	None identified	Medium
Loss of/reduction in income for local contractors who would normally be employed to undertake maintenance works. Leading to a negative impact on local businesses and the local economy. If local contractors cease trading, the Service would have difficulty delivering work with the remaining budget.	Medium	None identified	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium risk overall	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Remove £145,064 from Countryside Services Budget	1 st April 2019	Countryside Services meet their efficiency savings targets	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

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The integrated approach to support effective decision making



11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Finance												
Health & Safety												
Insurance												
HR												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
--------------------------------------------------------------	----------------------------------	--

The required savings for Countryside Services will result in a reduction in the number of officers delivering statutory work on public rights of way. There will also be a significant reduction in third party spend, also resulting in a reduction in the delivery of statutory work on public rights of way. The Service will have a reduced capacity to work with volunteers and local communities to maintain, improve and promote local networks.

Some of the impacts and risks include:

- Deterioration in the % of the Powys public rights of way network open and easy to use, including promoted recreational trails.
- The backlog of problems will increase and the capacity for resolution would greatly decrease.
- With much reduced budget for maintenance, bridges may be closed, removed and not replaced.
- Replacement and new signage would reduce.
- There would be no regular inspections of bridges meaning the Authority is at risk of claims and legal action.
- Meeting the savings targets may result in increased legal action being taken against Powys County Council in terms of judicial review and notices being served. It is entirely plausible that the savings achieved could be dwarfed by the increased legal costs in defending the potential upsurge in number of legal challenges.
- The Service expect an increase in FOI and correspondence campaigns by user groups and others.
- Cuts could severely compromise the ability to answer FOIs in the timescale needed.
- There will be reduced ability and capacity for Countryside Services to apply for and deliver external grant funded projects from 2019 onward.
- Powys County Council would have reduced capacity to deliver its Vision 2025, as Countryside Services delivers direct benefits in terms of the Economy, Health & Well-being, Learning & Skills and supporting Residents & Communities.

- Powys would become a less attractive place to live, work and visit.
- The reduction in third party spend means a loss of income for local contractors who would normally be employed to undertake maintenance works. Leading to a negative impact on local businesses and the local economy.

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

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

N/A

14. On-going monitoring arrangements?

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

No arrangements are proposed at this time.

Please state when this Impact Assessment will be reviewed.

N/A

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nina Davies		04/10/2018
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Clr Aled Davies		

16. Governance

Decision to be made by

Choose an item.

Date required

FORM ENDS

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Cyngor Sir Powys County Council

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Library Service	Head of Service	Stuart Mackintosh	Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell
Proposal	Closure of 10 branch libraries, 2 mobile libraries and 50% reduction in book/resources fund to achieve savings of £363,000 in 2019/20. As it is not possible to achieve the full saving quickly due to lengthy consultation processes needed, a revised target of £200,000 savings has been set for achievement mid-year.						
Outline Summary / Description of Proposal							
To transfer to community management or close 10 branch libraries To cease delivery of a mobile library service (2 vehicles covering county) To reduce provision of relevant up-to-date library stock by reducing amount spent on resources.							

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

Version	Author	Job Title	Date
V2 (V1 on previous IA template)	Kay Thomas	Principal Librarian	7 Nov 2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£363,000 – not achievable due to consultation process, revised to £200,000 to be achieved mid-year	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	3 month public consultation anticipated to explore all possibilities and to try to avoid judicial review

4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
 PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Customer services, schools service, Income and Awards, cleaning, children’s and adults’ services, PAVO and 3rd sector partners, ICT and Data Protection

5. How does your proposal impact on the council’s strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The following benefits of branch libraries will be lost: Branch libraries draw people into town centres, which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Libraries will play an important role in the roll out of Universal Credit in Powys. Reduction in the library service provided by the authority will impact on statutory service delivery as reported to Welsh Government under the Welsh Public Library Standards framework, which encompasses core entitlements for residents of Wales	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>There will be severe impact, with residents having more limited opportunity to access council services, literature and information. The library service is also Dementia Friendly and offers literature in support of this to those living with Dementia and their carers. Libraries are part of the Book Prescription Wales schemes for adults and children, so residents would be unable to collect titles prescribed by health colleagues locally. The library service works closely with Powys Health Promotion unit to widely disseminate campaign information to libraries across the county (e.g. measles vaccinations, or stop smoking campaigns).</p> <p>Public libraries have enabled people to access online cognitive behaviour courses prescribed for them.</p> <p>Activities in branch libraries have a positive impact on health and wellbeing, e.g. rhythm and rhyme sessions for parents and babies encourages bonding as well as a social network for peer support. Dementia reading aloud sessions have proven benefit, and groups such as book groups, knit and natter and poetry groups offer mental stimulus and social interaction to boost overall wellbeing.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners keen to be involved with transformational proposals. (good/very good)</p>	<p>Unknown</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>The following benefits of branch libraries will be lost: The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library user survey said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>Reduction in resources fund will affect variety of learning resources available. Powys already does not meet Welsh Public Library Standards requirements for up-to-date stock.</p> <p>“Access to Research” is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Ancestry.com and FindmyPast local and family history online resources are similarly only freely available from library computers.</p> <p>Volunteer opportunities allow people to learn, practice and share skills locally in their community.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Many online resources e.g. Access to Research do not give access from home computers (poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least access to print based learning resources. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Learning and skills partners have shown initial interest. (good)</p>	<p>Unknown</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc. Literacy is developed for all ages e.g. through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions.			
Residents and Communities We will support our residents and communities	<p>Library services support residents to live fulfilled lives and to feel part of their community. 90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives. Closure of branch and mobile libraries will have a significant impact on these outcomes.</p> <p>Mobile library customers in particular are the more elderly and vulnerable, living in more isolated areas and frequently without their own transport; 70% of mobile library customers are aged 60+, and 58% of those who have given their gender are female.</p> <p>Reduction in the library service provided by the authority will impact on statutory service delivery as reported to Welsh Government under the Welsh Public Library Standards framework, which encompasses core entitlements for residents of Wales.</p>	Very Poor	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction. This will not help mobile library customers. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners keen to be involved with transformational proposals. (good)</p>	Unknown

Source of Outline Evidence to support judgements

Adult library user survey data, Nov 2015 – to be updated once results of survey Oct 2018 are analysed
 Results of public consultation, July 2016
 List of services provided by branch libraries
 Library management system membership and usage data
 “Connected and ambitions libraries” Welsh Public Library Standards framework 6, 2017 – 2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Analysis of library membership postcodes 2016
 Analysis of library usage by road zones 2013

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Closure of libraries would see the loss of the following contributions to this goal:</p> <p>Branch libraries already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users.</p> <p>Contributions to the local economy and learning as outlined above, plus work experience and volunteer opportunities in libraries develop skills for employability.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>

<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The removal of library network from rural communities will have a direct impact on social and economic resilience, as residents will no longer be able to directly interact with the council services in their local community, nor seek advice or information from a member of staff face-to-face.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
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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.

Public Health (Wales) Act, 2017:

Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.

<p>Closure of libraries would see the loss of the following contributions to this goal:</p> <ul style="list-style-type: none"> • Visits to the library improve the health and wellbeing of residents, and reading boosts mental health, along with social interaction. • Reading for pleasure for 6 minutes per day lowers stress by 68% (Univ of Sussex research) – loss of physical book loans • Social interaction which boosts wellbeing • Wide range of activities supporting wellbeing e.g. dementia singing, poetry, tai chi • Ready access to book prescription schemes and health information. • 69% of respondents to the adult library user survey Nov 15 reported that the library had helped them with information about health matters, and 91% said that going to the library makes them feel better. <p>Loss of mobile libraries in particular will affect a high % of very elderly and disabled customers.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. (Poor)</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners interested in development. (good / very good)</p>	<p>Unknown</p>
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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Closure of libraries would see the loss of the following contributions to this goal: 90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. (Poor)</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
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<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 (see guidance)</p> <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>Libraries act as a Hub of information and communication with the wider world, and loss of any facility could potentially impact knowledge and understanding, and interaction with the wider world.</p> <p>This would include loss of service to children and young people, and access to information and democratic process (consultations often run through libraries). Closure of some libraries could be considered as unfair to children and young people who live in more rural areas of Powys, compared to those living in larger towns which still maintain the service.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.</p>	<p>Unknown</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Currently provided through range of stock and resources, including Welsh speaking staff – these benefits were highlighted through the public consultation process. Partners also deliver in libraries as community venues e.g Welsh classes, Welsh medium children’s activities, Welsh language book clubs.</p> <p>In the adult public library user survey Nov 2015, 6% of respondents overall said that their main language is Welsh, compared to 87% English. However, this varies considerably across the county</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. Very limited online resources available (published) in the Welsh Language (e-books, magazines and audio downloads) (Poor)</p> <p>Community partners will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. Welsh speaking communities are likely to be able to interact in Welsh. (good)</p> <p>Partners may continue to deliver activities locally in other community locations. (good)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.(good)</p>	<p>Unknown</p>
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<p><i>Opportunities to promote the Welsh language</i></p>	<p>Currently promoted by range of stock and associated activities in the Welsh language e.g. storytimes, Welsh classes, author visits. These opportunities could be lost if branch libraries close. Partners also deliver in libraries as community venues e.g Welsh classes, Welsh medium children’s activities, Welsh language book clubs.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. Very limited online resources available (published) in the Welsh Language (e-books, magazines and audio downloads) (Poor)</p> <p>Community partners will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. Welsh speaking communities may have volunteers who will be able to interact in Welsh. Partners may continue to deliver activities locally in other community locations. (Good)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
<p><i>Welsh Language impact on staff</i></p>	<p>If staff are made redundant through this project, this could impact on Welsh speaking staff, and opportunities for the public to speak to staff in their language. (Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 – 19 staff Level 1 – 25 Level 2 – 14 Level 3 – 7 Level 4 – 5 Level 5 – 7</p>	<p>Very Poor</p>	<p>Redeployment opportunities within the library service would be extremely limited, possibly within PCC as a whole. The need to have Welsh speaking staff is more crucial with the new Welsh Language Standards, but distances within Powys make redeployment more problematic.</p>	<p>Very Poor</p>

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<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Libraries currently offer a wide range of opportunities for cultural, educational and recreational activities- 16,175 people attended library events in 2015/16. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced opening hours, and has been supported by partner organisations and volunteers. They are also required as core entitlements under the Welsh Public Library Standards and provide the cultural offer under the UK wide Universal Offers provided by library services.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</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).

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	<p>The age breakdown of 68,596 registered library members shows the following in Nov 2018:</p> <table border="0"> <tr><td>0-4 years</td><td>1524</td></tr> <tr><td>5 – 10 years</td><td>5510</td></tr> <tr><td>11-13 years</td><td>4209</td></tr> <tr><td>14-17 years</td><td>4466</td></tr> <tr><td>18-59 years</td><td>31218</td></tr> <tr><td>60+ years</td><td>21029</td></tr> <tr><td>Not given</td><td>640</td></tr> </table> <p>This equates to:</p> <table border="0"> <tr><td>Under 18</td><td>22%</td></tr> <tr><td>18 – 59</td><td>46%</td></tr> <tr><td>60 +</td><td>31%</td></tr> <tr><td>Not given</td><td>1%</td></tr> </table> <p>Responses to service surveys generally show that the most frequent users are the very young, elderly and unemployed people, frequently the most vulnerable in our societies. Impact of library closures and loss of the mobile library service will be heaviest on the very young and older people.</p> <p>Information from the adult library survey Oct 2018 to update this section</p> <p>This is also shown in the responses to the public consultation April – July 2016:</p> <p>Under 45 years: 19% of responses 45-64 years: 39% 65+: 42%</p> <p>and even more markedly in the responses to the adult public library user survey in Nov 2015, which showed 22% of respondents 75 years +, and 32% between 65-74 years.</p> <p>We can therefore conclude that any closure of libraries would impact heavily on older people.</p>	0-4 years	1524	5 – 10 years	5510	11-13 years	4209	14-17 years	4466	18-59 years	31218	60+ years	21029	Not given	640	Under 18	22%	18 – 59	46%	60 +	31%	Not given	1%	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Very Poor)</p> <p>Older people are less likely to want or be able to use online services - opportunity for “get online” type projects to support here – talk to PAVO and others.</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
0-4 years	1524																									
5 – 10 years	5510																									
11-13 years	4209																									
14-17 years	4466																									
18-59 years	31218																									
60+ years	21029																									
Not given	640																									
Under 18	22%																									
18 – 59	46%																									
60 +	31%																									
Not given	1%																									

	<p>Withdrawal of the mobile library service in particular would impact very badly on the older population; early analysis of user survey results 2018 shows that 59% of users are aged 75+.</p> <p>A survey of junior library members (7 - 16 years) was carried out in Oct 2016. This will be updated in autumn 2019</p> <p>94% of respondents aged 7-11 years find their library to be a safe and enjoyable place to visit, and 61% feel it makes a difference to their lives. An overall rating of 9.1 out of 10 was given for the library service with this age group.</p> <p>With 11-16 year olds, 88% find the library safe and enjoyable, 55% said it makes a difference to their lives, and an overall rating of 8.5 out of 10 was achieved.</p> <p>Staff data by age (data from Nov 2018):</p> <p>21 - 30: 3.87%</p> <p>31 – 40: 12.65%</p> <p>41 – 50: 15.27%</p> <p>51 – 60: 45.91%</p> <p>61 – 65: 18.62%</p> <p>65+: 3.66%</p> <p>Redundancies are likely to affect older staff more.</p>			
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<p><i>Disability</i></p>	<p>Public consultation 2016: 23% of respondents stated that they have a long term disability or condition.</p> <p>Library service surveys frequently receive responses around mobility issues, and the inability of such residents to travel to bigger towns to access libraries. In the adult public library user survey, Nov 2015, 25% of respondents stated that they have a long term disability or condition, with 13% of those citing mobility issues, 9% hearing and 8% problems with stamina, breathing and fatigue. 4% cited each of vision, dexterity, mental health and memory issues. This is to be updated with data from the adult user survey 2018.</p> <p>Early analysis of responses from mobile library users shows a particularly high level of disabled users – 56% living with a long term disability, with mobility most cited difficulty</p> <p>Closure of libraries and mobile libraries is therefore likely to affect people living with disabilities particularly hard</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)</p> <p>Explore working with disability support groups to provide some mitigation (unknown potential)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
<p><i>Gender reassignment</i></p>		<p>Unknown</p>		<p>Unknown</p>
<p><i>Marriage or civil partnership</i></p>		<p>Unknown</p>		<p>Unknown</p>
<p><i>Race</i></p>	<p>In the adult library user survey Nov 2015, 89% gave their ethnicity as white, 2% other, and 9% declined to answer. No specific impact identified.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>Religion or belief</i></p>		<p>Unknown</p>		<p>Unknown</p>

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<p>Sex</p>	<p>The membership database shows that 25537 registered library members are male (37%), and 39057 are female (57%). Not all of the 68,596 members have given this information. (Nov 2018)</p> <p>The analysis of the public consultation exercise, April – July 2016, also reflects that more females use the library service than males; 69% female 31% male</p> <p>This is confirmed again by the adult library user survey data from 2015: 64% responses female 30% male.</p> <p>Mobile library service data from the adult user survey 2018 shows that 76% of users are female.</p> <p>Library Staff data as at Nov 2018: Male: 8% Female: 92%</p> <p>Library closures would impact more on females in the community and in the workforce.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
<p>Sexual Orientation</p>		<p>Unknown</p>		<p>Unknown</p>

<p><i>Pregnancy and Maternity</i></p>	<p>No data, although anecdotal evidence in comments to surveys state that new parents enjoy coming to the library with their babies whilst on maternity leave. Parents who cannot drive also state that they find the local library or mobile library a lifeline.</p>	<p>Very Poor</p>	<p>Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p> <p>No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)</p> <p>Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)</p>	<p>Unknown</p>
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Source of Outline Evidence to support judgements

Adult library user survey data, Nov 2015 – to be updated with Oct 18 data.
 Mobile library user survey data Oct 2018
 Results of public consultation, July 2016
 List of services provided by branch libraries
 “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
 Book Prescription Wales and Children and Families Book Prescription loan data
 Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012
 Trent staff data
 Welsh Public Library Standards return 2017/18

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How does your proposal impact on the council’s other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>It is important that budgetary pressures do not override the opportunity to develop long term planning and ability to maintain/increase contribution to the wellbeing goals for the future. This is a significant risk.</p> <p>Opportunities to link with other PCC reviews and strategies in the longer term, with opportunities to improve services and outcomes for residents, could be lost through immediate budget pressure to achieve savings targets.</p> <p>Any library closures would impact on the service’s ability to contribute to wellbeing goals in the future.</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p>	<p>Unknown</p>

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>The library service has a long history of working with partners to be able to deliver more, both within PCC and in the 3rd sector. This will be lost with closures. Partnership agreements currently in place e.g. with N Montgomeryshire CIC will have to be broken.</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p> <p>Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.</p>	<p>Unknown</p>
<p>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</p>	<p>None has taken place as Cabinet have yet to conclude the budget and how they wish to deal with savings targets for the library service</p>	<p>Unknown</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>
<p>Prevention: Understanding the root causes of issues to prevent them from occurring.</p>	<p>The public consistently highlight that public libraries already offer preventative medicine and save the authority and the health service money in that way. It is important that this contribution is recognised by the authority in the decision making process. Library closures will impact this benefit and potentially increase demand on other services.</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>Branch and mobile libraries impact positively for residents under the wellbeing objectives and Vision 2025 priorities – closure would affect this contribution significantly.</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>Branch and mobile libraries impact very positively on this principle, through provision of a free service at the point of delivery, also support for job seekers. Jobseekers who are required to undertake job searches daily and use library facilities to do this with support from staff, would be particularly badly affected by closures</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>

Principle	How does the proposal 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
<p>Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account</p>	<p>The following benefits of branch and mobile libraries will be lost: The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library user survey said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>“Access to Research” is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK.</p> <p>Library users with a carers library card will find it much harder to access the library service.</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>All libraries support the vulnerable and those on the fringes of communities – closure would impact on these groups. Safeguarding policies are in place for children and vulnerable adults, for reporting concerns – branch and mobile library staff know their local customers well, and frequently pick up on issues</p>	<p>Very Poor</p>	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector, social care and health partners, particularly in mobile wellbeing hubs.</p>	<p>Unknown</p>

Principle	How does the proposal 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
<p>Impact on Powys County Council Workforce</p>	<p>Staff data by age (data from Nov 2018): 21 - 30: 3.87% 31 - 40: 12.65% 41 - 50: 15.27% 51 - 60: 45.91% 61 - 65: 18.62% 65+: 3.66%</p> <p>Redundancies are likely to affect older staff more. The majority of staff are female and work part time: Full time: 12% Part time: 88%</p> <p>Staff gender (Nov 2018): Male: 8% Female: 92%</p> <p>Redundancies could impact on Welsh speaking staff, and opportunities for the public to speak to staff in their language. (Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 - 19 staff Level 1 - 25 Level 2 - 14 Level 3 - 7 Level 4 - 5 Level 5 - 7</p> <p>Wholesale closures and redundancies would impact on protected characteristics</p>	<p>Very Poor</p>	<p>Redeployment opportunities non-existent within library service, and very limited within PCC Distances also prohibitive to redeployment opportunities</p>	<p>Very Poor</p>

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	Also cleaning service staff			

Source of Outline Evidence to support judgements

Adult library user survey data, Nov 2015 – to be updated with Oct 18 data.
 Mobile library user survey data Oct 2018
 Results of public consultation, July 2016
 List of services provided by branch libraries
 “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
 Book Prescription Wales and Children and Families Book Prescription loan data
 Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012
 Trent staff data
 Welsh Public Library Standards return 2017/18

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8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
High	High	High
Mitigation		
Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.		

9. How likely are you to successfully implement the proposed change?

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Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to library closures, leading to legal challenge of decisions and judicial review process, loss of PCC reputation, and inability to achieve savings as required under MTFS whilst legal challenge is undertaken (likely to be a lengthy process)	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High
Significant impact on statutory service delivery to the customer/community, under the Welsh Public Library Standards framework – potential for WG intervention and loss of library authority status	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High
Significant missed opportunities for larger PCC financial savings together with improved customer service and wellbeing outcomes, through joint working in a community hub setting e.g. on Social care hubs, small business hubs, customer services review, office accommodation and agile working initiatives	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High

Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	X		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Closure of 10 libraries and 2 mobile library services is required to meet the savings target of £363,000 in 2019/20. This is very high risk, and cannot be achieved due to the consultation process. A revised target of £200,000 has been set for 2019/20, to be achieved mid-year.</p> <p>If the mitigation measure of pursuing community hubs alongside other PCC and external service providers is accepted, and savings targets commuted, this would require immediate action to create a project board and project team to vigorously pursue the creation of local hubs in the current library locations. This also gives the opportunity to develop the mobile facility in the same way, for outreach provision in even smaller communities.</p>	

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

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

Results of adult library user survey 2018 to be analysed and added into assessment

12. On-going monitoring arrangements?

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

Should the decision be to close the branch and mobile library facilities, the impact can be in part monitored in terms of additional uptake of digital resources, but this will not give any true evidence of impact on protected characteristics nor social or economic impacts in local communities.

Please state when this Impact Assessment will be reviewed.

13. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Kay Thomas		09/11/18
Head of Service:	Stuart Mackintosh		
Director:	Ian Budd		
Portfolio Holder:	CLlr Rachel Powell		

14. Governance

Decision to be made by	Date required
Cabinet	2018

FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Powys Museum Service	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell
Proposal	To cease grant support to the Judge's Lodging, Presteigne, and the Old Market Hall, Llanidloes; leasehold CAT transfer of Radnorshire Museum; co-location of Welshpool Library and Powysland Museum						
Outline Summary / Description of Proposal							

Powys Museum Service

The Council currently has 5 museums in Powys:

- Brecknock Museum and Art Gallery (Shire museum) – currently under development as Y Gaer – a co-location project with Brecon Library, due for completion in 2019.
- Llanidloes Museum (local/town museum) – co-location project with Llanidloes Library completed in 2016
- Powysland Museum and Cottages, Welshpool (Shire museum)
- Radnorshire Museum, Llandrindod (Shire museum)
- The Judge’s Lodging (visitor attraction) in Presteigne is owned by the Council but operated by the Judge’s Lodging Trust. A freehold CAT was agreed by Cabinet in November 2016 and is being implemented.

The Museum Service also manages the Old Market Hall building in Llanidloes. This is leased by PCC from Llanidloes Town Council, but the facility run by the Old Market Hall Committee.

Proposals

The proposals do not include recommendations to close any facilities. Sharing buildings – particularly in Welshpool will be very challenging – but the objective is to continue to provide museums in the towns where they are currently located albeit in a reduced form. The proposals are:

- Cease grant support to the Judge’s Lodging and OMH Llanidloes = £22,500. This has been a phased withdrawal for both facilities since 2016/17. Both committees who run the facilities are aware of the Council’s plans to withdraw revenue support, and have been advised to make provision to mitigate impact
- Leasehold CAT Transfer of Radnorshire Museum – building related savings £13,000, which includes rates. The impact will be minimal on Radnorshire Museum. A small amount of permanent exhibition space is being lost along, with an agreement to share the temporary exhibition gallery for displays and meetings.
- Integration of Welshpool Library into Powysland Museum. £49,500 savings from library/museum staffing reductions and building related costs. [these savings will need to be agreed with the Library Service]. There will be a requirement for both services to compromise service delivery due to a large reduction in space for both services.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£85,000	£	£	£	£

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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	31 October 2018	Yes

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

Version	Author	Job Title	Date
V1	Catherine Richards	Principal Lead Museums, Archives and Information Management	6/09/2018

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4. Impact on Other Service Areas

<p>Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</p>	
<p>Corporate Property HR Legal Services</p>	
<p>Service Area informed:</p>	<p>Contact Officer liaised with:</p>
<p>Mitigation</p>	

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How does your proposal impact on the council's strategic vision?

<p>Council Priority</p>	<p>How does the proposal impact on this priority?</p>	<p><u>IMPACT</u> Please select from drop down box below</p>	<p>What will be done to better contribute to positive or mitigate any negative impacts?</p>	<p><u>IMPACT AFTER MITIGATION</u> Please select from drop down box below</p>
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions. To further help with financial sustainability Powys Museums must consider how they can further increase the income they already generate.</p> <p>Museums and libraries draw people into town centres, and attract tourists, both of which benefit the local shops and businesses. Maintaining both services in Welshpool ensures the continuation of such benefits.</p> <p>Co-location should improve these outcomes through broadening the offer in one location.</p>	<p>Good</p>	<p>Potential to further develop visitor attractions and associated spend</p>	<p>Unknown</p>
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Visits to Museums for recreational purposes improve the health and wellbeing of residents, boosting mental health, along with social interaction.</p> <p>Volunteering contributes to community wellbeing and improves the Museum Service in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Museums have proved to be ‘safe’ places in which people can learn and develop. This learning experience can come about either as a visitor or a volunteer giving people the opportunity to learn more about their local history and heritage.</p> <p>For volunteers the payback can be significant in terms of skills and employability. Volunteering helps people with their sense of being part of a workplace; helps them learn or improve their IT or other work-related skills; and improves their confidence to look for work.</p> <p>Museums have always been a vital resource of educational attainment, providing source material for a range of qualifications from GCSEs to PhDs. Museum collections have been widely used to bring a wide range of school subjects to life such as history, geography and provide the stimulus for projects as such as art and drama productions.</p>	<p>Neutral</p>	<p>Volunteer opportunities can offer the chance to develop new skills.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Powys Museums hold, care for and continue to develop collections for the county which represent our rich and diverse culture. These in turn enrich the lives of people in our communities and help them live fulfilled lives.</p> <p>In Welshpool co-location with the library will offer two community based services in one location.</p> <p>However public concern about a lack of space for both services will need to be addressed. Concern for the well-known and well-loved staff in both locations could also cause concern from the public. Stock and collections will need to be substantially reduced, and a sensitive and inventive design of the space will be needed.</p> <p>Volunteer opportunities should support a feeling of belonging to the local community.</p>	<p>Unknown</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>In Welshpool try to work with the community to overcome any fears about the library move into the museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negative attitudes. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>

Source of Outline Evidence to support judgements

Powys Museum’s visitor surveys
 Powys Museum’s Accreditation documentation submitted to Welsh Government
 Expert Review of Local Museum Provision in Wales 2015
 A museum Strategy for Wales 2010-2015
 Spotlight on Museums 2016

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions.</p> <p>Museums provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve opportunities for residents</p>	<p>Unknown</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>

<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction.</p> <p>In Welshpool co-locating the library with museum should not impact negatively on these beneficial outcomes for residents.</p> <p>Volunteer opportunities also boost health related outcomes.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Powys Museums contribute much to their local communities. Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p> <p>In Welshpool co-location with the museum offers 2 important community services in one location. It is however important that the integration of stock and collections is done sensitively and does not negatively impact on these outcomes through lack of space for the previous levels of stock/collections on display.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>In Welshpool try to work with the community to overcome any fears about the change in location of the library – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negative attitudes. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Neutral</p>

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<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Powys Museums promote the cultural life of our county, they encourage active participation in culture, protect our heritage, help expand our international profile and contribute to our tourism industry.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Providing access to Museums for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Welsh Language impact on staff</i></p>	<p>There are no Welsh language speaking staff within the Museum Service at this current time.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p> <p>Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Neutral</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Powys Museums enable people to explore collections for inspiration, learning and enjoyment</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others</p>	<p>Unknown</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

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<i>Age</i>	Powys Museums welcome increased use of the service by existing and new audiences regardless of their background or circumstances. It is important that the demographic of our communities is understood and this is used to inform forward planning. Understanding and dismantling barriers, real or perceived, that deter those who do not currently use our collections, or do not participate in our activities is crucial if Powys Museums are to be fully inclusive.	Neutral	Continue to investigate all possible partnerships and ways to improve outcomes for residents.	Unknown
<i>Disability</i>	As above	Neutral	As above	Unknown
<i>Gender reassignment</i>	As above	Neutral	As above	Unknown
<i>Marriage or civil partnership</i>	As above	Neutral	As above	Unknown
<i>Race</i>	As above	Neutral	As above	Unknown
<i>Religion or belief</i>	As above	Neutral	As above	Unknown
<i>Sex</i>	As above	Neutral	As above	Unknown
<i>Sexual Orientation</i>	As above	Neutral	As above	Unknown
<i>Pregnancy and Maternity</i>	As above	Neutral	As above	Unknown

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Source of Outline Evidence to support judgements

Powys Museum's visitor surveys
 Powys Museum's Accreditation documentation submitted to Welsh Government
 Expert Review of Local Museum Provision in Wales 2015
 A museum Strategy for Wales 2010-2015
 Spotlight on Museums 2016

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Choose an item.		Choose an item.
Impact on Powys County Council Workforce	<p>PCC workforce unaffected by removal of grant funding to Judge's Lodging or Old Market Hall. Also Radnorshire Museum CAT transfer – no impact on staff.</p> <p>Powysland Museum and Welshpool Library: There will be redundancies through this proposal, as the staffing complement can be reduced through operating from the same building. The PCC Management of Change and other relevant policies and procedures will be followed.</p>	Poor	Use redeployment and other training opportunities for staff at risk of redundancy, working with HR and Unions as appropriate.	Unknown
Source of Outline Evidence to support judgements				
Trent staff data				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		
<p>Welshpool: try to work with the community to overcome any fears about the change in location of the library, and co-locating with Museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negativity. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Welshpool: In order to deliver the project a public consultation will have to be undertaken. There are risks around the public viewing the co-location as presenting a significant reduction in service and rejecting the proposal.	Medium	Welshpool: try to work with the community to overcome any fears about the change in location of the library, and co-locating with Museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negativity. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Remove grant funding to the Judge's Lodging and Old Market Hall	1 April 2019		
Complete leasehold CAT transfer of Radnorshire Museum	1 April 2019		
Co-locate Welshpool library into Powysland Museum	1 April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

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15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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Cyngor Sir Powys County Council

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Outdoor Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell
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Proposal	
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Outline Summary / Description of Proposal

Outdoor Recreation have to make efficiency savings of £97,125 for the 2019/20 financial year. The options outlined for meeting those savings include:-

- 37 Playgrounds on Housing land would be handed back to Housing Services on 1st April 2019, or sooner.
- Grass Cutting Review. Unlikely that the number of cuts could be significantly reduced further, therefore some areas will cease to be cut.
- Income Target of £21,280. Potential for income from an SLA with the Housing Service to maintain and inspect their playgrounds. Town and Community Councils and other internal departments will be contacted to see if officers can sell services such as playground or tree inspections and drone surveys, but validity unknown.
- Reduction in Third Party Spend of £75,845. This will mean significant reductions in budgets for maintaining any remaining playgrounds, and significant reductions on budgets to undertake tree inspections and any required tree works.

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£97,125	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Discussions with Housing Service and other internal departments will be required. To be completed in the autumn of 2018.	No

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

Version	Author	Job Title	Date
v.1	Nina Davies	Professional Lead Countryside Access and Recreation	17 th July 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Housing Service – in order to meet the efficiency savings, 37 playgrounds on HRA land will be handed back to the Service for management. Currently Outdoor Recreation oversee, inspect and maintain these playgrounds. From April 2019 the Housing Service would be required to take on the maintenance and liability for the playgrounds on their land. An initial meeting between the Professional Lead for Countryside Access & Recreation and an officer from the Housing Service has indicated that there could be the potential for income from an SLA with the Housing Service to maintain and inspect their playgrounds.

Health & Safety – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance and inspections of playgrounds, parks, open spaces and woodlands. This will mean that there may be a higher rate of incidents, accidents and insurance claims. With reduced capacity for inspections, monitoring and undertaking works, the council will have a weakened position in terms of defending claims.

Insurance – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance and inspections of playgrounds, parks, open spaces and woodlands. This will mean that there may be a higher rate of incidents, accidents and insurance claims. With reduced capacity for inspections, monitoring and undertaking works, the council will have a weakened position in terms of defending claims.

Children’s Services – there will be a reduction in the number and quality of playgrounds in Powys which will negatively impact on the objectives of the Vision 2025. They are places where children can play, explore and learn. They positively contribute to the health and well-being of young Powys residents and are focal points for local communities.

Regeneration – Playgrounds, parks, open spaces and woodlands directly contribute to the local economy as they are tourist attractions.

HTR - Reduction or cessation of grass cutting may have an impact on HTR as they deliver the work on behalf of the service.

Service Area informed:	Housing Services	Contact Officer liaised with:	Andy Thompson
Mitigation			

Discussions are ongoing with regards to the possibility of Outdoor Recreation continuing to oversee the 37 playgrounds on HRA land through an SLA.

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5. How does your proposal impact on the council’s strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Reduction in the number and quality of playgrounds would have a negative impact on the economy as they are tourist attractions and help attract families to visit Powys. The reduction in third party spend would negatively impact on Powys based suppliers and contractors.	Poor		Poor
Health and Care We will lead the way in effective, integrated rural health and care	Playgrounds, parks, open spaces and woodlands provide opportunities for play, recreation and exercise. A reduction in their number or quality may therefore have a negative impact on the health and wellbeing of the residents of Powys.	Poor		Poor
Learning and skills We will strengthen learning and skills		Unknown		Unknown
Residents and Communities We will support our residents and communities	Playgrounds, parks, open spaces and woodlands provide opportunities for play, recreation and exercise to local residents and communities. A reduction in their number or quality may therefore have a negative impact. Parks and playgrounds can be important community focal points.	Poor		Poor

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Source of Outline Evidence to support judgements

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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 reduction in third party spend will negatively impact on Powys based contractors and suppliers.	Unknown		Unknown
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).	Unknown	Unknown		Unknown
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.	Reducing the number and quality of playgrounds, parks, open spaces and woodlands will negatively impact on the ability for people to maximise benefits to their physical and mental well-being.	Very Poor		Very Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Reducing the number and quality of playgrounds, parks, open spaces and woodlands will make communities less attractive and less connected.	Poor		Poor

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<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>The proposals do not contribute positively to global well-being.</p>	<p>Poor</p>		<p>Poor</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>At this stage, it is not anticipated that the Welsh language will be any more negatively impacted upon than the English language. This may change if decisions are made to close more playgrounds in Welsh-speaking areas as opposed to English-speaking communities. However, no decisions have been made in this regard.</p>	<p>Unknown</p>	<p>If there are decisions made to close facilities in the future, the impact on Welsh speaking communities to be considered.</p>	<p>Unknown</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>There are no known impacts at this stage.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>Welsh Language impact on staff</i></p>	<p>There are no known impacts at this stage.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Reducing the number or quality of playgrounds, parks, open spaces and woodlands does not encourage people to take part in sport or recreation.</p>	<p>Poor</p>		<p>Poor</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>	<p>Reducing the number or quality of playgrounds, parks, open spaces and woodlands disproportionately negatively effects young children</p>	<p>Very Poor</p>		<p>Very Poor</p>
<p><i>Disability</i></p>	<p>The reduction in third party spend means that existing facilities cannot be maintained and may be removed. Items of fixed play, such as those that are 'accessible for all' could not be purchased or maintained. There would not be available funds to maintain or install paths to allow access for all to sites.</p>	<p>Poor</p>		<p>Poor</p>
<p><i>Gender reassignment</i></p>	<p>There are no known impacts at this stage.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>Marriage or civil partnership</i></p>	<p>There are no known impacts at this stage.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>Race</i></p>	<p>There are no known impacts at this stage.</p>	<p>Unknown</p>		<p>Unknown</p>

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<i>Religion or belief</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sex</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sexual Orientation</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Pregnancy and Maternity</i>	Reducing the number or quality of playgrounds, parks, open spaces and woodlands may impact on those who are pregnant as they are often easily accessible and safe places to take young children and families when accessing the general outdoors becomes more difficult during pregnancy.	Unknown		Unknown

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Source of Outline Evidence to support judgements

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The long term implications of these proposals are unknown.	Unknown		Unknown
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The Service has been working with Town and Community Councils over a number of years in order to seek opportunities to CAT or lease facilities. These conversations has mostly now been exhausted. If other collaborative solutions present themselves they will be fully explored.	Unknown		Unknown
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Due to the timescales given for putting forward proposals to meet the efficiency savings, there has not been the time to communicate and engage with the residents and communities who would be affected.	Very Poor		Very Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Unknown.	Unknown		Unknown
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unknown.	Unknown		Unknown

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unknown.	Unknown		Unknown
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	It is anticipated that these proposals 'may' have a disproportionately negative impact on unpaid carers as parks, playgrounds, woodlands and open spaces provide free opportunities for access and recreation.	Unknown		Unknown
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.	Unknown.	Unknown		Unknown
Impact on Powys County Council Workforce	<p>These proposals will impact on the workload of a small number of PCC staff.</p> <p>Any reduction in the number or quality of parks, playgrounds, open spaces and woodlands may negatively impact the ability of PCC to attract employees to the county and the council. Powys would become a considerably less attractive place to live, work and visit.</p>	Poor		Poor
Source of Outline Evidence to support judgements				
<p>Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.</p>				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Medium
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Health & Safety – reduction in inspections and monitoring for playgrounds and trees may lead to increased risk in terms of health & safety.	High	None identified	High
Impact on the Housing Service who would be required to take on the maintenance and liability for the playgrounds on their land.	Medium	None identified	Medium
Insurance – reduction in inspections and monitoring for playgrounds and trees may lead to a reduced ability for PCC to defend claims in case of any accidents/incidents	Medium	None identified	Medium
Reduction or cessation of grass cutting would have an impact on HTR as they deliver the work on behalf of the service.	Medium	None identified	Medium
Cessation of grass cutting in some areas may lead to increased fire risk (in extended hot weather) & increased incidents of dog fouling	Medium	None identified	Medium
Well managed and maintained public open spaces are important tourism assets. Powys would become a considerably less attractive place to live, work and visit.	Medium	None identified	Medium
Powys County Council would have reduced capacity to deliver its Vision 2025, as Outdoor Recreation delivers direct benefits in terms of the Economy, Health & Well-being, Learning & Skills and supporting Residents & Communities.	Medium	None identified	Medium
Loss of/reduction in income for local contractors who would normally be employed to undertake maintenance works. Leading to a negative impact on local businesses and the local economy. If local contractors cease trading, the Service would have difficulty delivering work with the remaining budget.	Medium	None identified	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium risk overall	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Remove £97,125 from Outdoor Recreation Budget	1 st April 2019	Outdoor Recreation meet their efficiency savings targets	

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Portfolio Holder decision required	Choose an item.	Date required
Cabinet decision required	Choose an item.	Date required
Council decision required	Choose an item.	Date required

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Finance												
Housing Services												
HTR												
Health & Safety												
Insurance												
Other Services e.g. Schools, Property												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
In order for Outdoor Recreation to meet the £97,125 efficiency savings target there will be negative impacts on internal PCC services and et TO BE COMPLETED	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
No arrangements are proposed at this time.
Please state when this Impact Assessment will be reviewed.
N/A

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nina Davies		17/7/18
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Clr Rachel Powell		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Sports Development	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell
Proposal	To reduce the core budget by £108,470						
Outline Summary / Description of Proposal							
To reduce the core budget by £108,470 (can only be achieved by a reduction in the numbers of employees)							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£108,470		£	£	£

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	Not yet undertaken	No

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

Version	Author	Job Title	Date
V1	Jenny Ashton	Service Strategy & Development Manager	Sept 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Yes – schools (central, individual schools / clusters, special schools) , adult services, disability services, children’s services, housing services, arts services, leisure services, youth services, external organisations including third sector & private, national governing bodies, Sport Wales, Disability Sport Wales, sports clubs and sporting organisations / associations

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

A reduced service will be available, however the amount of participation in healthy physical activity will be significantly affected

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5. How does your proposal impact on the council’s strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	There will be less events, competitions and activities (local, regional & national) that bring people into Powys to participate, visit, travel around and stay	Poor		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Due to a decrease in officer capacity the numbers of people participating in healthy physical activity will decrease	Poor		Choose an item.
Learning and skills We will strengthen learning and skills	Due to a decrease in officer capacity the numbers of people developing their learning and skills, gaining qualifications and undertaking training will decrease. Further impact will be a significant lack of sports coaches, instructors and professional persons to support healthy physical activity in Powys	Choose an item.		Choose an item.

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	Due to a decrease in officer capacity the numbers of people participating in healthy physical activity will decrease. Residents and communities will not have the range of opportunities that are currently available which in turn will place a heavier burden on the Health Service	Very Poor		Choose an item.

Source of Outline Evidence to support judgements
Officer knowledge and previous budget reductions to the service

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As above	Choose an item.		Choose an item.
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).		Choose an item.		Choose an item.
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above	Choose an item.		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above	Choose an item.		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Choose an item.		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>		Choose an item.		Choose an item.
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

A full consultation and impact assessment will need to be carried out to completely understand the impact on the goals above

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	A reduction in officers will decrease the ability to develop the current range of people so that they are physically healthy and are able to sustain their own health in the long term	Poor		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	A reduction in officers will decrease the ability to work collaboratively with others	Poor		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	A reduction in officers will result in fewer opportunities to engage with the population and communicate as effectively	Poor		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	A decrease in officer capacity will result in preventative measures being significantly impacted and only reactive measures to be taken	Poor		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	A decrease in officers will result in a lack of ability to be integrated with others and subsequently non achievement of joint objectives	Poor		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Rural poverty / deprivation and physical poverty will increase with the physical literacy of the county being significantly affected	Poor		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Reduction in officer capacity could have an impact on safeguarding	Poor		Choose an item.
Impact on Powys County Council Workforce		Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
To commission other organisations / services to undertake delivery, advice, promotion, awareness		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduced delivery of healthy physical activity	Medium	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Medium
Reduced development of clubs, communities, individuals	Medium	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Medium
Increase of people accessing health services due to poor physical activity levels	High	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	High
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Consultation of staff	Sept – Dec 2018	Jan 2019	Feb 2019
Transfer to Freedom Leisure	March 2019		
Portfolio Holder decision required	Yes	Date required	Sept 2018
Cabinet decision required	Yes	Date required	Sept 2018
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

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

14. On-going monitoring arrangements?

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

Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Leisure Services	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell & Cllr Phyl Davies
Proposal	Reduce / Replace the Leisure Contract 'Landlord' Replacement & Maintenance Budget						
Outline Summary / Description of Proposal							
<p>1. The Powys County Council 'Landlord' budget as part of the Contract with Freedom Leisure is currently £190,000. As the buildings are all of age where structure and plant failure is inevitable, this budget is fully utilised to ensure Powys' 'Landlord' obligations and responsibilities are carried out in a timely and effective manner to provide essential replacement items and maintenance to the structure and fabric of the leisure and sport centre buildings.</p> <p>The proposal is to replace the £190,000 Landlord budget with a £2million programme of Capital works over 5 years. Of the current £190k 'landlord' budget, £70,000 will be a saving to the Council and £120,000 transferred to the Corporate Capital Charge budget to fund the interest payments of the £2million borrowing.</p>							

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£70,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Freedom Leisure & HOWPS to be consulted	Yes

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

Version	Author	Job Title	Date
V2	Jenny Ashton	Service Strategy & Development Manager	September 2018
V2	Jenny Ashton	Service Strategy & Development Manager	October 2018
V3	Jenny Ashton	Service Strategy & Development Manager	February 2019

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Yes the proposal, if the Capital funding is not forthcoming, and savings still have to be made from the 'landlord' budget has the potential to impact on the following:-

1. Other PCC services such as all schools including delivery of swimming and physical activity, Adult Services, Children's Services, Youth Services, Arts Services, Property Services, Sports Development, Play organisations and activities
2. External organisations – Sport Wales, Disability Sport Wales, Sports Clubs, Communities, Third Party organisations, Private organisations, National Governing Bodies, Health
3. Health & Safety – leisure & sports centres are designated emergency rest centres for civil contingency situations
4. Safeguarding

Service Area informed:	Discussed with Freedom Leisure	Contact Officer liaised with:	Freedom Leisure (various)
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Mitigation

If the Capital funding (as mitigation for loss of the £190,000 'landlord' budget) is not forthcoming, and part or all of the £190,000 'landlord' budget is taken as a saving, there is no other mitigation to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 791</p> <p>The Economy We will develop a vibrant economy</p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>

Council Priority	How does the proposal 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
	<ul style="list-style-type: none"> • Building closures as a result of reduced 'landlord' budget will require people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			
Health and Care We will lead the way in effective, integrated rural health and care	As above	Very Poor	Rely on partners who are not as well-equipped to deliver services, activities and schemes to provide healthy physical activity opportunities. There are no similar facilities in size, capacity or accessibility in Powys.	Poor
Learning and skills We will strengthen learning and skills	A failure to receive Capital funding or reduction in the 'landlord' budget will result in building closures which in turn will result in fewer facilities to develop, educate, raise awareness, promote and encourage people to take part in healthy physical activity. This in turn will have a detrimental effect on the Health Service.	Very Poor	Rely on partners who are not as well-equipped to deliver services, activities and schemes to provide healthy physical activity opportunities, learning and skills.	Poor

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:- <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.	Good

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	<ul style="list-style-type: none"> • Building closures as a result of reduced 'landlord' budget will require people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			

Source of Outline Evidence to support judgements

Knowledge, experience, Condition Surveys, industry evidence, property experts

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	If buildings are not repaired and maintained to an acceptable standard, this will have a negative and detrimental impact on this goal	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.	N/A	Choose an item.

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI’s and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>
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	<ul style="list-style-type: none"> • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above	Choose an item.	As above	Choose an item.
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above	Choose an item.	As above	Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	A failure to receive Capital funding or reduction in the 'landlord' budget will eventually result in building closures which in turn will result in fewer facilities to develop, educate, raise awareness, promote and encourage people to take part in healthy physical activity which in turn will mean a reduction in the opportunity for people to participate or receive healthy physical activities in Welsh	Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
<i>Opportunities to promote the Welsh language</i>	As above	Choose an item.	As above	Choose an item.

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<i>Welsh Language impact on staff</i>	Some staff could be made redundant as a result of closures	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
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People are encouraged to do sport, art and recreation.

	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>
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	<ul style="list-style-type: none"> Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy Staff redundancies 			
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). The proposal will have an equal impact on all characteristics below				
<i>Age</i>	As above	Choose an item.		Choose an item.
<i>Disability</i>	As above	Choose an item.		Choose an item.
<i>Gender reassignment</i>	As above	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	As above	Choose an item.		Choose an item.
<i>Race</i>	As above	Choose an item.		Choose an item.
<i>Religion or belief</i>	As above	Choose an item.		Choose an item.
<i>Sex</i>	As above	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	As above	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	As above	Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements
Knowledge, experience, Condition Surveys, industry evidence, property experts

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Fewer opportunities to access healthy physical activity will result in increased pressure and burden on the Health Board resulting in more people becoming unable to manage their own health and well being	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Inequitable provision will be a result of a failure to receive Capital funding or a reduction in the Landlord budget	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	Preventative agendas and activities will be unavailable, unachievable, inaccessible and unable to be developed, facilitated, delivered or the impact and positive outcomes achieved	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good

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Principle	How does the proposal 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
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	A failure to receive Capital funding or a reduction in the Landlord budget will result in a lack of suitable facilities to enable integration between public bodies and their partners	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure	Good

Principle	How does the proposal 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
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As sections above and rural deprivation / poverty will be enhanced due to a lack of suitable, accessible and well located facilities. A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure</p>	<p>Good</p>

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	<p>facilities / opportunities if the distance is too far or they do not have transport</p> <ul style="list-style-type: none"> Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy Staff redundancies 			
<p>Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account</p>	As (poverty section) above	Poor	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure</p> <p>Freedom Leisure and PCC undertake regular consultation with its customers and residents to seek views and opinions with regards to availability and access to opportunities and variety of activities available. Freedom Leisure work with PCC Adult Services to enable membership offers for unpaid carers and other caring arrangements.</p>	Good
<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>	A failure to receive Capital funding or a reduction in the Landlord budget could compromise current safeguarding practices.	Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
<p>Impact on Powys County Council Workforce</p>	A failure to receive Capital funding or a reduction in the Landlord budget will result in fewer facilities throughout Powys for PCC workforce to access, which in turn supports the Corporate Health Agenda, including occupational health and well being.	Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Source of Outline Evidence to support judgements				

Principle	How does the proposal 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
Knowledge, experience, Condition Surveys, industry evidence, property experts				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		
If the Capital funding (as mitigation for loss of the £190,000 'landlord' budget) is not forthcoming, and part or all of the £190,000 'landlord' budget is taken as a saving, there is no other mitigation to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
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<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Staff redundancies 	<p>High</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure</p>	<p>Medium</p>
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	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	x		

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Amount of landlord budget reduction to be confirmed	February 2019	Agreement with Freedom Leisure as to how the 'landlord' aspect of the contract will be managed / funded	February 2019
Confirmation of Capital funding / budget over 5 years to mitigate for loss / reduction of revenue 'landlord' budget	February 2019	Agreement between PCC and Freedom Leisure of Capital Programme and essential works arranged to begin April 2019	February 2019
If reduced or no revenue funding received – immediate plans to be agreed for a programme of building closure as this will create a significant impact on the Contract Additional costs expected from Freedom Leisure as a result.	February 2019	Discussion / negotiation with Freedom Leisure - which facilities and what order?	April 2019 or sooner
If no Capital funding received as mitigation for loss of revenue budget - immediate plans to be agreed for a programme of building closure as this will create a significant impact on the Contract. Additional costs expected from Freedom Leisure as a result.	February 2019	Discussion / negotiation with Freedom Leisure - which facilities and what order?	April 2019 or sooner
Portfolio Holder decision required	Yes	Date required	February 2019
Cabinet decision required	Yes	Date required	February 2019
Council decision required	Yes	Date required	February 2019

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Finance												
Legal												

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Property												
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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Appropriate funding is required to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.		

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

What additional evidence and data has informed the development of your proposal?
Corporate Insight data, Powys statistics, industry, service and local knowledge

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Regular meetings between Powys and Freedom Leisure Centre / Site visits Building condition surveys / reports
Please state when this Impact Assessment will be reviewed.
When a decision is made.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Change of grass cutting and shrub maintenance frequency on Highway Amenity areas and Car Park						
Outline Summary / Description of Proposal							
Review Highways Amenity areas and establish areas that match the urban pollination initiative and therefore receive reduced number of grass cuts. With the remaining areas bring grass cutting schedules in Highway Amenity areas and Car Parks (currently 10 cuts a year) in line with County Road Urban verges (3 times a year) and carry out 4 visits a year for all shrub beds (currently 6 times a year) in Highway Amenity areas and Car Parks. Current budget for this work is £79,546 and if the suggested changes were made the budget required for 2019-20 would be £54,089, making a saving of £25,457							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
-	£25k	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
1.0	Brent Campbell	Senior Manager – Highways Operations	12 th Feb 2019

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Car Park service will receive a lower standard of grounds maintenance but benefit from £10,090 saving on SLA costs. This is part of the overall total saving though.

Service Area informed: Not yet **Contact Officer liaised with:** Tony Caine

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A			
Health and Care We will lead the way in effective, integrated rural health and care	N/A			
Learning and skills We will strengthen learning and skills	N/A			
Residents and Communities We will support our residents and communities	N/A			

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Source of Outline Evidence to support judgements
Budgets.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	Less fuel costs, as less site visits reduces travelling. Produce and maintain pollination friendly habitat areas			
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).				
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.				
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.				

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Cyngor Sir Powys County Council

Impact Assessment (IA)

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	n/a	Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	n/a			
<i>Opportunities to promote the Welsh language</i>	n/a			
<i>Welsh Language impact on staff</i>	n/a			
<i>People are encouraged to do sport, art and recreation.</i>	n/a			
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	n/a			
<i>Disability</i>	n/a			
<i>Gender reassignment</i>	No impact	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact	Neutral	N/A	Neutral
<i>Race</i>	No impact	Neutral		Neutral
<i>Religion or belief</i>	No impact	Neutral	N/A	Neutral
<i>Sex</i>	No impact	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact	Neutral	N/A	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.				
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Local Town & Community Council able to choose an enhanced service if they deem changes to impact on their Community			
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.				
Prevention: Understanding the root causes of issues to prevent them from occurring.				
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.				
Preventing Poverty:				
Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

Cyngor Sir Powys County Council

Impact Assessment (IA)

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a			
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.	n/a			
Impact on Powys County Council Workforce	None			
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required		Date required	
Cabinet decision required		Date required	
Council decision required		Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

14. On-going monitoring arrangements?

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

Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Brent Campbell		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Cultural Services - Libraries and Museums	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell Cllr Phyl Davies
Proposal	Reduction in revenue support for y Gaer						
Outline Summary / Description of Proposal							
Reduction of y Gaer operating budget. Longer term MTFS aspiration is either shared use or charitable trust status.							

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£50,000		£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Immediately	Yes

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

Version	Author	Job Title	Date
V1	Lucy Bevan	Arts & Culture Commissioning Officer	12/02/19
V2	Kay Thomas Catherine Richards	Principal Librarian Principal Lead Museums, Archives and Information Management	tbc

4. Impact on Other Service Areas

<p>Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</p>	
<p>Corporate Property</p>	
<p>Service Area informed:</p>	<p>Contact Officer liaised with:</p>
<p>Mitigation</p>	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Libraries and museums draw people into town centres and attract tourists too, both of which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Maintaining both services in Brecon ensures the continuation of such benefits.</p> <p>y Gaer, aims to improve these outcomes by adding to the cultural offer of the town and region. However if opening hours are restricted, the success of y Gaer as a viable facility and it's impact in drawing visitors to the town and area will be limited.</p>	<p>Unknown</p>	<p>Potential to further explore commercially beneficial building uses.</p> <p>Potential to further develop cultural visitor attractions in Brecon and to maximise associated spend e.g. shop, hires, building usage</p> <p>Consider use of outside Captain's Walk Garden's space for range of cultural activities in summer period</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to the branch library and museum improve the health and wellbeing of residents and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and volunteer opportunities enhance the offer.</p> <p>Volunteering contributes to community wellbeing and helps improve service delivery of the museum service, in addition to enabling personal development and involvement with heritage. A heavier reliance on volunteer support for y Gaer could increase volunteering opportunities.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p> <p>Maintaining both services in Brecon ensures the continuation of such benefits.</p>	<p>Unknown</p>	<p>A heavier reliance on volunteers would need to be supported, placing more strain on staff.</p> <p>Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.</p> <p>Opportunities to develop local partnership working to promote health and care outcomes e.g. volunteers taking books to housebound people, reading aloud in the home or in the library etc</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Libraries support learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses.</p> <p>Across Powys, 76% of respondents in the adult library user survey 2015 said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>The Brecknock Museum is delivering an HLF funded Activity Plan – educational outreach work with schools and communities</p> <p>For volunteers the payback can be significant in terms of skills and employability. Volunteering helps people with their sense of being part of a workplace; helps them learn or improve their IT or other work-related skills; and improves their confidence to look for work.</p> <p>Museums have always been a vital resource of educational attainment, providing source material for a range of qualifications from GCSEs to PhDs. Museum collections have been widely used to bring a wide range of school subjects to life such as history, geography and provide the stimulus for projects as such as art and drama productions.</p>	<p>Unknown</p>	<p>Volunteer opportunities continue to be developed and supported throughout y Gaer.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p> <p>Opportunity to build on work with NPTC Group and other learning providers to offer more in the community (e.g. Adult Learners Wales classes in libraries) and to collaborate in and share service delivery.</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	This proposal may affect this outcome by restricting access due to limited opening hours / availability of staff support.			

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Museum and library services support residents to live fulfilled lives and to feel part of their community. Brecknock Museum holds, cares for and continues to develop collections for the county which represents our rich and diverse culture.</p> <p>Across Powys, 90% of respondents in the adult library user survey 2015 said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p> <p>In Brecon, 72% of library users said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, 69% said that the library makes them feel better, and 90% said that the library makes a difference to their lives.</p> <p>50% of the respondents to the adult library user survey Nov 2015 reported that the library had helped them with information about health matters, and 69% said that going to the library makes them feel better.</p> <p>In Brecon, 72% of respondents in the most recent adult library user survey said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, and 90% said that the library makes a difference to their lives.</p>	<p>Unknown</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>Staff will need to be proactively consulted and engaged in deciding how to most effectively operate the building with limited resources..</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	These outcomes are all above the average across Powys. Volunteer opportunities should support a feeling of belonging to the local community.			

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Libraries and museums already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both, develop skills for employability. Potentially limited access will reduce effectiveness in meeting this goal.	Unknown	Continue to investigate any ways to improve opportunities for residents. Continue to improve online access to resources, including development of y Gaer website.	Unknown
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).	N/A	Choose an item.		Choose an item.

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and will continue to be provided in the future.</p> <p>In Brecon, 72% of library users said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, 69% said that the library makes them feel better, and 90% said that the library makes a difference to their lives.</p> <p>50% of the respondents to the adult library user survey Nov 2015 reported that the library had helped them with information about health matters, and 69% said that going to the library makes them feel better.</p> <p>In Brecon, 72% of respondents in the most recent adult library user survey said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, and 90% said that the library makes a difference to their lives. These outcomes are all above the average across Powys.</p>	<p>Unknown</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p>	<p>Unknown</p>
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	<p>Volunteer opportunities also boost health related outcomes.</p> <p>Limited access to the services y Gaer offers could reduce these beneficial outcomes for residents.</p>			
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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>In Brecon, 72% of library users said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, 69% said that the library makes them feel better, and 90% said that the library makes a difference to their lives.</p> <p>50% of the respondents to the adult library user survey Nov 2015 reported that the library had helped them with information about health matters, and 69% said that going to the library makes them feel better.</p> <p>In Brecon, 72% of respondents in the most recent adult library user survey said that the library makes them feel part of the community, 92% find the library an enjoyable, safe and friendly environment, and 90% said that the library makes a difference to their lives. These outcomes are all above the average across Powys.</p> <p>Brecknock Museum promotes the cultural life of our county, it encourages active participation in culture, protects our heritage, helps expand our international profile and contributes to our tourism industry.</p> <p>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>Staff will need to be proactively consulted and engaged in the project.</p> <p>Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>
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<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>Library and museum services support the UN Rights of the Child. Access to wide range of information and democratic process. Access to cultural wellbeing. No significant change to outcomes.</p>	<p>Neutral</p>		<p>Unknown</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Access to Welsh language resources may be limited by reduced opening hours.</p>	<p>Neutral</p>	<p>Online resources made available where possible..</p>	<p>Unknown</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Currently provided through range of stock and resources, including bilingual displays and exhibitions and Welsh speaking staff – it is important to sustain this and develop staff/volunteer skills, as well as to maintain links with partners who help libraries with this e.g. Welsh for Adults, Mudiad, Adult Learners Wales, Mentrau Iaith. Access may be negatively affected by reductions in opening hours.</p>	<p>Neutral</p>	<p>Staff restructure must ensure Welsh speaking staff provision. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p>	<p>Unknown</p>
<p><i>Welsh Language impact on staff</i></p>	<p>Data collection required. Staff may be affected by changes to opening hours.</p>	<p>Unknown</p>	<p>Consider needs as part of the Management of Change process. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers. Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Unknown</p>

<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Improvement to this outcome through co-location of 2 cultural services offering arts and recreational opportunities. Lack of space may curtail some potential though.</p> <p>Branch libraries and museums currently offer a wide range of opportunities for cultural, educational and recreational activities, and it is important that these opportunities are maintained through a regular programme at the new facility. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced budgets, and has been supported by partner organisations and volunteers.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others.</p> <p>Consider use of outdoor space to broaden activities available.</p> <p>Investigate further partnership working with local schools and leisure facilities, to broaden offer and to provide a larger venue if needed</p>	<p>Unknown</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).

<p><i>Age</i></p>	<p>The age breakdown of 62,151 registered library members shows the following: 0-4 years 1502 5 – 10 years 6116 11-13 years 3569 14-17 years 3792 18-59 years 28175 60+ years 16292 Not all registered members have given this information. This equates to 24% under 18, 45% aged 18-59 years, and 26% over 60 years old.</p> <p>Brecon library has 8858 registered readers, with the following age profile: Age Category Number of Users 0-4 229 5-10 774 11-13 484 14-17 503 18-59 4,148 60-PLUS 2,664 NOT SUPPLIED 56 Total Users 8,858</p> <p>Data development / analysis required.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve outcomes for residents of all ages. Investigate bus routes and parking facilities</p>	<p>Unknown</p>
<p><i>Disability</i></p>	<p>Data development required.</p>	<p>Unknown</p>		<p>Unknown</p>
<p><i>Gender reassignment</i></p>	<p>There is no specific impact on this characteristic which is not already addressed through age, gender, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve opportunities for residents.</p>	<p>Unknown</p>

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<i>Marriage or civil partnership</i>	There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Neutral	Continue to investigate all possible partnerships to improve opportunities for residents.	Unknown
<i>Race</i>	Data development required.	Neutral		Choose an item.
<i>Religion or belief</i>	There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Neutral		Choose an item.
<i>Sex</i>	Data development required.	Neutral		Unknown
<i>Sexual Orientation</i>	There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	Data development required.	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	This proposal puts at risk the delivery of continuing a viable service due to insufficient funds being available to meet running costs.	Poor		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	The proposal will seek to establish a solution through collaboration.	Unknown	All forms of potential collaboration will be explored.	Unknown
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	The y Gaer project has been widely consulted on via public consultation throughout its development from inception. However expectations around opening hours, access to community facilities etc. may not be met and will need to be managed.	Unknown	Further collaboration with community and stakeholders needed to address and attempt to overcome concerns about lack of availability of community space, reductions in facilities and access to them.	Unknown
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	Ongoing concerns raised by Stakeholder Group and funding partners will be considered and addressed where possible.	Neutral	It will be necessary to continue to engage with staff, partners, funders, stakeholders and the public going forward, to overcome these concerns. It will also be necessary to ensure that adequate public information about the scheme is provided through press coverage and social media.	Unknown

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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The new facility will continue to provide beneficial outcomes which meet wellbeing objectives.	Neutral		Unknown
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Libraries and museums contribute significantly through being free at the point of delivery, and the new facility will continue to do so, though access re: opening hours may be necessarily limited.	Neutral		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The new facility will continue to provide a safe and welcoming environment, and follow service and corporate policies around safeguarding. Potential volunteers will be DBS checked as standard.	Neutral		Choose an item.

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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal 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										
Impact on Powys County Council Workforce	<p>There may be redundancies through this proposal, as the current staffing structure may be unaffordable.. The PCC Management of Change and other relevant policies and procedures will be followed. The staff are all female.</p> <p>Trent shows the age breakdown of y Gaer staff as follows:</p> <table border="0"> <tr> <td>Under 25 years</td> <td>X</td> </tr> <tr> <td>25-34</td> <td>X</td> </tr> <tr> <td>35-44</td> <td>X</td> </tr> <tr> <td>45-54</td> <td>X</td> </tr> <tr> <td>55-64</td> <td>X</td> </tr> </table> <p>Therefore this proposal will affect XX in the workplace most significantly.</p> <p>Data development required.</p>	Under 25 years	X	25-34	X	35-44	X	45-54	X	55-64	X	Poor	Use redeployment and other training opportunities for staff at risk of redundancy, working with HR and Unions as appropriate.	Unknown
Under 25 years	X													
25-34	X													
35-44	X													
45-54	X													
55-64	X													
Source of Outline Evidence to support judgements														

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Every effort will be made to minimise impacts on service users through maximising use & availability of space where possible, provision of disabled parking, etc. The same services will aim to continue to be provided although reductions in opening hours may challenge this. A reliance on alternative means of non-wholly building based service delivery e.g. outreach, use of outdoor space, supported use of online services will continue.

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Inability of services delivering y Gaer to meet costs of revenue expenditure (expected to increase when new facility opens) with insufficient budget available.	Medium	Rigorous & realistic financial planning combined with operational model planning essential.	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Financial Services												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The reduction of revenue funding available to support the future running costs of y Gaer will require a full review of what services can be offered and how, alongside a robust exploration of a range of income generation, cost deflation opportunities seeking potential means of mitigating a shortfall in funding.	

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

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

14. On-going monitoring arrangements?

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

Financial reporting

Please state when this Impact Assessment will be reviewed.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Legal Scrutiny & Democratic Services	Head of Service	Clive Pinney	Director	Mark Evans	Portfolio Holder	Cllr James Evans
Proposal							
Outline Summary / Description of Proposal							
Reduced spend on Members controllable expenditure							
<ol style="list-style-type: none"> 1. Reduce Members travel expenses by increased use of skype, car sharing, reduction in number of meetings. 2. Reduce Members photocopying budget by using ModernGov agenda management system. This allows Members to view agendas and documentation electronically, and will reduce the number of paper copies required. 							

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

Version	Author	Job Title	Date
1	Steve Boyd	Cabinet Manager	23 October 2018
2	Steve Boyd	Cabinet Manager	14 February 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£33,000	£	£	£	£33,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Elected members were consulted prior to introduction of Moderngov

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
No

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	No impact	Neutral	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	No impact	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	No impact	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	No impact	Neutral	N/A	Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	No impact	Neutral	N/A	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Reducing the amount miles travelled by Members will positively contribute to reducing our carbon footprint. Reducing the amount of printing undertaken for Members will positively contribute to reducing our carbon footprint.	Good		Good

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	No impact	Neutral	N/A	Neutral
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral	N/A	Neutral
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <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>	No impact	Neutral	N/A	Neutral
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral	N/A	Neutral

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<i>Opportunities to promote the Welsh language</i>	All agendas are translated into Welsh and the Welsh version is available on ModernGov.	Neutral	N/A	Neutral
<i>Welsh Language impact on staff</i>	No impact	Neutral	N/A	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral	N/A	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact	Neutral	N/A	Neutral
<i>Disability</i>	No impact	Neutral	N/A	Neutral
<i>Gender reassignment</i>	No impact	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact	Neutral	N/A	Neutral
<i>Race</i>	No impact	Neutral	N/A	Neutral
<i>Religion or belief</i>	No impact	Neutral	N/A	Neutral
<i>Sex</i>	No impact	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No impact	Neutral	N/A	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact	Neutral	N/A	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral	N/A	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral	N/A	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Neutral	N/A	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral	N/A	Neutral

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The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No impact	Neutral	N/A	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	No impact	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Members not car sharing	Low		Low
No reduction in the number of meetings	Low		Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Encouraging Members to car share and reducing the number of committee meetings as well as the membership will reduce the number of miles being claimed by Members. This will have a positive impact on the savings target. Continued use of ModernGov will help the Council to work towards reducing the Members photocopying budget as it will enable all agendas and attachments to be viewed electronically.	

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monthly budget monitoring reports

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Steve Boyd		14 February 2019
Head of Service:	Clive Pinney		
Director:			
Portfolio Holder:	CLlr James Evans		

14. Governance

Decision to be made by	Date required
Portfolio Holder	

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FORM ENDS

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	PPPP	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	PP01 – Concede Planning policy budget lines for advertising and printing						
Outline Summary / Description of Proposal							
To contribute towards a 21% reduction in the Planning Policy budget (PP150) for 2019/20, it is proposed to remove the service area's budget lines for printing and advertising (newspaper notices) which total £6,500. LDP regulations no longer require statutory newspaper notices.							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£6,500	0	0	0	£6,500

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Justification – advertising to be undertaken by other means e.g. press releases, social media. Future printing needs will continue to be met internally (separate budget line)	No

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

Version	Author	Job Title	Date
PP1V.1	Peter Morris	Professional Lead – Planning Policy	4-6-18

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
No impact on other services			
Service Area informed:	N/A	Contact Officer liaised with:	N/A
Mitigation			
N/A			

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Negligible impact	Neutral	No additional mitigation proposed	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact	Neutral	No additional mitigation proposed	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact	Good	No additional mitigation proposed	Neutral
Residents and Communities We will support our residents and communities	Advertising – stopping newspaper notices may impact on readership. (Note: LDP regulations no longer require newspaper notices)	Poor	Alternative advertising methods e.g. social media, press releases, direct mailing.	Good

Source of Outline Evidence to support judgements

Officer assessment of impacts provided.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact	Neutral	No additional mitigation proposed	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact	Good	No additional mitigation proposed	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Opportunities to promote the Welsh language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Welsh Language impact on staff</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Disability</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Gender reassignment</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Marriage or civil partnership</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Race</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Religion or belief</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sex</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sexual Orientation</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Pregnancy and Maternity</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements
Officer assessment of impacts provided.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Stopping newspaper notices will impact on that sector of the population that read such notices.	Poor	Alternative methods of communication will be used e.g. press releases, social media	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Impact on Powys County Council Workforce	Printing – will continue to be undertaken by internal print room	Neutral	No additional mitigation proposed	Neutral
Source of Outline Evidence to support judgements				
Officer assessment of impacts provided.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Advertising – utilise alternative methods		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Printing – no risk, as internal printing of material will continue. Advertising – some readers of newspapers may expect to see notices which are no longer published.	Low	Printing – none Advertising – communicate alternative methods	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Yes

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Await authorisation by Cabinet	30/6/18		
Implement (budget reduced)	1/4/19		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	30/6/18
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reduction in printing budget will have negligible impact. Newspaper notices have limited impact and are no longer required by LDP regulations so alternative forms of publicity and notification will continue.	

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

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

None

14. On-going monitoring arrangements?

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

Complaints monitoring and customer feedback

Please state when this Impact Assessment will be reviewed.

Position will be reviewed as part of the preparation of the future LDP delivery agreement.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Peter Morris		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Cabinet	Date required	30/6/2018
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	PPPP	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
Proposal	PP02 – Concede 1 x FTE Planning policy Administrative Officer Post (Grade 5)						
Outline Summary / Description of Proposal							
To contribute towards a 21% reduction in the Planning Policy budget (PP150) for 2019/20, it is proposed to remove the 1 x FTE Planning Policy Administrative post (Grade 5). This post is a temporary post, funded to 31 st March 2019.							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£26,430	0	0	0	£26,430

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Justification – although the post is a temporary post, the post holder needs to be aware that the post will not be extended and also to seek advice on redundancy.	No

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

Version	Author	Job Title	Date
PP2V.1	Peter Morris	Professional Lead – Planning Policy	4-6-18

Cyngor Sir Powys County Council

Impact Assessment (IA)

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Administrative support to support the Planning policy service will be sought from elsewhere within Planning, Property and Public Protection.			
Service Area informed:	N/A	Contact Officer liaised with:	N/A
Mitigation			
N/A			

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Negligible impact	Neutral	No additional mitigation proposed	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact	Neutral	No additional mitigation proposed	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact	Neutral	No additional mitigation proposed	Neutral
Residents and Communities We will support our residents and communities	Negligible impact	Neutral	No additional mitigation proposed	Neutral

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Source of Outline Evidence to support judgements
Officer assessment of impacts provided.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact	Neutral	No additional mitigation proposed	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Negligible impact	Neutral	No additional mitigation proposed	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Opportunities to promote the Welsh language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Welsh Language impact on staff</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Disability</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Gender reassignment</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Marriage or civil partnership</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Race</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Religion or belief</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sex</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sexual Orientation</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Pregnancy and Maternity</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral

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Source of Outline Evidence to support judgements

Officer assessment of impacts provided.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Impact on Powys County Council Workforce	Termination of the temporary post will directly impact on the post-holder, and there will be indirect impacts on other administrative staff who would support the planning policy service in the future.	Neutral	Inform staff member. Communicate need for on-going support.	Neutral

Source of Outline Evidence to support judgements
Officer assessment of impacts provided.

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
None.		

Cyngor Sir Powys County Council

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Service may require additional administrative support, especially during 'busy' periods.	Low	Plan for and communicate support needs.	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Yes

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Await Cabinet Authorisation	30/6/18		
Inform post-holder	1/7/18		
Commence management of change	1/10/18		
Implement	1/4/19		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	30/6/18
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reduction of 1 x FTE Admin Officer post will require additional support from elsewhere within Planning, Property and Public Protection.	

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

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

None

14. On-going monitoring arrangements?

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

Admin support will continue to be reviewed and discussed at PPPP managers' meetings should any unforeseen issues arise.

Please state when this Impact Assessment will be reviewed.

N/A – the post is being removed.

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Peter Morris		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Martin Weale		

16. Governance

Decision to be made by	Cabinet	Date required	30/6/18
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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	PPPP	Head of Service	Ken Yorston	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Martin Weale
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Proposal	PP03 – Income generation by the Planning Policy Service						
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Outline Summary / Description of Proposal

The Planning Policy Service is not able to charge for the statutory duties that it undertakes on behalf of the Authority, however there is potential to generate an income by providing and charging for professional planning advice to:

1. Other service areas within the authority to support corporate priorities, such as the Council house-building programme, property investment / development opportunities, development management, or the Growing Mid Wales / Growth Deal; and to
2. Other authorities currently engaged in development plan preparation who require additional professional planning expertise.

The opportunity to generate an income is only considered possible in the short intervening period between the adoption of the first Local Development Plan (LDP) in April 2018 and the commencement of a replacement LDP anticipated in 3-4 years.

Unless income generation is pursued, a reduction in the planning policy budget of 21% will leave no option other than to make additional staff posts redundant with potential significant impacts on statutory duties. With fewer posts, the ability to generate income would not be possible either.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ tbd	£52,000	0	0	(Note: Replacement LDP to commence)	£52,000 (i.e. £52,000 per annum target)

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Justification – Staff within the team are fully informed and are aware of the need to generate income.	No

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

Version	Author	Job Title	Date
PP3V.1	Peter Morris	Professional Lead – Planning Policy	4-6-18

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Any work undertaken for other services areas is likely to have a positive impact for those service areas because it will be providing them with additional professional planning support and Council-wide expertise e.g. Development Management, Council Housing, Property, Regeneration.

The greatest potential impact will be on the planning policy service itself because supporting others must be managed with the service's on-going statutory requirements. Refer to risk section below.

Service Area informed:	N/A	Contact Officer liaised with:	N/A
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Mitigation

N/A

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	<p>Work undertaken for <u>internal services</u> will support the economy e.g. supporting development management, Council Housing, property all leads to development and commercial opportunities.</p> <p>Work undertaken to <u>support other authorities</u> is not likely to have a significant direct impact on the Powys economy, but has the potential to support the economy of Wales.</p>	Good	No additional mitigation proposed	Good
Health and Care We will lead the way in effective, integrated rural health and care	<p>Depending on which service area is being supported and the work being undertaken, it may be possible to contribute to this priority.</p>	Neutral	No additional mitigation proposed	Neutral

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Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	By supporting other services, the potential exists to share and learn new skills with others.	Good	No additional mitigation proposed	Good
Residents and Communities We will support our residents and communities	By supporting others, there is a potential to impact on the planning policy service provided to the residents and communities of Powys. Supporting other internal services will potentially improve the authority's support for residents and communities.	Poor	Ensure website provides as much information as possible. Monitor position e.g. increase in complaints.	Neutral

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Source of Outline Evidence to support judgements
Officer assessment of impacts provided.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Work undertaken for internal services will support the economy e.g. supporting development management, Council Housing, property all leads to development. Work undertaken to support other authorities is not likely to have a significant direct impact on the Powys economy, but has the potential to support the economy of Wales.	Good	No additional mitigation proposed	Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As planning policy professionals, our support and advice will always adhere to this goal. Depending on which service area is being supported and the work being undertaken, it may be possible to contribute to this goal.	Good	No additional mitigation proposed	Good
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Depending on which service area is being supported and the work being undertaken, it may be possible to contribute to this goal.	Neutral	No additional mitigation proposed	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Depending on which service area is being supported and the work being undertaken, it may be possible to contribute to this goal.	Good	No additional mitigation proposed	Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As planning policy professionals, our support and advice will always adhere to this goal in pursuit of the sustainable development principles.	Good	No additional mitigation proposed	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Opportunities to promote the Welsh language</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Welsh Language impact on staff</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Disability</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Gender reassignment</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Marriage or civil partnership</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Race</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Religion or belief</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sex</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Sexual Orientation</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral
<i>Pregnancy and Maternity</i>	Unlikely to contribute directly to this goal.	Neutral	No additional mitigation proposed	Neutral

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Source of Outline Evidence to support judgements
Officer assessment of impacts provided.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	As planning policy professionals, our support and advice will always adhere to this goal.	Very Good	No additional mitigation proposed	Very Good
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	By supporting others, the service will be applying this principle.	Very Good	No additional mitigation proposed	Very Good
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	The extent of involvement undertaken will be a matter for the commissioning service.	Neutral	No additional mitigation proposed	Neutral
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	Depending on the work being undertaken, this principle will be applied.	Good	No additional mitigation proposed	Good
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	In supporting others, an integrated approach will be undertaken	Good	No additional mitigation proposed	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Unlikely to directly impact on this principle	Neutral	No additional mitigation proposed	Neutral
Impact on Powys County Council Workforce	<p>Undertaking work for other service areas will assist the workforce in other service areas by providing them with professional planning expertise.</p> <p>It will safeguard an experienced team of planning policy staff in readiness for the ongoing review and preparation of a replacement development plan to meet legislative requirements.</p> <p>However, supporting other services may impact positively or negatively upon individual staff within the planning policy team e.g. workload management may increase.</p>	Neutral	No additional mitigation proposed	Neutral
Source of Outline Evidence to support judgements				
Officer assessment of impacts provided.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
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Medium	Medium	Medium
Mitigation		
<p>The planning policy service has not previously sought to generate an income target so the achievement of the proposal is unknown. Assuming a future income target is set and not achieved, the only mitigation possible to meet a shortfall in budget would be to utilise an un-spent budget line if available or to make further posts redundant / reduce contracted hours. (See PP2 which proposes to make 1 x FTE Administrative Officer post redundant).</p>		

Cyngor Sir Powys County Council Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Planning policy service focus shifts to income opportunities and statutory core service duties (e.g. monitoring, housing land availability) may suffer / slip	Medium	<p>Prioritise planning policy service work first.</p> <p>Maintain existing staffing levels, but buy in / secure from elsewhere additional planning policy support if possible and budget allows.</p> <p>New ICT monitoring system being procured for Oct 2018 should increase monitoring efficiency.</p> <p>Training of planning policy staff e.g. GIS.</p>	Low
Ability to start a replacement LDP may take longer as the evidence base may not be as complete and as up to date as it would otherwise have been.	Medium	Seize joint working opportunities on evidence with others (internally or externally) if available. Note: this has not proven successful in the past despite our best endeavours.	Medium
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Yes	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Await Cabinet authorisation	30/6/18		
Develop / identify income opportunities	1/7/18		
Commence income opportunities	1/4/19		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	30/6/18
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Income generation by the Planning policy service has the potential to impact positively on other service areas on an interim basis, but must be managed effectively so that it does not detrimentally impact upon the planning policy service during the current LDP monitoring period and the build-up to a replacement LDP.		

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
LDP Monitoring / evidence gathering Financial / income monitoring quarterly
Please state when this Impact Assessment will be reviewed.
The LDP's first Annual Monitoring Report (Oct 2019)

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Peter Morris		
Head of Service:	Ken Yorston		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLr Martin Weale		

16. Governance

Decision to be made by	Cabinet	Date required	30/6/18
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FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Property	Head of Service	Ken Yorston	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
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Proposal	Cessation of Carbon Reduction in 2019-20
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Outline Summary / Description of Proposal

The Carbon Reduction Commitment will cease at the end of Phase 2 in 2018-19. This impact assessment therefore provides the impact of this change in legislation and resultant savings on the authority.

In the Spring Budget 2016, the Chancellor announced the closure of the CRC Energy Efficiency Scheme at the end of the financial year 2018-19. The annual budget figure of £252,850 therefore is not required from 2019-20. However it has been announced that the lost Government revenue as a result of the closure of the CRC scheme will be replaced by an increase in the Climate Change Levy (CCL) costs which the Council already pays on its utility bills. The initial information provided indicates that the CCL on all utility bills will increase the energy costs for the Council by £87k. The net saving for the Corporate Property budget when all costs/lost revenue is taken into account is £80k.

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£80k				

NB. These are recurring revenue savings

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	This is a Legislation change and PCC cannot influence.	Choose an item.

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

Version	Author	Job Title	Date
V1.1	Gareth Richards	Energy Officer	29/05/2018
V1.2	Natasha Morgan	Professional Lead	08/06/2018

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Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
<p>The proposal will have a financial impact on services with a property portfolio within the Council. The increase in CCL costs for services will be negated by the distribution of the existing CRC budget. Details of financial effect are as follows: The school service will save approximately £87k in CRC allowances which schools pay annually to the corporate budget. In addition any increase in the Climate Change Levy will result in an increase in electricity costs for each service. However the increased costs to services will be negated by the redistribution of CRC budget to cover these increased costs. The net effect is that there will be £80k net saving.</p>			
Service Area informed:	Yes	Contact Officer liaised with:	Tracey Holder
Mitigation			
Finance officers informed.			

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	No impact.	Neutral		Neutral
No impact.	No impact.	Neutral		Neutral
Learning and skills We will strengthen learning and skills	No impact.	Neutral		Neutral
Residents and Communities We will support our residents and communities	No impact.	Neutral		Neutral

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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 removal of the CRC may reduce the incentive to reduce Carbon emissions in the Councils building stock, however increased Climate Change Levy will negate this potential negative impact.	Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No impact.	Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	No impact.	Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact.	Neutral		Neutral

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The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact.	Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact.	Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>	No impact.	Neutral		Neutral
<i>Welsh Language impact on staff</i>	No impact.	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	No impact.	Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact.	Neutral		Neutral
<i>Disability</i>	No impact.	Neutral		Neutral
<i>Gender reassignment</i>	No impact.	Neutral		Neutral
<i>Marriage or civil partnership</i>	No impact.	Neutral		Neutral
<i>Race</i>	No impact.	Neutral		Neutral
<i>Religion or belief</i>	No impact.	Neutral		Neutral
<i>Sex</i>	No impact.	Neutral		Neutral
<i>Sexual Orientation</i>	No impact.	Neutral		Neutral
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Neutral

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Source of Outline Evidence to support judgements

Knowledge of CRC legislation.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The removal of the CRC may reduce the incentive to reduce Carbon emissions in the Councils building stock, however increased Climate Change Levy will negate this potential negative impact.	Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact.	Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact.	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact.	Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact.	Neutral		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact.	Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No impact.	Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact.	Neutral		Neutral
Impact on Powys County Council Workforce	No impact.	Neutral		Neutral
Source of Outline Evidence to support judgements				
Knowledge of CRC legislation.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Government decides to reverse its decision.	Low	PCC cannot influence Government policy!	Low
Government increases CCL costs above initial increases provided	Low	PCC cannot influence Government policy!	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Adjust budgets for 2019-20	April 2019.	Current CRC budget between	N/A
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
There is little impact/ risk in moving forward with this proposal.	

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

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

N/A

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gareth Richards		29/05/2018
Head of Service:	Ken Yorston		
Director:	Nigel Brinn		
Portfolio Holder:	Clr Phyl Davies		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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Cyngor Sir Powys County Council

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Strategic Property	Head of Service	Ken Yorston	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Disposal of Neuadd Maldwyn						
Outline Summary / Description of Proposal							
Further to a Portfolio Holder Report dated 11 December 2017 approving a review of the Council's office accommodation in the north, the Strategic Property team undertook stage 1 of the review and took the findings and resulting recommendations to Cabinet on 13th March 2018. Cabinet approved the recommendations.							
As per the approved recommendations, the project is now moving to Stage 2 during which, subject to establishing a cost effective alternative front line location in Welshpool, Neuadd Maldwyn will be closed at the earliest opportunity (recommendation no.1).							

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	165,000				

NB. These are recurring revenue savings

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Consultation requirements will be confirmed once the final option for disposal of Neuadd Maldwyn (and therefore options for the relocation of staff) has been identified.		
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
1	Sarah Page	Strategic Property Project Manager	06.06.2018
1.2	Natasha Morgan	Professional Lead	08/06/2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Yes. The proposal has the potential to impact on services which currently operate from Neuadd Maldwyn.			
Service Area informed:	Yes	Contact Officer liaised with:	Affects several services
Mitigation			
Initial engagement meetings have been held with services and Stage 2 of the review will involve further engagement.			

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy		Choose an item.		Choose an item.

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Council Priority	How does the proposal 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
Health and Care We will lead the way in effective, integrated rural health and care	The North Office Review supports the Corporate Improvement Plan, the One Powys Plan and Vision 2025 priorities by seeking to ensure that working locations support staff in delivering services and that front-offices are accessible to service users. The review recommendations support the co-location of services, enabling them to be joined-up and to provide integrated support to service users. The review supports the underpinning ‘making it happen’ section of the Vision 2025, by providing the workforce with an agile and flexible environment, by prioritising residents and communities within the recommendations and by making the best use of our resources.	Good		Choose an item.
Learning and skills We will strengthen learning and skills	As above	Good		Choose an item.
Residents and Communities We will support our residents and communities	Whilst staff may locate away from Welshpool and this may have a negative impact on the town, depending on the end use of Neuadd Maldwyn, there could be a positive benefit for residents.	Neutral	All options for the future of Neuadd Maldwyn will be explored as well as options for staff to hot desk from Welshpool thereby maintaining a presence in the town	Good

Source of Outline Evidence to support judgements

- Meetings with service representatives as part of the review have indicated that they require fit for purpose front-office accommodation in Welshpool and Newtown
- The Engage4Change group has been consulted and is supportive of the proposals
- Analysis of space utilisation at Neuadd Maldwyn indicates that the building is significantly under-utilised. The internal layout of the building is also very inefficient – with only 66% of the building being utilisable as office and meeting space, whilst 22% of the building consists of corridors and stairways

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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 project aims to ensure that Powys Offices are utilised efficiently. Neuadd Maldwyn is currently significantly underutilised and therefore does not support the ‘prosperous Wales’ well-being goal.	Good		Choose an item.
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 project aims to be an enabler to the Agile Working programme. As such, the intention is to ensure that staff are able to work where they need and when they need to. This will include the enablement of staff to work closer to home or to clients or sites and to therefore reduce the need to travel.	Good		Choose an item.
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 project aims to ensure that our front-line services are operated from buildings which are in the right location and which are fit for purpose.	Good		Choose an item.

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A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The project aims to ensure that our front-line services are operated from buildings which are in the right location for our communities and which are fit for purpose.	Good		Choose an item.
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	No impact	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact	Neutral		Choose an item.
<i>Disability</i>	No impact	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact	Neutral		Choose an item.
<i>Race</i>	No impact	Neutral		Choose an item.
<i>Religion or belief</i>	No impact	Neutral		Choose an item.
<i>Sex</i>	No impact	Neutral		Choose an item.
<i>Sexual Orientation</i>	No impact	Neutral		Choose an item.

<i>Pregnancy and Maternity</i>	No impact	Neutral		Choose an item.
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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The research stage of the project has discussed service needs for office and front-line accommodation in the county.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Officers are working with colleagues from across the council to ensure that the project aims and recommendations are joined up	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Officers are working with colleagues from across the council to ensure that the project aims and recommendations are joined up	Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The project research stage has considered multiple sources of information (financial, condition surveys, service need, facilities and IT need) in order to identify suitable recommendations	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	n/a	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	n/a	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	n/a	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Service representatives have been consulted throughout. Once the project recommendations are finalised staff will be consulted	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		
Engagement with staff and exploration of all options		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
There is a risk that there may not be interest from the market to purchase or lease Neuadd Maldwyn	High	Work with the Valuation Team in Strategic Property to market the property	Medium
There is a risk that there may not be a suitable alternative premises in Welshpool for Powys front line services to move to	Medium	Work with the Valuation Team in Strategic Property to market the property	Low
There is a risk that staff and the unions may not be supportive of the proposed changes	Medium	Continue to engage with staff and the unions	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		✓	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Stage 2 of review	Summer 2018	Final recommendation for the disposal of Neuadd Maldwyn	
Cabinet report	Ready by August 2018 for Cabinet in September 2018	Final recommendation for the disposal of Neuadd Maldwyn approved	
Recommendation carried out	March 2019	Achievement of income target	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	September 2018
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Project Manager	0.2	0.2	0.2	0.2	0.2	0.2						
Valuation team marketing	0.1	0.1	0.1	0.1	0.1	0.1						
Corporate Property Manager input	0.1	0.1	0.1	0.1	0.1	0.1						

NB. This will be covered from existing resource

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
--------------------------------------------------------------	----------------------------------	--

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Whilst there is possibly high impact on those staff currently located in Neaudd Maldwyn we are mitigating risk by engagement and by exploring all possible solutions within the town for hot desking. The progress of the agile working project will have a large impact on the success of this project.

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

What additional evidence and data has informed the development of your proposal?
Cabinet report and associated appendices March 2018

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Arrangements to be determined as part of Stage 2
Please state when this Impact Assessment will be reviewed.
During stage 2

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Natasha Morgan		
Head of Service:	Ken Yorston		
Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Strategic Property	Head of Service	Ken Yorston	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	CIPFA Valuations re-tendering						
Outline Summary / Description of Proposal							
We have been using District Valuation Services (DVS) for these statutory valuations (CIPFA) where we have to value around a third of our corporate estate every year for accounting purposes and have a budget of £80k each year to pay for this work.							
In order to make sure that we were obtaining best value for money, we carried out a re-tender exercise. The successful bidder came in less than the current budget and so we think we can reduce the £80k budget by £40k each year.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0.00	£40,000.00				

NB. These are recurring revenue savings

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	N/A	No

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

Version	Author	Job Title	Date
Version 1.0	Emma Gilchrist	Assistant Valuer	04.06.18
Version 1.2	Natasha Morgan	Professional Lead	08.06.18

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
There is no impact on any internal service area			
Service Area informed:	N/A	Contact Officer liaised with:	N/A
Mitigation			
N/A			

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	No impact – previous and current contractors not Powys-based	Neutral	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	No impact	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	No impact	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	No impact	Neutral	N/A	Neutral

Source of Outline Evidence to support judgements
Contracted service has not changed, only the

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.		Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).		Neutral		Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.		Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>		Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>		Neutral		Neutral
<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Neutral
<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Saving money through re-tendering to procure the same service for a reduced cost to the authority, enabling savings targets to be met	Good		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
A thorough procurement exercise was undertaken to fully evaluate the tenders received and ensure the chosen provider is fully competent and has the required resources to fulfil the contract		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Failure of selected contractor to deliver service	Low	Thorough procurement exercise and contract monitoring	Low
Relationship with experienced previous 3 rd party contractor	Low	Fair and transparent procurement exercise	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
N/A			
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>There is no impact on Powys residents or Council service areas, as the contract was to provide the same level and terms of service delivery. Regarding cost there was internal resource required to conduct the re-tendering exercise but no out of pocket expense to the Council.</p>	

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

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

None

14. On-going monitoring arrangements?

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

The contract will be monitored throughout by Strategic Property officers

Please state when this Impact Assessment will be reviewed.

At point of next re-tendering, 2023

15. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Natasha Morgan		
Head of Service:	Ken Yorston		
Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Strategic Property	Head of Service	Ken Yorston	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
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Proposal	Achievement of £170,000 additional income by March 2020
-----------------	---------------------------------------------------------

Outline Summary / Description of Proposal

Corporate Property has purchased Ladywell House in Newtown. The property presents the opportunity to achieve the 3 benefits set out below. Benefit no. 3 is also linked with the Council Savings Programme, which requires that an additional income of £170,000 is achieved from Ladywell House during the financial year 2019/20 (by March 2020).

1. We want to help develop a vibrant, healthy and enterprising economy by providing ~4,000 sq m of modern and flexible office spaces in a desirable location for small businesses to establish and expand in the north of Powys by April 2019.
2. We want to generate ~£200,000 / year additional income from April 2017, to support the council in achieving its corporate objectives and delivering sustainable services.
3. We want to increase our income generation opportunity from Ladywell House by at least £170,000 from April 2019 onwards, to support the council in achieving its corporate objectives and delivering sustainable services.

The Property is c.4229 sq. m, of which about 3000 sq. m is let out producing an income of c. £222,000 per annum. A further 1200 sq. m is vacant and available for letting. The total potential income is c. £403,000 per annum (as estimated by the selling agents).

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£170,000				

NB. These are recurring revenue savings

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
--------------------------	-----------------------	---------------------

No consultation necessary		
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
1	Sarah Page	Strategic Property Project Manager	07.06.2018
1.2	Natasha Morgan	Professional Lead	08.06.2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	We want to help develop a vibrant, healthy and enterprising economy by providing ~4,000 sq m of modern and flexible office spaces in a desirable location for small businesses to establish and expand in the north of Powys by April 2019.	Very Good		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	No impact	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	No impact	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	No impact	Neutral		Choose an item.

Source of Outline Evidence to support judgements

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>We want to help develop a vibrant, healthy and enterprising economy by providing ~4,000 sq m of modern and flexible office spaces in a desirable location for small businesses to establish and expand in the north of Powys by April 2019.</p>	Good		Choose an item.
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	No impact	Neutral		Choose an item.
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	No impact	Neutral		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	No impact	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact	Neutral		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	No impact	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	No impact	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	No impact	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No impact	Neutral		Choose an item.
<i>Disability</i>	No impact	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact	Neutral		Choose an item.
<i>Race</i>	No impact	Neutral		Choose an item.
<i>Religion or belief</i>	No impact	Neutral		Choose an item.
<i>Sex</i>	No impact	Neutral		Choose an item.
<i>Sexual Orientation</i>	No impact	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact	Neutral		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	We want to help develop a vibrant, healthy and enterprising economy by providing ~4,000 sq m of modern and flexible office spaces in a desirable location for small businesses to establish and expand in the north of Powys by April 2019.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	n/a	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Ongoing communication and engagement with tenants and the Regeneration team to ensure tenants and the business community are supported	Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	n/a	Neutral		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	n/a	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	n/a	Neutral		Choose an item.

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Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	n/a	Neutral		Choose an item.
Impact on Powys County Council Workforce	none	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		

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Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Strategic programming of the works may enable vacant spaces to be filled more quickly than the project benefits require	Medium	Prepare the works programme with this opportunity in mind. Prepare a marketing strategy with incentives for early sign-up	Medium
Risk of not getting tenants into the building quickly enough (e.g. because we overestimated demand or because our rents are not competitive)	High	Consider getting tenants signed up on a speculative basis 'off-plan'. Prepare a marketing strategy with incentives for early sign-up	Medium
There is a risk that the specification that we draw up is not what the tenant market wants	Low	The design is flexible to ensure that the space can be adapted to tenant needs	Low
There is an opportunity to market the space and to use tenant feedback in the design and specification for the building	Medium	Marketing Strategy - in preparation	Medium
The works are not completed on time and the offices can't be let on time	High	Include for float in programme of works. Identify dependencies and include for float between them.	Medium
There is a risk of disruption to existing tenants from the refurbishment programme	High	Prepare a 'Roles & Responsibilities' document and share with team for comment - Complete	High
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		✓	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Tender	July 2018		
Tender award	August 2018		
Refurbishment	By April 2019		
Tenants move in	By March 2020	Income target achieved	
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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Project Manager	0.8	0.8	0.8	0.8	0.8	0.8						
Valuation team marketing	0.1	0.1	0.1	0.1	0.1	0.1						
HoWPS project management	0.75	0.75	0.75	0.75	0.75	0.75						
HoWPS Designer	0.75	0.75	0.75	0.75	0.75	0.75						
Strategic Property Professional Lead	0.1	0.1	0.1	0.1	0.1	0.1						

NB. These resources are already budgeted for.

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
<p>The generation of further income from this building will have a positive impact on the economy as businesses will have more space to move/ grow into. There is a medium risk of this project not coming to fruition by April 2019 as it is dependent on the refurbishment works being carried out in a timely fashion.</p>		

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

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What additional evidence and data has informed the development of your proposal?
All project documents are on the Project SharePoint site and support this IA

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The IA will be listed on the Highlight Report, together with other supporting project documentation and will be periodically reviewed
Please state when this Impact Assessment will be reviewed.
Ongoing

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Page		
Head of Service:	Ken Yorston		
Director:	Nigel Brinn		
Portfolio Holder:	ClIr Phyl Davies		

16. Governance

Decision to be made by

Choose an item.

Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Registration	Head of Service	Clive Pinney	Director	Mark Evans	Portfolio Holder	Cllr. James Evans
Proposal	Closure of Builth, Knighton, Llanidloes and Hay-on-Wye registration offices						
Outline Summary / Description of Proposal							
Powys Registration Service currently operates out of 10 part-time offices at Welshpool, Newtown, Machynlleth, Llanidloes, Llandrindod Wells, Builth Wells, Knighton, Brecon, Hay-on-Wye and Ystradgynlais. Due to under-utilisation, officer and travel costs the proposal is to close the part-time (appointment only) offices at Builth, Knighton, Llanidloes and Hay-on-Wye and informants to attend the registration offices at Llandrindod Wells, Newtown and Brecon instead. Further detailed review required.							

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

Version	Author	Job Title	Date
1	Suzanne Morgan	Registration Service Manager	16/10/18

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£49k	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Data collected shows these offices are under-utilised and costly to run and there is capacity to undertake the appointments at the nearby main offices.

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
No

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	Rent for the registration office is Offa's Dyke Centre raises income for the charity (raised recently to £600 requested for 19/20)	Neutral	We are no longer able to absorb this cost but we have allowed the centre to split their payment for a Civil Ceremonies Licence into two payments to lessen the financial burden upon them.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	Informants may have to travel slightly further to access registration services.	Neutral	Instead of registration staff having to travel between outlying registration offices from Newtown, Brecon and Llandrindod Wells we will have the flexibility to allocate more time to appointments for customers at these offices. We will also be able to offer more flexible office hours, if necessary (e.g. during periods of higher death registrations) and where office accommodation allows. Informants may choose to access services across the border to directly register their events instead of doing them by declaration (for which we receive no payment for the registration or certificates therein issued) with ourselves, which would free up more time for Powys registrations (for which we do receive payment for the registration from the General Register Office and the cost of certificates issued).	Good

Source of Outline Evidence to support judgements
Data collected from Zipporah booking system and anecdotal evidence

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.		Neutral		Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).		Neutral		Neutral

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<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>		Neutral		Neutral
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>		Neutral		Neutral
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <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>		Neutral		Neutral
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>		Neutral		Neutral
<p>Opportunities to promote the Welsh language</p>		Neutral		Neutral

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<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Neutral		Neutral
<i>Disability</i>		Neutral		Neutral
<i>Gender reassignment</i>		Neutral		Neutral
<i>Marriage or civil partnership</i>		Neutral		Neutral
<i>Race</i>		Neutral		Neutral
<i>Religion or belief</i>		Neutral		Neutral
<i>Sex</i>		Neutral		Neutral
<i>Sexual Orientation</i>		Neutral		Neutral
<i>Pregnancy and Maternity</i>		Neutral		Neutral

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Source of Outline Evidence to support judgements
Anecdotal evidence

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty:				
Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Neutral		Neutral
Impact on Powys County Council Workforce	Staff whose base is Llanidloes (2 relief staff members) would have their base moved to the nearest registration office at Newtown.	Neutral	Discussions with members of staff affected.	Neutral

Source of Outline Evidence to support judgements
Anecdotal Evidence

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
Under-utilisation of these offices demonstrates the low impact closure would have on these communities		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
There is a set process in place which needs to be undertaken with the General Register Office to complete the closure of these outlying offices which once completed would demonstrate successful implementation of the proposed change.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Delay between physical closure of offices and the General Register Office update to the Registration Online system	Low	Superintendent Registrar would hold all stock for the closed registration offices until GRO confirm closure on system	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			✓

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
We have a statutory requirement to offer appointments for our residents to register life events; births within 42 days and deaths within 5 days. We currently offer appointments across the county from our part-time main offices at Welshpool, Newtown, Llandrindod Wells, Brecon and Ystradgynlais and our "appointment only" outlying stations at Machynlleth, Llanidloes, Builth Wells, Knighton and Hay on Wye. Continuous office utilisation exercises have shown that the outlying offices are being under-utilised and proving costly to run; in some main offices there was capacity for more appointments to be made. Where necessary, we would offer more flexible office hours in our main offices (e.g. during periods of high death registrations) where office accommodation allows.	

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

What additional evidence and data has informed the development of your proposal?
No

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Impact Assessment (IA)

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12. On-going monitoring arrangements?

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

The Registration Service Manager would monitor any impact the changes would have as part of the Annual Performance Review undertaken for the General Register Office and which is submitted to the GRO Compliance Officer for scrutiny.

Please state when this Impact Assessment will be reviewed.

Regularly

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Suzanne Morgan		
Head of Service:	Clive Pinney		
Director:	Mark Evans		
Portfolio Holder:	Cllr. James Evans		

14. Governance

Decision to be made by	Choose an item.	Date required

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Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Additional Learning needs – Other, Increased Income Targets and Uniform Grant						
Outline Summary / Description of Proposal							
Cease uniform grant and achieve income from ALN (sensory, psychology and welfare services) (16k Uniform Grant, 30k income generation targets for services).							
The below impact assessment is in relation to the removal of the uniform grant only.							

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1. Profile of savings delivery (if applicable)

FY1920 - £46k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Justification – PCC have only committed to this for one year.	Choose an item.

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey/Alec Clark	Head of Learning	06/09/18

Cyngor Sir Powys County Council

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The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Removes the administration element for Income & Awards.			
Service Area informed:	Yes	Contact Officer liaised with:	Katie Morgan
Mitigation			

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	This will impact on low income families	Poor	Advise schools to review their school uniform policy to ensure that any distinctive clothing items can be purchased as cost effective as possible, and includes opportunity for re-use scheme.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	See above	Poor	See above	Neutral
Learning and skills We will strengthen learning and skills	See above	Poor	See above	Neutral
Residents and Communities We will support our residents and communities	Inability to purchase the set uniform may contribute to stigmatisation	Poor	Advise schools to be sensitive to individual financial circumstances when enforcing uniform policy	Neutral

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements

Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Neutral	N/A	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Neutral	N/A	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/A	Neutral	N/A	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Inability to purchase the set uniform may contribute to stigmatisation.	Poor	Advise schools to be sensitive to individual financial circumstances when enforcing uniform policy	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above	Poor	As above	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Neutral	N/A	Neutral
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral	N/A	Neutral
<i>Welsh Language impact on staff</i>	N/A	Neutral	N/A	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral	N/A	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral	N/A	Neutral
<i>Disability</i>	N/A	Neutral	N/A	Neutral
<i>Gender reassignment</i>	N/A	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral	N/A.	Neutral
<i>Race</i>	N/A	Neutral	N/A.	Neutral
<i>Religion or belief</i>	N/A	Neutral	N/A.	Neutral
<i>Sex</i>	N/A	Neutral	N/A.	Neutral
<i>Sexual Orientation</i>	N/A	Neutral	N/A.	Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral	N/A.	Neutral

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Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral	N/A	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral	N/A	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral	N/A	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral	N/A	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral	N/A	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	This will impact on low income families	Poor	Advise schools to review their school uniform policy to ensure that any distinctive clothing items can be purchased as cost effective as possible, and includes opportunity for re-use scheme.	Neutral

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The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral	N/A	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Removes the administration element for Income & Awards.	Good	N/A	Good
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

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8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
N/A		

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The integrated approach to support effective decision making



9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Low	N/A	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Low	Support to schools will continue at current level	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other funding opportunities	Low	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	N/A	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Cease uniform grant	April 2019	Saving of £16,000	Cease grant
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Yes	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



The decision was made to cease the uniform grant as a cost saving to contribute towards the Local Authority savings for 2019/20. The impact to the Local Authority in terms of workforce and knowledge is low but there is a certain reputational risk as this will impact on the lowest income families. There is a Welsh Assembly Government grant in the current finance year (2018/19) however, there is no guarantee that this funding will continue in subsequent years.

This impact assessment is purely based on the uniform grant element of SCP01 and not the income generation element.

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

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

No

14. On-going monitoring arrangements?

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

Correspondence from and contact with schools and parents will be monitored through the Education Welfare Service, with updates provided to SSMT.

Please state when this Impact Assessment will be reviewed.

September 2019

15. Sign Off

Position	Name	Signature	Date
Senior Manager – ALN & Inclusion	Imtiaz Bhatti		06/09/18

16. Governance

Decision to be made by	Date required
Portfolio Holder	

FORM ENDS

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools central budgets, school houses, howps advice, R & M, maternity						
Outline Summary / Description of Proposal							

There are a number of other very small budgets under Central Services that are used to cover costs such as Net Maternity Costs, other Supply, Asset Management support from HoWPS. It is proposed that these budgets are removed or significantly reduced as detailed below over the three year period commencing April 2019.

The impact of these proposals will place additional pressure on individual Schools Delegated and other budget areas, however it is expected that the recently introduced mutual supply insurance scheme will from 2019-20 be robust enough to include cover for maternity provision in line with the policy offered by Pembrokeshire who are supporting the service in the development of the policy

The remaining budget in this area largely relates to the provision of entertainment and performance licences for schools together with a payment for the provision of ICT support to Primary and Special Schools which is currently subject to a review be lead by Eurig Towns and Gareth Jones

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Efficiency Calculation Misc. Central Services.

	2019- 20	2020- 21	2021- 22	2022- 23	Total
Central Services Staff					
Maternity Cover (Net)	18	18			36
Asset Management (HoWPS)	15	15			30
School Houses	4				4
Schools R & M Centrally Retained	49				49
Total	86	33	0	0	119

1. Profile of savings delivery (if applicable)

FY1920 - £86k					

2. Consultation requirements

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	This would be undertaken as part of the fair funding formula and SLA reviews	Yes

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones	Senior Manager – Central Services	28 th May 2018

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Impact Assessment (IA)

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposals will have some impact on individual schools budgets

Service Area informed:	None Yet – All Schools need to be consulted with	Contact Officer liaised with:	TBC
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Mitigation

Need to include the rationale for the reduction in these budgets as part of the consultation on the review of the fair funding formula and delegation levels.

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Learning and skills We will strengthen learning and skills	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Residents and Communities We will support our residents and communities	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral

Source of Outline Evidence to support judgements
Schools Service Management Team meeting minutes and support business case.

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Neutral	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes and business case

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will only impact on internal resources, it is not expected to be material in any school.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes and business case				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Consultation with schools as part of the fair funding formula and budget review		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Low	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Alec Clark	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Service Restructure						
Outline Summary / Description of Proposal							
Review staff teams and amalgamate							

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1. Profile of savings delivery (if applicable)

FY1920 - £250k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	15 th March 2019	Yes

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

Version	Author	Job Title	Date
Version 1.2	Marianne Evans	Senior Manager Schools Transformation	12-2-19

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Passenger Transport Unit Corporate Insight			
Service Area informed:	Yes	Contact Officer liaised with:	John Forsey /Diane Reynolds
Mitigation			
Both services can accommodate proposed changes			

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	The proposal builds capacity into the Schools Transformation Team which will enable the schools capital programme to be delivered more effectively and efficiently. This programme has significant economic and community benefits.	Good		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	n/a	Neutral		Neutral
Learning and skills We will strengthen learning and skills	The proposal will ensure that there is a strong team to deliver the Learning and Skills Priority in Vision 2025	Good		Neutral

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Impact Assessment (IA)

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	The proposal builds capacity into the Schools Transformation Team to deliver the Schools Reorganisation Programme, which has a strong focus on early engagement with schools and their communities.	Good		Neutral

Source of Outline Evidence to support judgements
Schools Organisation Policy and Delivery Plan and 21 st C Schools Programme

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	The Service uses both languages in its operation with staff who are fluent in both.	Good	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Good	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Good	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	A more efficient Service will help support children and young people.	Good	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	In any engagement with school communities, the voice of all children and young people are heard, including young carers	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce	Some staff in the Service will be affected through this restructure. However, there will also be more opportunities through the expansion of the Schools Transformation Taam	Neutral	The restructuring will be carried out in accordance with the Council's Management of Change Policy and staff will be supported throughout.	Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
The restructuring will be carried out in accordance with the Council's Management of Change Policy and staff will be supported throughout.		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

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10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Staff consultation completed	15 th March 2019	Views of staff inform final structure	New structure agreed
Posts filled	1 st April 2019	Structure operational	
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
n/a												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
--------------------------------------------------------------	----------------------------------

Cyngor Sir Powys County Council
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Restructuring the Schools Service is of low risk and will ensure that the Service is fit for purpose to deliver its key objectives. An efficiency of £250k will also be achieved.

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

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

Business Case

14. On-going monitoring arrangements?

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

The new structure and its effectiveness will be reviewed in a year.

Please state when this Impact Assessment will be reviewed.

1st March 2020

15. Sign Off

Position	Name	Signature	Date
Senior Manager Schools Transformation	Marianne Evans		13/02/19

16. Governance

Decision to be made by	Portfolio Holder	Date required	13/02/19
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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools central & Transformation budgets						
Outline Summary / Description of Proposal							
Review staff teams and amalgamate							

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1. Profile of savings delivery (if applicable)

FY1920 - £200k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones		

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Service Area informed: **Contact Officer liaised with:**

Mitigation

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Neutral	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Cyngor Sir Powys County Council
Impact Assessment (IA)

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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Cyngor Sir Powys County Council

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The integrated approach to support effective decision making



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Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Early Years						
Outline Summary / Description of Proposal							

The authority has a statutory requirement to provide a minimum of 10 hours per week of pre-school foundation phase education to all children from the start of the term following his / her third birthday until he / she commences school on a full time basis, normally at the start of the school year following his / her fourth birthday.

As part of the change of age of admission process in September 2017, which resulted in a net annual revenue saving of £1,250,000, the cabinet approved that the authority should provide above the statutory minimum of 10 hours; and from September 2017 parents can currently access 12.50 hours of pre-school foundation phase education through a network of 80 funded settings spread geographically across the authority.

Welsh Government has commenced the roll out of an extended childcare and education provision from September 2017 and by September 2020 all working parents of 3 and 4 year old children will be entitled to access extended childcare / foundation phase education of 30 hours per week for up to 48 weeks of the year. The authority has received confirmation that provision will be rolled out in Powys on a phased basis commencing in January 2019.

Of the current 80 settings funded in Powys, around 55 are delivered in schools, representing just over 60% of the total number of places offered; the remaining places are delivered from other CIW registered community and childcare facilities across the authority.

Welsh Government have confirmed that the funding level for the additional hours will be at £4.50 per hour, which is above the authority's current average funding level for the foundation phase and that if the authority reduced the funded hours from 12.5 to 10 in respect of the pre-school foundation phase provision the new funding would be available for the remaining 20 hours per week.

As a result of this extension of provision the two following efficiencies are proposed:

1. That consultation is undertaken with contracted settings to reduce the funded pre-school foundation phase education provision from 12.5 hours per week to 10.0 hours per week from the 1st September 2019, or the date the extended child care provision is rolled out in their catchment if later.
2. That settings delivering the extended childcare in a school setting are required to pay an agreed rent for the additional childcare hours that are funded directly by Welsh Government.

Estimates of efficiencies achieved from both proposals are summarised below. Consideration will be required to consider how the additional income achieved through rental income (proposed in bullet point 2 above) is accounted for between the service and the individual school through their schools delegated budget; this will need to be considered as part of the current review of the Fair Funding Formula and the Scheme for the Financing of Schools which is being led by the finance service.

The service has just commenced a review of the usage and resulting capacity of all its schools and as part of this exercise the actual use of the facilities in schools by early years settings will be identified by the end of May 2018.

The implementation of the extended childcare provision will have a positive impact on the number of part and full time posts available through the network of settings across the authority.

Estimated Early years Income / Reduced Budget									
Year group	Number of Settings	Rent / cost per Hour	Number of Annual Hours Chargeable	Percentage Reduction	Annual Fee / Budget reduction	2019-20	2020-21	2021-22	Total
Reduction in Funding re FP pre school education				30%	1,953,000	130,200	260,400		390,600
Rent re pre School provision	55	7.5	1,060		437,250	145,750	145,750	145,750	437,250
Additional Property Costs (10 weeks)	55	10	300		(165,000)	(55,000)	(55,000)	(55,000)	(165,000)
Total						220,950	351,150	90,750	662,850

Although the proposals includes the reduction in the level of Foundation Phase pre School Education, this reduction is replaced by funded childcare provision for the children of working families and therefore if managed and communicated correctly it should be welcomed by the funded settings as the overall funding level will be at a higher level than currently provided and therefore has limited Financial, Legal, Political or reputational risk,

The greatest risk from this proposal relates to the reduction in the level of pre-school foundation phase education provision to those families where the parents are not in or cannot access employment and whose children will therefore not be entitled to access the extended provision.

Narrowing the impact of the poverty gap in terms of education outcomes is a Powys, Welsh and National target and the expected differential in the available services between the two groups will potentially extend and not narrow the gap.

As the programme is rolled out across Powys it is essential that options are discussed through multi agency work on how the authority can collectively support children from these families to access extended pre-school support and education.

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1. Profile of savings delivery (if applicable)

FY1920 - £221k					
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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	T B A	Yes

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

Version	Author	Job Title	Date
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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Version 1.1	Jo Cassey / Gareth Jones	Senior Manager – Central Service	28 th May 2018

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Impact Assessment (IA)

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
The proposal runs directly alongside the Welsh Governments Proposal to extend funded childcare places for children aged 3 & 4 from working families.			
Service Area informed:	CYPP	Contact Officer liaised with:	Shelley Davie / John Haddon
Mitigation			
This efficiency is being proposed as it will be largely offset by increased funding for childcare places from WG			

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area, with the exception of those children from the more deprived families.	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners from disadvantaged families	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	As Above	Good	As Above	Very Good
Learning and skills We will strengthen learning and skills	As Above	Good	As Above	Very Good
Residents and Communities We will support our residents and communities	As Above	Good	As Above	Very Good

Source of Outline Evidence to support judgements

Welsh Government papers on the roll out of the Extended Childcare provision for working families.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will provide upto 30 hours Childcare / FP education provision for families of 3 & 4 Year olds, it will reduce the child care costs for these families while extending the number of jobs required in the caring area	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners from disadvantaged families	Very Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Good	As above.	Very Good
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Good	As above.	Very Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Good	As above.	Very Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Good	As above.	Very Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above. But with the promotion of Welsh Language early years provision as detailed in the WESP	Good	As above.	Very Good
<i>Opportunities to promote the Welsh language</i>	As above.	Good	As above.	Very Good
<i>Welsh Language impact on staff</i>	As above.	Good	As above.	Very Good
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Good	As above.	Very Good
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Welsh Governments Papers on the benefits of the extended Childcare programme

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	EIG Grant - Schools School Improvement						
Outline Summary / Description of Proposal							
Remove additional funding provided in 2018-19 and reduce the level of match funding to be in line with other authorities within the ERW Consortia of around 10%.							

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1. Profile of savings delivery (if applicable)

FY1920 - £675k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		Choose an item.

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones		

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
None	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills	Impact on options for Post-16 provision.	Poor	Transformation programme will need to focus on Post 16 provision across the County.	Poor
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As pupils are travelling to England for Post-16 provision, we are decreasing the options possible for Welsh medium provision and Welsh medium pupils are unable to continue their studies through the medium of their choice.	Poor	Transformation agenda needs to consider the needs of Welsh medium pupils.	Poor
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements
Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

Cyngor Sir Powys County Council

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Medium	Savings will be achieved from areas not impacting on learner outcomes	Medium
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Allocate the EIG provision for 2018-19	May 2018	Effective delegation and retention resulting in improved outcomes for pupils.	SSMT
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

What additional evidence and data has informed the development of your proposal?
School data for Post-16 qualifications 2018-19.

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Challenge advisor visits with focus on Post 16 standards and provision.
Please state when this Impact Assessment will be reviewed.
April 2019.

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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Service Area	Schools	Head of Service	Alec Clark	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Efficiencies of £298k (from a total budget for 19/20 £1.354 million) need to be found from the 19-20 ALN out of county budget. This will be done through reducing the number of pupils with additional needs being placed in schools out of the county.						
Outline Summary / Description of Proposal							

Pupil with additional learning needs are placed in an out of county provision for number of different reasons. Firstly, due to social reasons such as unavailability of foster carers in Powys and secondly as a result of unavailability of specialist education provision in the county. Both of these need to be addressed. The efficiency target will be achieved only if we can educate more Powys pupils with additional needs in Powys.

The current budget for out of county placements is £1.354 million this supports 25 pupils (August 2018) in out of county placements

Excellent *localised* additional learning needs provision for *local* pupils is a principle of the Powys ALN transformation and Inclusion Programme 2018-2021. The Powys ALN and Inclusion Transformation Programme 2018-2021 has a number of work streams within it that impact on this such as the development of the behaviour, emotional and social support for pupils and the role of specialist centres. The Powys ALN Transformation Programme 2018-2021 also has a number of areas of work linked to it that will impact on the efficiencies in the medium term such as the 21st Century Schools Programme.

Dependencies;

- 1- Better decision-making between Education and Social Care when we place pupils out of county. This has already begun under the current senior management structures within the council and the new ALN and Inclusion central team. This will and has had an immediate impact
- 2- The rebuilding of some of our special schools is part of the 21st Century Schools Programme and this includes the re-development of Brynllwarch and Cadewain Special Schools. This programme is being scoped under a broader footing which includes ALN needs and provision for pupils across the county. The development of a residential provision and the co-location of the Pupil referral unit are also being considered as part of this, increasing support for pupils in Powys
- 3- The seeing through of the of the Powys ALN and Inclusion transformation programme 2018-21 with the key principles of improving support in localities.

The saving is based on pupils exiting the education system at the end of schooling and no new Powys pupils with Additional Learning Needs being placed in out of the county provision. As pupils leave the education system and no new pupils are placed in out of county provision there will be a reduction in the spend. It needs to be appreciated this is a highly challenging because in emergency situations social care may be forced to place pupils in out of county foster care or there may be no alternative but to place a pupil in out of county specialist education due to their needs. Therefore, the proposal is to reduce the amount of spend on out of county placements by proportion of the total cost of the pupils leaving this type of provision in a given year.

In 2019/20 this strategy will enable us to efficiencies of £298K. Further efficiencies will be made in future years. Further projections will be communicated as identified

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1. Profile of savings delivery (if applicable)

2019/20 -£298k					
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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)		No

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

Version	Author	Job Title	Date
Version 1.1	Imtiaz Bhatti	Senior Manager – ALN and Inclusion	15 th October 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
Non	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners from disadvantaged families	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	As Above	Good	As Above	Very Good
Learning and skills We will strengthen learning and skills	As Above	Good	As Above	Very Good
Residents and Communities We will support our residents and communities	As Above	Good	As Above	Very Good

Source of Outline Evidence to support judgements
Senior Management Team Meetings.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners with additional needs	Very Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Good	As above.	Very Good
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Good	As above.	Very Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Good	As above.	Very Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Good	As above.	Very Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Good	As above.	Very Good
<i>Opportunities to promote the Welsh language</i>	As above.	Good	As above.	Very Good
<i>Welsh Language impact on staff</i>	As above.	Good	As above.	Very Good
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Good	As above.	Very Good
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Senior Management Team meetings

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	As above.	Choose an item.	As above.	Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce	As above.	Neutral	As above.	Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Low	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Low	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Implementation	2018/18		
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Non												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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Cyngor Sir Powys County Council
Impact Assessment (IA)

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

What additional evidence and data has informed the development of your proposal?
No

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required
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FORM ENDS

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Cyngor Sir Powys County Council

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Central Budget						
Outline Summary / Description of Proposal							
Central redundancy budget that funds school redundancy costs							

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2. Profile of savings delivery (if applicable)

FY1920 - £236k					

3. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones		

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Neutral	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements
Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	As above.	Neutral	As above.	Neutral
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	As above.	Neutral	As above.	Neutral
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	As above.	Neutral	As above.	Neutral
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

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Impact Assessment (IA)

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Improvement						
Outline Summary / Description of Proposal							
Reduction in staffing (numeracy practitioner / literacy advisor) and non staff budgets							

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Profile of savings delivery (if applicable)

FY1920 - £191k					

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	April 2019	Yes

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

Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones		

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
No	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills	To deliver support for school for literacy and numeracy we would need to develop the role of the leader of learning with the consortium.	Unknown	Working with the ERW leaders of learning	Good
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements

Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Neutral	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with the consortium ERW	Neutral	Working with the ERW leaders of learning	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	High
Mitigation		

Cyngor Sir Powys County Council

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	High	Ensure service has suitable knowledge cover and provide training where appropriate	Medium
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	High	Need to support provision of school to school support	Medium
Impact on learner outcomes	Medium	Savings will be achieved from areas not impacting on learner outcomes	medium
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Numeracy practitioner to end secondment in August 31 st 2018.	August 31 st	Post ceases	
Literacy practitioner post consultation begins in January 2019	January 2019	Teacher consulted on process.	
Literacy practitioner post ceases in August 2019.	August 2019	Post ceases.	
Portfolio Holder decision required	Yes	Date required	August 2018
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The overall judgement will be that has a medium risk to the delivery of the school improvement menu of support.		

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

What additional evidence and data has informed the development of your proposal?
Leaders of learning support from ERW.

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monitor the role of the ERW leaders of learning.
Please state when this Impact Assessment will be reviewed.
2020

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
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Proposal	Special schools, Band 1 & 2 learners reduction - School ALN
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Outline Summary / Description of Proposal

Children with band 1 / 2 special needs returned to mainstream school education.

The banding system in special needs identifies the level of need that children and young people may have. Bands 1 and 2 cover the lowest level of need of children and young people. The banding system is also used to identify the amount of resource that needs to be allocated on top of school's core budget for the school to provide support for the child or young person. The Local Authority will be rolling out band linked funding for children and young people with a statement of special needs, which is already in place for special schools.

Therefore, the proposal is that all band 1 and 2 children and young people be firstly considered for a mainstream placement prior to being considered for a placement in a special school. It is also envisaged that whilst all new statements are being considered in this manner there will be a reduction in band 1 and 2 children and young people in special schools through as they reach leaving age.

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1. Profile of savings delivery (if applicable)

FY1920 - £45k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Justification – children and young people's needs will be met in mainstream school where possible in a more inclusive learning environment. This is not about the reduction of provision but the correct alignment of it, as it is best practice for the children and young people to be supported within their own communities.	Choose an item.

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

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Version	Author	Job Title	Date
Version 1.1	Jo Cassey / Gareth Jones	Head of Learning	06/09/18

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Reduced costs and associated administration for Home to School transport as a higher number of child and young people would be educated in their community rather than traveling long distances to specialist provision.			
Service Area informed:	Yes	Contact Officer liaised with:	John Forsey
Mitigation			
N/A			

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Reduced spend with transport contractors due to reduced journeys for children and young people	Poor	Ensure timely communication is undertaken with the contractors	Poor
Health and Care We will lead the way in effective, integrated rural health and care	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area and will impact positively on the well-being of the children and young people as they will have reduced journey time and increased home time.	Good	N/A	Good
Learning and skills We will strengthen learning and skills	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area. The reduced journey times will impact positively on children and young people's ability to concentrate in the classroom.	Good	N/A	Good

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area and will impact positively on the well-being of the children and young people as they will have reduced journey time and increased home time and socialisation with their peers.	Good	N/A	Good

Source of Outline Evidence to support judgements

Schools Service Management Team meeting minutes.

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Reduced journey time will impact positively on children and young people's ability to concentrate in the classroom and reduce the Local Authority's carbon footprint.	Good	N/A	Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Neutral	N/A	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Good	As above.	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	This will impact positively on the well-being of the children and young people as they will have reduced journey time and increased home time and socialisation with their peers.	Good	N/A	Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Good	As above.	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Provision within mainstream schools is going to increase the opportunity for Band 1 and 2 children and young people to learn in the medium of Welsh in their local school.	Good	N/A	Good
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral	N/A	Neutral
<i>Welsh Language impact on staff</i>	N/A	Neutral	N/A	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral	Encouragement is at the same level regardless of the provision.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	N/A	Neutral	N/A	Neutral
<i>Disability</i>	The proposed change to provision will enable children and young people with disabilities to be supported in their local communities where possible and appropriate.	Good	N/A	Good
<i>Gender reassignment</i>	N/A	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral	N/A	Neutral
<i>Race</i>	N/A	Neutral	N/A	Neutral
<i>Religion or belief</i>	N/A	Neutral	N/A	Neutral
<i>Sex</i>	N/A	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	N/A	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area, and should have a positive impact.	Good	N/A	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Good	As above.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Good	As above.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Good	As above.	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Good	As above.	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Neutral	N/A	Neutral
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Special schools will cater for more complex needs and their workforce needs to be realigned for children and young people that are more likely to be in Bands 3 and above. The mainstream schools will need to increase their knowledge base of how to support children and young people in Bands 1 and 2.	Neutral	Staff from Special schools could train staff in mainstream schools to support children from Bands 1 and 2.	Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
A well planned training and transition programme will be in place to support this change.		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Low	A well planned training and transition programme will be in place to support this change.	Low
Impact on learner outcomes	Low	Should improve learner outcomes due to aligning provision to best suit learner needs in their community.	Low
Failure to maximise grant and other funding opportunities	Low	N/A	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Extend provision for band 1 and 2 children and young people within mainstream schools	2019/20	Improve learner outcomes due to aligning provision to best suit learner needs in their community.	To implement as outlined.
Portfolio Holder decision required	No	Date required	N/A
Cabinet decision required	No	Date required	N/A
Council decision required	No	Date required	N/A

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

Cyngor Sir Powys County Council

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The impact is low with many positive outcomes for children and young people, therefore, the recommendation is to proceed as outlined.		

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Ongoing monitoring of all statements children and young people would be carried out via the annual review process, which is reported up to the ALN Statutory Panel.
Please state when this Impact Assessment will be reviewed.
Autumn 2020/21

15. Sign Off

Position	Name	Signature	Date
Senior Manager – ALN & Inclusion	Imtiaz Bhatti		06/09/18

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Schools Service	Head of Service	Alec Clark	Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools.						
Outline Summary / Description of Proposal							
It is proposed that the allocation of swimming pool hours for each secondary school is removed from the service level agreement with effect from August 2019. Head teachers will be encouraged to liaise directly with Freedom Leisure for any future swimming pool requirements and the cost will need to be met by schools themselves. This will result in a full year efficiency of £203,000 per annum for the authority. The saving in 19/20 is expected to be approximately £100k							
The allocation of swimming teacher and swimming pool hours for each primary school is subject to a further review over the next year, with the aim of reducing the charges under the current Service Level Agreement. This should result in further efficiencies within the agreement. Implementation will take place from September 2020.							

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

Version	Author	Job Title	Date
1	Marianne Evans	Senior Manager – Schools Transformation	31/01/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£100,000	£0	£0	£0	£100,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation

No consultation required (please provide justification)

The views of secondary head teachers are currently being sought and discussion will take place at the Secondary Headteachers meeting in February 2019.
If approved, views of Primary head teachers will be sought. Initial meetings have been held with Freedom Leisure to outline the proposals.
The views of the Schools Forum will also be taken into account.

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Should a decision be made to proceed with implementation of the proposal, input from other service areas, such as Legal, Leisure and Finance would be required. Representatives of these service areas will be invited to attend meetings with Freedom Leisure to provide an integrated approach. Schools will be made aware of the recommendation, asked for their views and will receive regular updates as the process moves forward.

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The proposal may have a detrimental impact on wellbeing and active and healthy lifestyles. The proposal may have a detrimental impact on a basic life skill	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
Learning and skills We will strengthen learning and skills	The proposal may effect numbers of pupils opting for GCSE – PE if the swimming element is not available	Neutral	Other options are available within the PE specification	Neutral
Residents and Communities We will support our residents and communities	Risk of closure of some leisure centres	Neutral	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral

Source of Outline Evidence to support judgements

Business Case for Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools. Comments gathered from secondary headteachers.

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Choose an item.		Choose an item.
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).	N/A	Choose an item.		Choose an item.
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 proposal may a detrimental impact on wellbeing and active and healthy lifestyles. The proposal may have a detrimental impact on a basic life skill.	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.		Choose an item.

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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.	n/a	Choose an item.		Unknown
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	N/A	Choose an item.		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	Risk of closure of some leisure centres	Unknown	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Unknown
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The proposal may have an impact on children and young people through the removal/reduction of swimming opportunities	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
<i>Disability</i>	The proposal may have an impact on children and young people with disabilities through the removal/reduction of swimming opportunities	Poor	As above	Neutral
<i>Gender reassignment</i>	The proposal may have an impact on children and young people who are undergoing gender reassignment through the removal/reduction of swimming opportunities	Poor	As above	Neutral
<i>Marriage or civil partnership</i>	n/a	Choose an item.		Choose an item.
<i>Race</i>	The proposal may have an impact on children and young people of all races through the reduction/removal of swimming opportunities	Poor	As above	Neutral

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<i>Religion or belief</i>	The proposal may have an impact on children and young people of all religions and beliefs through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Sex</i>	The proposal may have an impact on children and young people of all sexes through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Sexual Orientation</i>	The proposal may have an impact on children and young people regardless of their sexual orientation through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
Business Case for Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal would create a more systematic approach to the allocation of swimming provision and ensure efficient management of the service level agreement in order that revenue savings are achieved.	Good		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for pupils.	Good		Choose an item.
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	Should Cabinet decide to proceed with the recommendation, full communication would be carried out with Freedom Leisure, Service Strategy and Development Manager for Leisure and Recreation and Headteachers of all schools. Views from the schools Forum will also be taken into consideration. Communication to parents will be via the Headteacher of the schools.	Neutral		Choose an item.

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Principle	How does the proposal 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
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>The authority currently provides wetside and dryside facilities for all secondary schools and wetside facilities for all primary schools, special schools and pupil referral units.</p> <p>The level of swimming provision in Powys schools has been, historically, high and exceeds the funded provision in many other authorities. There does not appear to be a consistent approach to the provision of swimming allocation across Welsh local authorities.</p> <p>The allocated hours for swimming per cluster were based on swimming arrangements in force at the start of the contract. The payment is for the allocated hours per cluster as detailed in the contract. In recent years, the usage of the pools is less than the allowed allocated hours, but the charge is still for the allocated hours as per contract.</p> <p>A more systematic approach to the allocation of swimming hours will reduce the under usage of the facilities and achieve required revenue savings.</p>	<p>Good</p>		<p>Unknown</p>
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for pupils.</p>	<p>Neutral</p>		<p>Choose an item.</p>

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for deprived children and young people	Good		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for young carers	Good		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Any swimming provision that will be provided by schools will have to ensure that all safeguarding protocols are adhered to.	Good		Choose an item.
Impact on Powys County Council Workforce	There will be minimal impact on Powys County Council Workforce, however there may be an impact on staff at Freedom Leisure	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
Service Level Agreement analysis of swimming usage against allocation, Business Case				

8. What is the impact of this proposal on our communities?

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Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		
We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for deprived children and young people		

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9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	High	High
Mitigation		
We will take legal advice on the contractual obligations within the Freedom Leisure contract.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Secondary schools will need to fund swimming lessons from their own delegated budget, or through other funds, placing additional pressure on schools.	Medium	Schools to work with finance advisors in finance surgeries to identify ways to fund lessons	Medium
May have a detrimental impact on wellbeing, active and healthy lifestyle of pupils	High	Work with Welsh Government and Freedom Leisure to signpost alternatives to school swimming lessons	Medium
Significant level of public and political opposition	Medium	Present a plan for future swimming provision	Medium
May disadvantage families who are unable to afford private lessons	High	Work with Welsh Government and Freedom Leisure to signpost alternatives to school swimming lessons	High
Freedom Leisure would need to agree to the proposal under terms of the contract	High	Negotiate with representatives from Freedom Leisure and Service Strategy and Development Manager	High

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Compensatory payment may be needed under terms of service level agreement	High	To work with Freedom Leisure and Finance advisors to assess compensatory payments	High
Risk of contract termination by Freedom Leisure	High	Negotiate with representatives from Freedom Leisure and Service Strategy and Development Manager	High
May lead to decrease in number of schools utilising the allocation due to transport costs	Medium	Parents fund transports costs, encourage schools to share transport where possible	Medium
May lead to decrease in number of schools utilising the allocation due to staffing costs	High	Work with schools to suggest alternative arrangements	Medium
Recommendations from Swim Wales minimum requirements for swimming would not be met	High	Recommendation not statutory, Work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	High
May have a detrimental impact on a basic life skills for pupils	High	Work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	High

Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	X		

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10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The risk is identified as being of high risk because of the contractual obligations within the Freedom Leisure contract, plus the impact on the health and wellbeing of children and young people should there be a removal/reduction in the provision of swimming.	

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

What additional evidence and data has informed the development of your proposal?
Business Cases and Appendices Views from secondary headteachers.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Quarterly Service Level agreement review meetings held– attended by Councillors, School Service representatives, Service Strategy & Development manager for Leisure and Recreation, representatives from Freedom Leisure Swimming Abilities of pupils assessed by Swim Wales annually

Please state when this Impact Assessment will be reviewed.

This impact assessment will be reviewed at each stage of the process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Marianne Evans		01/02/19
Head of Service:	Dr Alec Clark		01/02/19
Director:	Ian Budd		01/02/19
Portfolio Holder:	Clr Myfanwy Alexander		01/02/19

14. Governance

Decision to be made by	Date required
Cabinet	Initial decision February 2019

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

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Service Area	Schools	Head of Service	Alec Clark	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Improvement						
Outline Summary / Description of Proposal							
Reduction in Challenge Advisor Team							

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Profile of savings delivery (if applicable)

FY1920 - £88k					

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required		No

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

Version	Author	Job Title	Date
Version 1.1	Lynette Lovell / Eurig Towns	Senior Challenge Advisors	12 th February 2019

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Neutral
Learning and skills We will strengthen learning and skills	There will be an impact on the services ability to deliver support for Early Years settings and Schools	Very Poor	Restructure school support systems to ensure schools receive a minimum amount of support equivalent to their support category	Poor
Residents and Communities We will support our residents and communities		Neutral		Neutral

Source of Outline Evidence to support judgements
Schools Service Management Team meeting minutes. National Categorisation of schools 2018-19

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
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.	There are opportunities to develop good practice models which could be shared across clusters. However, there will be an additional burden placed on a reduced team of officers.	Poor	Challenge Advisors and Foundation Phase support teachers will look to implement new support systems.	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	As above.	Neutral	As above.	Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	As above.	Neutral	As above.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above.	Neutral	As above.	Neutral

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above.	Neutral	As above.	Neutral
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above.	Neutral	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Neutral	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Neutral	As above.	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.
National Categorisation.

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	As the proposal will be based on delivering the same service but more efficiently there will need to be new methods and systems introduced to support schools and Early Years settings.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with the consortium ERW	Neutral	Working with the ERW officers	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	High
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Loss of Knowledge, Experience and Capacity	High	Ensure service has suitable knowledge cover and provide training where appropriate	Medium
Failure to meet statutory duties	Medium	Service will ensure all statutory duties are covered	Medium
Reduction of support to schools	High	Need to support provision of school to school support	Medium
Impact on learner outcomes	Medium	Savings will be achieved from areas not impacting on learner outcomes	medium
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		x	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Reduction of a full time Challenge Advisor	April 2018		
Portfolio Holder decision required	No	Date required	
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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Impact Assessment (IA)

The integrated approach to support effective decision making



The overall judgement will be that has a medium risk to the delivery of the school improvement menu of support.

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

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

14. On-going monitoring arrangements?

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

Monitor the new models of working with schools to ensure all schools and settings receive the support they need to improve.

Please state when this Impact Assessment will be reviewed.

September 2020

15. Sign Off

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Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS

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The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Leisure & Recreation	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Phyll Davies
Proposal	Budget Savings Proposal for Catering Service for FY 2019/2020						
Outline Summary / Description of Proposal							
Proposal to deliver revenue savings from the Catering service for FY 2019/20 by implementing the proposals below: Increasing school meal price in Primary and High Schools on the main meal by an additional 15p on top of the 5p already proposed. This would generate an additional income of £184,000 for primaries (at meal price £2.50) and £61,000 for high schools (at meal price of £2.60) based on 2018 main meal uptake. Further detailed review required.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£180,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Choose an item.		Choose an item.

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

Version	Author	Job Title	Date
V1.1	Jason Rawbone	Professional Lead Catering & Cleaning	12 February 2019

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
<ul style="list-style-type: none"> The introduction of an increased school meal price will impact on parents/carers who pay for their children to have school meals. 			
Service Area informed:	Schools/ Parents/Schools Welfare Team/PPD/Income & Awards	Contact Officer liaised with:	Alec Clarke
Mitigation			
Schools/parents and stakeholders above will be informed of the school meal price increase with plenty of notice prior to implementation.			

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Understanding the financial pressures, the Council is under, increasing any public service charges is always going to be sensitive. By increasing the school meal charge per pupil by 20p on top of increased council tax, uncertainty around Universal Credit(UC) entitlements and the element of funding that will come from the WG to provide Free School Meals and uncertainty around the cost of food from the EU following Brexit. All of these things will impact the lives of people in Powys, in one way or another. 20p increase on school meals in a primary with a family of 4 children is £10.00 per day £50.00 per week if they have lunch each day of the week. This we know will be a struggle for large families. Therefore, there is significant likelihood for the decrease in school meals. If unaffordable to parents, they will need to provide packed lunches for their children, yes buying from local supermarkets, but possibly cheap unhealthy snacks.</p>	<p>Poor</p>	<p>Parents will want to see value for money with a price increase. The catering service will review and adapt the school meal menus accordingly, with a drive to attract the continued uptake of nutritious school meals that are compliant with the Healthy Eating in Maintained Schools Regulations (Wales) 2013.</p>	<p>Good</p>

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Council Priority	How does the proposal 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
Health and Care We will lead the way in effective, integrated rural health and care	<p>The proposal to increase school meal prices has the likely impact to drive down uptake without ongoing and sustained mitigation measures.</p> <p>It is a documented fact that a healthy hot school lunch aids the attainment levels in pupils for their afternoon lesson activities. The increase in meal prices will be unaffordable for some parents and families, who will look to provide packed lunches with potentially unhealthy drinks and snacks in some cases, but also possibly no lunch at all! This will introduce welfare and wellbeing concerns where this happens.</p>	<p>Poor</p>	<p>Impact on uptake based upon previous modest price changes, has not led to reduced uptake. Uptake has risen, alongside uptake of FSMs which the Service believe is related and correlates with the activity of the Service to meet with schools, school councils, parent evenings, and ad-hoc promotions and special events, this will continue.</p> <p>However this has been on previous increases of 5p. The service has never increased the meal prices by 20p, and is unprecedented in Powys and impact unknown.</p>	<p>Neutral</p>
Learning and skills We will strengthen learning and skills	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>

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Council Priority	How does the proposal 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
Residents and Communities We will support our residents and communities	<p>An increase in school meals price is not a decision taken lightly. Close monitoring of global and supplier food prices is taken into account and any school meal prices are increased accordingly and if required. The catering team are conscious that parents demand value for money and take this into account when developing school menus.</p> <p>A price increase of 20p will be highly criticised by parents and carers and will want to see justification for the increase. Generally, and steadily over the past 5 years or so food prices from suppliers have increased. We are unsure what effect Brexit will have on particular fruit and veg that is imported from the EU, however the service suspect prices will increase.</p>	<p>Poor</p>	<p>Prior information to schools to communicate any changes in school meal prices is important this is done prior to the summer holidays, or prior to the proposed implementation so parents are informed well in advance. The future use of social media will aid us to also communicate this effectively.</p>	<p>Poor</p>
Source of Outline Evidence to support judgements				
<ol style="list-style-type: none"> School meal price increase Business Case 2018 Healthy Eating in Maintained Schools guidance 				

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The negative impact that a 20p increase could cause in terms of decreased uptake of school meals goes against the principles of the Future Generations Act.</p>	<p>Poor</p>		<p>Choose an item.</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>As above</p>	<p>Poor</p>		<p>Choose an item.</p>

<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>With the development of food offers in schools, the service are very conscious of the growing obesity concerns within the country. School catering teams meet regularly with high school Nutrition Action Groups (SNAG) to discuss with pupil's school meals and nutrition. The feedback from these groups help to develop the school menus. However, the team need to develop more appealing menu options in high schools, one that pupils will help to develop.</p> <p>The service has introduced a holiday scheme into 4 of primary schools in the summer (2018). Part funded by the WLGA. 'Food and Fun' is a school-based programme that provides free healthy meals, nutritional education and physical activity to children in areas of social deprivation during the summer holidays.</p> <p>The programme forms part of the WLGA's School Holiday Enrichment Programme (SHEP) and is jointly funded and supported by the council, Welsh Government and other partner agencies including the health board.</p> <p>It aims to tackle holiday hunger and improve children's health and well-being, as well as address social isolation and a lack of routine by providing a safe, happy place for children to go to during the holiday.</p> <p>This programme is funded by the Welsh Government for this year also (2019) so we will look to develop the programme. It has positively benefited all those parents/pupils who have participated in the</p>	<p>Poor</p>	<p>Parents will want to see value for money with a price increase. The catering service will review and adapt the school meal menus accordingly, with a drive to attract the continued uptake of nutritious school meals that are compliant with the Healthy Eating in Maintained Schools Regulations (Wales) 2013.</p>	<p>Good</p>
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	<p>programme in the 2 years it has been running in Powys.</p> <p>With this good work that is being carried out by the catering teams and partners, the service must continue the momentum and work to do the best to help reduce childhood obesity in the county. With an increase in school meal price there will no doubt be a decrease in uptake. However more of a concern would be the cheap unhealthy alternative snacks that could be provided to some pupils, were parents struggle. This of course will have the opposite effect in the challenge to fight childhood obesity.</p>			
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>We need to be open and honest about the reasons a price increase is needed and appropriate communication with Parents, schools, governors and customers will be advantageous for everyone.</p>	Neutral		Choose an item.
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	No Impact	Choose an item.		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	No Impact	Choose an item.		Choose an item.
<p>Opportunities to promote the Welsh language</p>	No Impact	Choose an item.		Choose an item.
<p>Welsh Language impact on staff</p>	No Impact	Choose an item.		Choose an item.

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<i>People are encouraged to do sport, art and recreation.</i>	No Impact	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	No Impact	Choose an item.		Choose an item.
<i>Disability</i>	No Impact	Choose an item.		Choose an item.
<i>Gender reassignment</i>	No Impact	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	No Impact	Choose an item.		Choose an item.
<i>Race</i>	No Impact	Choose an item.		Choose an item.
<i>Religion or belief</i>	No Impact	Choose an item.		Choose an item.
<i>Sex</i>	No Impact	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	No Impact	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	No Impact	Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

1. Welsh Government Healthy Eating in Schools (Nutritional Standards & Requirements (Wales) Regulations 2013
2. Evaluation Report from the School Holiday Enrichment Programme (2016)
3. Consultation Document – Welsh Obesity Strategy (Not Published)

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	No Impact	Choose an item.		Choose an item.
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	The increase in meal price will put people off using the school meal service, however developing menus and offers in schools to the wants and needs of customers is key to sustaining the service.	Poor	It is important that the service continue to work with schools/pupils/customers and suppliers to develop school meals and menus that are healthy, nutritious and offer value for money.	Good
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	Prior clear communication is given when planning to change school meal prices to schools and parents.	Poor		Choose an item.
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	No Impact	Choose an item.		Choose an item.
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	With school meals menu development the service encourage schools to support healthy eating and involve the catering teams in nutritional activities with school councils and SNAG groups also with support from PtHB dieticians.	Good	Continue to promote these activities and relationships with schools to encourage school meal uptake and an understanding of healthy lifestyles.	Good

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Principle	How does the proposal 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
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>The summer SHEP programme benefits families who struggle to feed and entertain their children during the 6 weeks' summer holiday by providing free hot nutritious meals and various activities.</p> <p>However, during term time these free meals are not provided unless there is an eligible free meal entitlement. The Service currently operate a cashless payment system for parents to pay for school meals and other activities. The service has a duty of care to parents/carers not to accrue debt, however the service also has a policy to always feed a child in Primary schools. Unfortunately, there are some that take advantage of this and don't pay for their childrens meals. Increasing the school meal price will potentially increase the debt level also.</p>	<p>Poor</p>	<p>We use the cashless system to monitor debt and notify parents/carers when they are in debt but also contact them to support them to pay.</p>	<p>Neutral</p>
<p>Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account</p>	<p>No Impact</p>	<p>Neutral</p>		<p>Neutral</p>
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>With an increase in school meals price, some families will struggle to provide money for lunch for their children. Although the service will always feed primary school pupils, it is with parents that never pay or provide a limited or no packed lunch for that are potentially venerable of neglect. Parents, guardians eligible for Free School Meals are encouraged to sign up for this.</p>	<p>Poor</p>	<p>We will work with schools and other agencies to assist families in whatever way we can.</p>	<p>Good</p>
<p>Impact on Powys County Council Workforce</p>	<p>As many of the workforce of PCC are parents any increase in school meal price will also affect them financially also.</p>	<p>Poor</p>		<p>Choose an item.</p>
<p>Source of Outline Evidence to support judgements</p>				

Principle	How does the proposal 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
1. Future Generations Act (2015) Guidance				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Medium
Mitigation		
1. School meal price increase of 5 pence in High Schools and Primaries was implemented back in September 2018. 2. See uptake tables/charts for paid & free school meals for 2018:		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
The proposal to increase school meal prices by 20p per meal has the impact to drive down uptake.	Medium	Catering Teams to continue to promote schools meals, refresh of menus with schools support and buy in.	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Savings target to be met from Catering service by end of next FY	2019/20	The £230k saving target generated from additional income of increased school meal price.	
Portfolio Holder decision required	Yes	Date required	ASAP
Cabinet decision required	Yes	Date required	21 st Feb 2019
Council decision required	Yes	Date required	21 st Feb 2019

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Although the school meal price increase will on paper make the required savings. It will face undoubted public criticism, with the public wanting value for money. There will inevitably be a decrease in school meal uptake where families will not be able to afford to pay for meals particularly those with multiple school aged children. 20p is the largest increase we have ever proposed in one go. This increase if implemented will have to begin in 01 April 2019.	

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

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

The catering service budget reduction business case (14 Aug 2018)

14. On-going monitoring arrangements?

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

Monthly management meetings to discuss progress and regular meetings with finance business partners to ensure targets are on track.

Please state when this Impact Assessment will be reviewed.

April 2019

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jason Rawbone		12/02/2019
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	Cllr Phyl Davies		

16. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS

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This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	TRADING STANDARDS	Head of Service	KEN YORSTON	Strategic Director	N. BRINN	Portfolio Holder	JAMES EVANS
Proposal	PROCEEDS OF CRIME INCREASED INCOME						
Outline Summary / Description of Proposal							
The proposal is related to proceeds of crime							
It involves							
- Increased POCA income of £70K							

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Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£---	£70K	£0	£0	£0	£0

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	n/a	No

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

Version	Author	Job Title	Date
1	CLIVE JONES	PROFESSIONAL LEAD	11 JUNE 2018

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

A reduced capability will have an effect on all regulatory functions across the council that use POCA. This could be from Planning to Environmental health to corporate fraud

Service Area informed: PLANNING **Contact Officer liaised with:** GWILYM DAVIES

Mitigation

Key work is scoping work and proposal to have other officers trained to do basic pre account information will mitigate the risk

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Taking money off criminals and reinvesting in community will benefit the Powys community	Very Good	Media on all actions will improve profile	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	Returning monies to victims via compensation improves health of citizens who are affected by crime	Good	Need to publicise these effects to ensure support to all victims and example the cons	Good
Learning and skills We will strengthen learning and skills	N/a	Unknown	n/a	Unknown
Residents and Communities We will support our residents and communities	Communities will benefit from reinvestment in crime and disorder strategies	Good	Consult on crime and disorder opportunities with communities via CSP	Very Good

Source of Outline Evidence to support judgements

<http://www.legislation.gov.uk/ukpga/2002/29/notes/contents>

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	Reinvesting money from criminals back into communities in reinvestment	Good	Explaining that the shadow economy is reduced will benefit Powys consumers and businesses	Very Good
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	n/a	Unknown	n/a	Unknown
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.	Returning monies to victims will lower the effect of crime and act as	Good	Ensuring clear guidelines on what PCA can achieve with timetable	Very Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Safe communities exist by dealing with criminal activity through prosecution and POCA work	Good	Communication strategies will enhance this	Very Good

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	POCA work will go wider from Wales	Good		Very Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	n/a	Unknown		Unknown
<i>Opportunities to promote the Welsh language</i>	N/a	Unknown		Unknown
<i>Welsh Language impact on staff</i>	n/a	Unknown		Unknown
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Unknown		Unknown
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Unknown		Unknown
<i>Disability</i>		Unknown		Unknown
<i>Gender reassignment</i>		Unknown		Unknown
<i>Marriage or civil partnership</i>		Unknown		Unknown
<i>Race</i>		Unknown		Unknown
<i>Religion or belief</i>		Unknown		Unknown
<i>Sex</i>		Unknown		Unknown
<i>Sexual Orientation</i>		Unknown		Unknown
<i>Pregnancy and Maternity</i>		Unknown		Unknown

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Source of Outline Evidence to support judgements

<http://www.legislation.gov.uk/ukpga/2002/29/notes/contents>

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	POCA work is now embedded in our work and existing capability will provide sustainability	Good	Longer term planning	Very Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	We deliver POCA for at least 2 other local authorities and also for internal sections	Good	Increase agencies that we conduct POCA for	Very Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Reporting will go via the Powys Community Safety Partnership and this will include on decisions on reinvestment of funds via incentivization	Good	Ongoing feedback on performance on projects	Very Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Part of ongoing Profile work is to understand the deterrent effect of POCA work	Good	Ongoing	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Part of Strategic Assessment of wider work across wales	Good	Build onto business planning	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Providing compensation back to victims will assist with income	Good	Media plan produced	Good

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Unknown		Unknown
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.	POCA work links into work on vulnerable persons	Good	Ensure take viable POCA cases where victims involved to obtain compensation	Very Good
Impact on Powys County Council Workforce	Opportunities for officer development as financial investigation officers	Good	Offer financial investigation opportunities	Good
Source of Outline Evidence to support judgements				
http://www.legislation.gov.uk/ukpga/2002/29/notes/contents				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Low
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Do not achieve income target due from cases	High	Plan support and calendars	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	High risk		

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
High risk	

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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

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

14. On-going monitoring arrangements?

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

Quarterly assessment of target figures

Please state when this Impact Assessment will be reviewed.

March 2020

15. Sign Off

Page 10 of 14

Position	Name	Signature	Date
Impact Assessment Lead:	CLIVE JONES		
Head of Service:	KEN YORSTON		
Strategic Director:	N BRINN		
Portfolio Holder:	JAMES EVANS		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	TRADING STANDARDS	Head of Service	KEN YORSTON	Strategic Director	N. BRINN	Portfolio Holder	JAMES EVANS
Proposal	REDUCTION OF 1.4 FTE IN ENFORCEMENT OFFICERS (TS 2)						
Outline Summary / Description of Proposal							
The proposal is to reduce the operational staff in trading standards by 7% ,namely 1.4FTE.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£---	£58.7K	£0	£0	£0	£58.7K

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	none	No

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

Version	Author	Job Title	Date
1	CLIVE JONES	PROFESSIONAL LEAD	11 JUNE 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

There will be an Impact to other internal and external services. Reduced ability to do enquiries out of authority and take Section 9 statements. Reduced ability to support other regulatory sections within the council.

Service Area informed:	All regulatory services	Contact Officer liaised with:	All services
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Mitigation

None possible – reduced service

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	Will mean that support for legitimate trade reduced and this will affect growth and profiles	Very poor	Bring back capacity with other officers	Poor
Health and Care We will lead the way in effective, integrated rural health and care	Support for vulnerable will be reduced as support visits cannot be made	Very poor	Possible involvement of voluntary sector	Poor
Learning and skills We will strengthen learning and skills	n/a	unknown	n/a	unknown
Residents and Communities We will support our residents and communities	Support will be reduced but there will need to be clarity on what delivery is possible	Very poor	Profile on delivery/use voluntary sector	unknown

Source of Outline Evidence to support judgements
<p>Trading Standards Data https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards</p> <p>The document from our professional institute shows the value of trading standards work</p>

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<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
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	Reduction in safety work and increased potential for organised criminality	Very Poor	Advertise reduced service	Poor

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above	Very Poor	As above	Choose an item.
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	n/a	Unknown	n/a	Neutral
<i>Opportunities to promote the Welsh language</i>	n/a	Unknown	n/a	Neutral
<i>Welsh Language impact on staff</i>	n/a	Unknown	n/a	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Unknown	n/a	Neutral
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Unknown		Choose an item.
<i>Disability</i>		Unknown		Choose an item.
<i>Gender reassignment</i>		Unknown		Choose an item.
<i>Marriage or civil partnership</i>		Unknown		Choose an item.
<i>Race</i>		Unknown		Choose an item.
<i>Religion or belief</i>		Unknown		Choose an item.
<i>Sex</i>		Unknown		Choose an item.
<i>Sexual Orientation</i>		Unknown		Choose an item.
<i>Pregnancy and Maternity</i>		Unknown		Choose an item.

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Source of Outline Evidence to support judgements

TS data

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduced capacity will impact on community profile within Powys	Very Poor		Very Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	This will increase with reduced officers	Good	Profile work	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Essential to explain the role of the service to stakeholders and we do this through victim statements and feedback and we will consult on changes	Good	Explain reduced services	Very Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Part of all work and may need to have increased emphasis here with reduced capacity to enforce	Very Poor	Explanation of new policy on enforcement	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Potential	Good	Opportunities	Very Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Less impact due to less resource – tackling rogue traders / getting compensation for victims	Very Poor	Look for referral to Police / other agencies	Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Unknown	n/a	Unknown
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.	Reduced capability on safeguarding and Care Act responsibilities	Very Poor	Increase working with Social Services to mitigate	Poor
Impact on Powys County Council Workforce	Reduction in 1.4 FTE will have effect on remaining staff	Very Poor	Define roles clearly	Poor

Source of Outline Evidence to support judgements

<https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards>

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
Clear explanation of new reduced services		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduction in high risk visit duties	High	Intelligence led	High
Reduction in investigations	High	Prioritization	Medium
Reduction in Scams work with victims	High	Priority led to ones with most harm	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	YES		Low

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reduction in 1.4 FTE in Enforcement Officers in Trading Standards which will impact on statutory duties	

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

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

<https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards>

14. On-going monitoring arrangements?

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

2 monthly management meetings review

Please state when this Impact Assessment will be reviewed.

March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	CLIVE JONES		
Head of Service:	KEN YORSTON		
Strategic Director:	N BRINN		
Portfolio Holder:	JAMES EVANS		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Trading Standards	Head of Service	Ken Yorston	Strategic Director	N Brinn	Portfolio Holder	James Evans
Proposal	TS3 – Reduction in Emergency Planning capability						
Outline Summary / Description of Proposal							
Reduction in 1 FTE of an Officer from a team of 3.5 FTE involved in Emergency Planning							

Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£22,000	£0	£0	£0	£22,000

Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Inform local resilience forum	No

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

Version	Author	Job Title	Date
1	C Jones	Professional Lead	19 June 2018

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Likely effect across all of Powys internal terms and across the LRF (Local Resilience forum) which covers Dyfed Powys area

Service Area informed: no **Contact Officer liaised with:**

Mitigation

Look at greater resilience across Dyfed Powys via CRF

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5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	Likely impact on managing civil contingencies and support in critical incidents	Very Poor	Mitigate with Business Continuity (BC) role coming over to support team	Poor
Health and Care We will lead the way in effective, integrated rural health and care	Impact on Powys residents could occur with major incidents with less capacity	Very Poor	As above	Poor
Learning and skills We will strengthen learning and skills	n/a	Unknown		Unknown
Residents and Communities We will support our residents and communities	Reduction resilience to respond to incidents	Very Poor	Mitigation with support role from BC	Poor

Source of Outline Evidence to support judgements
<p>The importance of this work is shown below-</p> <p>https://www.gov.uk/guidance/local-resilience-forums-contact-details</p> <p>https://www.gov.uk/guidance/preparation-and-planning-for-emergencies-responsibilities-of-responder-agencies-and-others</p> <p>http://intranet.powys.gov.uk/index.php?id=3977&L=0</p>

6. How does your proposal impact on the Welsh Government’s well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Risk from incidents threatens the prosperity of Powys and therefore preparation and management supporting responders is crucial and reduced capacity affects risk as well as clean up situations and responses.</p>	<p>Very Poor</p>	<p>Add Business Continuity to team/r</p>	<p>Poor</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Same effect as above</p>	<p>Very Poor</p>	<p>Add Business Continuity to team</p>	<p>Poor</p>
<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Same effect as above</p>	<p>Very Poor</p>	<p>As above</p>	<p>Poor</p>

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A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Communities need detailed risk planning to remain safe and this provides less resilience	Very Poor	As above	Poor
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	As above	Poor	As above	Good
A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	n/a	Unknown	n/a	Choose an item.
<i>Opportunities to promote the Welsh language</i>	n/a	Unknown	n/a	Choose an item.
<i>Welsh Language impact on staff</i>	n/a	Unknown	n/a	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Unknown	n/a	Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	n/a	Unknown	n/a	Choose an item.
<i>Disability</i>	n/a	Unknown	n/a	Choose an item.
<i>Gender reassignment</i>	n/a	Unknown	n/a	Choose an item.
<i>Marriage or civil partnership</i>	n/a	Unknown	n/a	Choose an item.
<i>Race</i>	n/a	Unknown	n/a	Choose an item.
<i>Religion or belief</i>	n/a	Unknown	n/a	Choose an item.
<i>Sex</i>	n/a	Unknown	n/a	Choose an item.
<i>Sexual Orientation</i>	n/a	Unknown	n/a	Choose an item.

<i>Pregnancy and Maternity</i>	n/a	Unknown	n/a	Choose an item.
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Source of Outline Evidence to support judgements

<https://www.gov.uk/guidance/local-resilience-forums-contact-details>

<https://www.gov.uk/guidance/preparation-and-planning-for-emergencies-responsibilities-of-responder-agencies-and-others>

<http://intranet.powys.gov.uk/index.php?id=3977&L=0>

7. How does your proposal impact on the council's other key guiding principles?

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduced resilience	Very Poor	Resilience through LRF	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Potential to seek delivery across dyfed Powys area	Very Poor	Increased working at LRF / DP area	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Feedback from incidents	Poor	Increased link up with communications of partners	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Part of EP planning which will clearly be affected	Poor	As above	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	LRF	Poor	Further LRF work	Good

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Some involvement	Poor	Communities Link up	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	n/a	Unknown	n/a	Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	n/a	Unknown	n/a	Choose an item.
Impact on Powys County Council Workforce	Reduction in structure / net effect on other staff	Poor	Build Regional capacity	Good
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
Greater resilience / bringing in capacity with Business Continuity and LRF role		

Cyngor Sir Powys County Council

Impact Assessment (IA)

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Response slower	Very High	Add Business Continuity	High
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	Yes		

10. Indicative timetable for actions to deliver change proposal, if approved

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Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
High Risk	

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

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

<https://www.gov.uk/guidance/local-resilience-forums-contact-details>
<https://www.gov.uk/guidance/preparation-and-planning-for-emergencies-responsibilities-of-responder-agencies-and-others>
<http://intranet.powys.gov.uk/index.php?id=3977&L=0>

14. On-going monitoring arrangements?

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

Yearly via scrutiny

Please state when this Impact Assessment will be reviewed.

March 2020

Page 1101
 15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	CLIVE JONES		19 June 2018
Head of Service:	KEN YORSTON		
Strategic Director:	NIGEL BRINN		
Portfolio Holder:	JAMES EVANS		

16. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS

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Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Property, Planning and Public Protection	Head of Service	Ken Yorston	Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal	Enforcement of Minimum Unit Pricing for Alcohol						
Outline Summary / Description of Proposal							
The Welsh Government are shortly to follow the Scottish Parliament and introduce Minimum Unit of Pricing for alcohol. The enforcement of this legislation which is being introduced under the Public Health Wales Act will fall to the Trading Standards service and it is understood that funding will be made available to deliver the function.							

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

Version	Author	Job Title	Date
1	Ken Yorston	Interim Head of PPPP	12.11.18

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£ 40K				

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	All of the evidence exists within Welsh Government research and consultation

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
None

5. How does your proposal impact on the council's strategic vision?

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy		Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Significant health improvement measure	Good	N/a	Neutral
Learning and skills We will strengthen learning and skills		Choose an item.		Choose an item.
Residents and Communities We will support our residents and communities	Significant health improvement measure	Good	N/a	Neutral

Source of Outline Evidence to support judgements
All of the evidence exists within Welsh Government research and consultation

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	All of the evidence exists within Welsh Government research and consultation	Good	N/a	Neutral
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	All of the evidence exists within Welsh Government research and consultation	Good	N/a	Neutral

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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	All of the evidence exists within Welsh Government research and consultation	Good	N/a	Neutral
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	All of the evidence exists within Welsh Government research and consultation	Good	N/a	Neutral
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <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>	All of the evidence exists within Welsh Government research and consultation	Good	N/a	Neutral
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>		Choose an item.		Choose an item.
<p><i>Opportunities to promote the Welsh language</i></p>		Choose an item.		Choose an item.

Cyngor Sir Powys County Council

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The integrated approach to support effective decision making



<i>Welsh Language impact on staff</i>		Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>		Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>		Choose an item.		Choose an item.
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.		Choose an item.

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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Choose an item.		Choose an item.
Impact on Powys County Council Workforce		Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Medium	Medium
Mitigation		
N/a		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Low	Low
Mitigation		
N/a		

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Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			v

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

What additional evidence and data has informed the development of your proposal?
All of the evidence exists within Welsh Government research and consultation

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
None
Please state when this Impact Assessment will be reviewed.
2022

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Clive Jones		
Head of Service:	Ken Yorston		
Director:	Nigel Brinn		
Portfolio Holder:	CLlr James Evans		

14. Governance

Decision to be made by	Portfolio Holder	Date required	14.11.18
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FORM ENDS

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CYNGOR SIR POWYS COUNTY COUNCIL.

Full Council
Date 7th March 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Council Tax Resolution for 2019-2020

REPORT FOR: Decision

1.0 INTRODUCTION

- 1.1 The purpose of this report is to meet the Council's legal obligation to approve the Council Tax resolution and to set the Council Tax charges for 2019/2020.
- 1.2 The budget was agreed at Council on 7th March 2019, this report contains a 9.5% increase in Council Tax for the financial year 2019-20.
- 1.3 That at a meeting of the Cabinet on the 28th November 2018, the Council calculated the following Tax Base amounts for the year 2019/20 in accordance with Regulations made under Section 33 (5) of the Local Government Finance Act, 1992.
- (a) Being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax Base for the year 2019/2020.
- (b) Part of the Council's area community of:

Community of:

Community	Tax Base 2019-20
Abbeycwmhir	126.79
Aberedw	139.34
Aberhafesp	218.30
Abermule with Llandyssil	737.34
Banwy	320.87
Bausley with Criggion	364.73
Beguildy	377.70
Berriew	758.87
Betws Cedewain	225.48
Brecon	3454.84
Bronllys	438.10

Builth Wells	1072.08
Cadfarch	450.76
Caersws	710.33
Carno	354.87
Carreghofa	318.08
Castle Caereinion	304.23
Churchstoke	848.49
Cilmery	236.05
Clyro	421.45
Cray	137.17
Crickhowell	1116.33
Cwmdu and District	563.11
Disserth & Trecoed	549.15
Duhonw	153.90
Dwyrhiw	278.81
Erwood	252.79
Felinfach	384.37
Fordeu	797.35
Gladestry	225.77
Glantwymyn	650.32
Glasbury	563.71
Glascwm	262.85
Glyn Tarrell	302.44
Guilsfield	867.62
Gwernyfed	485.94
Hay-on-Wye	881.98
Honddu Isaf	226.68
Kerry	952.26
Knighton	1322.87
Llanafanfawr	239.63
Llanbadarn Fawr	339.82
Llanbadarn Fynydd	143.64
Llanbister	192.39
Llanbrynmaur	498.80
Llanddew	121.81
Llanddewi Ystradenny	144.13
Llandinam	440.49
Llandrindod Wells	2381.29
Llandrinio & Arddleen	720.29
Llandysilio	546.64
Llanelwedd	191.39
Llanerfyl	217.21
LLanfair Caereinion	786.19
Llanfechain	270.74
Llanfihangel	277.81
Llanfihangel Rhydithon	121.31
Llanfrynach	329.15
Llanfyllin	710.43
Llangammarch	261.26

Llangattock	558.61
Llangedwyn	199.46
Llangorse	565.10
Llangunllo	206.43
Llangurig	381.68
Llangynidr	595.29
Llangyniew	310.61
Llangynog	196.47
Llanidloes	1186.01
Llanidloes Without	314.50
Llanigon	283.20
Llanrhaeadr Ym Mochnant	592.90
Llansantffraid	719.11
Llansilin	363.93
Llanwddyn	122.21
Llanwrthwl	105.86
Llanwrtyd Wells	402.02
Llanyre	587.21
Llywel	254.68
Machynlleth	877.20
Maescar	474.64
Manafon	178.73
Meifod	708.33
Merthyr Cynog	141.84
Mochdre with Penstrowed	249.70
Montgomery	724.49
Nantmel	350.38
New Radnor	233.85
Newtown & Llanllwchaearn	4333.35
Old Radnor	404.21
Paincastle	289.88
Pen Y Bont Fawr	252.89
Penybont & Llandegley	204.54
Presteigne & Norton	1286.19
Rhayader	915.38
St Harmon	314.00
Talgarth	741.43
Talybont-on-Usk	398.73
Tawe Uchaf	570.28
Trallong	204.95
Trefeglwys	463.32
Treflys	227.87
Tregynon	394.74
Trewern	652.92
Vale of Grwyney	492.75
Welshpool	2660.89
Whitton	210.52
Yscir	261.16

Ystradfelte	257.77
Ystradgynlais	2912.75

62,123:50

being the amounts calculated by the Council in accordance with the Regulations, as the amounts of its Council Tax Base for the year 2019/2020 for dwellings in those parts of its area to which one or More special items relate. **Appendix One** confirms the 2019/20 precept and band D charge for each Town and Community Council.

2. THE CALCULATION

2.1. THAT the following amounts be now calculated by the Council for the year 2019/2020 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992:

- a) £440,547,237 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (2) (a) to (e) of the Act
- b) £181,592,759 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3) (a) to (c) of the Act
- c) £258,954,478 being the amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above, calculated by the Council, in accordance with Section 32 (4) of the Act, as its budget requirement for the year
- d) £174,163,105 being the aggregate of the sums which the Council estimates will be payable for the year into its General Fund in respect of re-distributed Non Domestic Rates, Revenue Support Grant, special grant or additional Grant.
- e) £1,364:88 being the amount at 2.1(c) above less the amount at 2.1(d) above, all divided by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 33 (1) of the Act, as the basic amount of its Council Tax for the year
- f) £3,895,799 being the aggregate amount of all special items referred to in Section 34 (1) of the Act

g) £1,302:17

being the amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.

h)

BRECKNOCK

COMMUNITY

COUNTY & COMMUNITY COUNCIL TAX BAND D

Brecon	£1,427.44
Bronllys	£1,329.56
Builth Wells	£1,387.61
Cilmery	£1,318.63
Cray	£1,339.35
Crickhowell	£1,343.38
Duhonw	£1,310.94
Erwood	£1,323.93
Felinfach	£1,325.58
Glyn Tarrell	£1,333.58
Gwernyfed	£1,317.60
Hay-on-Wye	£1,351.93
Honddu Isaf	£1,307.09
Llanafan Fawr	£1,310.52
Llanddew	£1,322.69
Cwmdu and District	£1,323.48
Llanfrynach	£1,341.67
Llangammarch	£1,343.51
Llangattock	£1,336.78
Llangorse	£1,326.94
Llangynidr	£1,325.69
Llanigon	£1,319.83
Llanwrthwl	£1,330.51
Llanwrtyd Wells	£1,348.19
Llywel	£1,338.68
Maescar	£1,333.77
Merthyr Cynog	£1,335.66
Talgarth	£1,375.00
Talybont-on-Usk	£1,339.96
Tawe Uchaf	£1,354.78
Trallong	£1,310.95
Treflys	£1,317.53
Vale of Grwyney	£1,316.38
Yscir	£1,316.17
Ystradfellte	£1,340.96
Ystradgynlais	£1,391.78

MONTGOMERYSHIRE

COMMUNITY

COUNTY & COMMUNITY COUNCIL TAX BAND D

Aberhafesp	£1,327.90
Banwy	£1,320.04
Bausley with Criggion	£1,326.17
Berriew	£1,314.69
Betws Cedewain	£1,331.17
Cadfarch	£1,321.47
Caersws	£1,351.68
Carno	£1,341.35
Carreghofa	£1,336.49
Castle Caereinion	£1,339.13
Churchstoke	£1,328.79
Dwyrhiw	£1,322.08
Forden	£1,338.09
Glantwymyn	£1,321.39
Guilsfield	£1,319.69
Kerry	£1,331.81
Llanbrynmair	£1,328.63
Llandinam	£1,400.48
Llandrinio and Arddleen	£1,325.82
Llandysilio	£1,332.56
Abermule with Llandyssil	£1,357.78
Llanerfyl	£1,323.35
LLanfair Caereinion	£1,353.05
Llanfechain	£1,339.11
Llanfihangel	£1,348.96
Llanfyllin	£1,345.81
Llangedwyn	£1,317.21
Llangurig	£1,312.91
Llangyniew	£1,330.50
Llangynog	£1,353.07
Llanidloes	£1,437.65
Llanidloes Without	£1,333.97
Llanrhaeadr ym Mochnant	£1,320.72
Llansantffraid	£1,329.29
Llansilin	£1,311.79
Llanwddyn	£1,365.99
Machynlleth	£1,498.25
Manafon	£1,347.93
Meifod	£1,322.17
Mochdre with Penstrowed	£1,329.80
Montgomery	£1,353.15
Newtown & Llanllwchaïarn	£1,474.48
Pen Y Bont Fawr	£1,349.62
Trefglwys	£1,316.20
Tregynon	£1,340.17
Trewern	£1,332.53
Welshpool	£1,480.68

RADNORSHIRE

<u>COMMUNITY</u>	<u>COUNTY & COMMUNITY COUNCIL TAX BAND D</u>
Abbeycwmhir	£1,329.63
Aberedw	£1,308.63
Beguildy	£1,326.15
Clyro	£1,313.25
Disserth & Trecoed	£1,323.11
Gladestry	£1,315.46
Glasbury	£1,321.68
Glascwm	£1,318.69
Knighton	£1,355.09
Llanbadarn Fawr	£1,318.31
Llanbadarn Fynydd	£1,332.17
Llanbister	£1,334.92
Llanddewi Ystradenny	£1,313.27
Llandrindod Wells	£1,374.04
Llanelwedd	£1,315.23
Llanfihangel Rhydithon	£1,331.85
Llangunllo	£1,319.61
Llanyre	£1,324.17
Nantmel	£1,333.57
New Radnor	£1,330.93
Old Radnor	£1,321.17
Painscastle	£1,308.03
Penybont & Llandegley	£1,323.98
Presteigne & Norton	£1,356.31
Rhayader	£1,349.15
St Harmon	£1,336.15
Whitton	£1,316.17

being the amounts given by adding to the amount at 2.1(g) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 1.3(b) above, calculated by the Council, in accordance with Section 34 (3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate

- (i) Part of the Council's area

BRECKNOCK**COMMUNITY****COUNTY & COMMUNITY
COUNCIL TAX BANDS**

	A	B	C	D	E	F	G	H	I
Brecon	£951.63	£1,110.23	£1,268.84	£1,427.44	£1,744.65	£2,061.86	£2,379.07	£2,854.88	£3,330.69
Bronllys	£886.37	£1,034.10	£1,181.83	£1,329.56	£1,625.02	£1,920.48	£2,215.93	£2,659.12	£3,102.31
Builth Wells	£925.07	£1,079.25	£1,233.43	£1,387.61	£1,695.97	£2,004.33	£2,312.68	£2,775.22	£3,237.76
Cilmerly	£879.09	£1,025.60	£1,172.12	£1,318.63	£1,611.66	£1,904.69	£2,197.72	£2,637.26	£3,076.80
Cray	£892.90	£1,041.72	£1,190.53	£1,339.35	£1,636.98	£1,934.62	£2,232.25	£2,678.70	£3,125.15
Crickhowell	£895.59	£1,044.85	£1,194.12	£1,343.38	£1,641.91	£1,940.44	£2,238.97	£2,686.76	£3,134.55
Duhonw	£873.96	£1,019.62	£1,165.28	£1,310.94	£1,602.26	£1,893.58	£2,184.90	£2,621.88	£3,058.86
Erwood	£882.62	£1,029.72	£1,176.83	£1,323.93	£1,618.14	£1,912.34	£2,206.55	£2,647.86	£3,089.17
Felinfach	£883.72	£1,031.01	£1,178.29	£1,325.58	£1,620.15	£1,914.73	£2,209.30	£2,651.16	£3,093.02
Glyn Tarrell	£889.05	£1,037.23	£1,185.40	£1,333.58	£1,629.93	£1,926.28	£2,222.63	£2,667.16	£3,111.69
Gwernyfed	£878.40	£1,024.80	£1,171.20	£1,317.60	£1,610.40	£1,903.20	£2,196.00	£2,635.20	£3,074.40
Hay-on-Wye	£901.29	£1,051.50	£1,201.72	£1,351.93	£1,652.36	£1,952.79	£2,253.22	£2,703.86	£3,154.50
Honddu Isaf	£871.39	£1,016.63	£1,161.86	£1,307.09	£1,597.55	£1,888.02	£2,178.48	£2,614.18	£3,049.88
Llanafanfawr	£873.68	£1,019.29	£1,164.91	£1,310.52	£1,601.75	£1,892.97	£2,184.20	£2,621.04	£3,057.88
Llanddew	£881.79	£1,028.76	£1,175.72	£1,322.69	£1,616.62	£1,910.55	£2,204.48	£2,645.38	£3,086.28
Cwmdu and District	£882.32	£1,029.37	£1,176.43	£1,323.48	£1,617.59	£1,911.69	£2,205.80	£2,646.96	£3,088.12
Llanfihoch	£894.45	£1,043.52	£1,192.60	£1,341.67	£1,639.82	£1,937.97	£2,236.12	£2,683.34	£3,130.56
Llanfarch	£895.67	£1,044.95	£1,194.23	£1,343.51	£1,642.07	£1,940.63	£2,239.18	£2,687.02	£3,134.86
Llangattock	£891.19	£1,039.72	£1,188.25	£1,336.78	£1,633.84	£1,930.90	£2,227.97	£2,673.56	£3,119.15
Llangorse	£884.63	£1,032.06	£1,179.50	£1,326.94	£1,621.82	£1,916.69	£2,211.57	£2,653.88	£3,096.19
Llandydr	£883.79	£1,031.09	£1,178.39	£1,325.69	£1,620.29	£1,914.89	£2,209.48	£2,651.38	£3,093.28
Llanigon	£879.89	£1,026.53	£1,173.18	£1,319.83	£1,613.13	£1,906.42	£2,199.72	£2,639.66	£3,079.60
Llanwrthwl	£887.01	£1,034.84	£1,182.68	£1,330.51	£1,626.18	£1,921.85	£2,217.52	£2,661.02	£3,104.52
Llanwrtyd Wells	£898.79	£1,048.59	£1,198.39	£1,348.19	£1,647.79	£1,947.39	£2,246.98	£2,696.38	£3,145.78
Llywel	£892.45	£1,041.20	£1,189.94	£1,338.68	£1,636.16	£1,933.65	£2,231.13	£2,677.36	£3,123.59
Maescar	£889.18	£1,037.38	£1,185.57	£1,333.77	£1,630.16	£1,926.56	£2,222.95	£2,667.54	£3,112.13
Merthyr Cynog	£890.44	£1,038.85	£1,187.25	£1,335.66	£1,632.47	£1,929.29	£2,226.10	£2,671.32	£3,116.54
Talgarth	£916.67	£1,069.44	£1,222.22	£1,375.00	£1,680.56	£1,986.11	£2,291.67	£2,750.00	£3,208.33
Talybont-on-Usk	£893.31	£1,042.19	£1,191.08	£1,339.96	£1,637.73	£1,935.50	£2,233.27	£2,679.92	£3,126.57
Tawe Uchaf	£903.19	£1,053.72	£1,204.25	£1,354.78	£1,655.84	£1,956.90	£2,257.97	£2,709.56	£3,161.15
Trallong	£873.97	£1,019.63	£1,165.29	£1,310.95	£1,602.27	£1,893.59	£2,184.92	£2,621.90	£3,058.88
Treflys	£878.35	£1,024.75	£1,171.14	£1,317.53	£1,610.31	£1,903.10	£2,195.88	£2,635.06	£3,074.24
Vale of Grwyney	£877.59	£1,023.85	£1,170.12	£1,316.38	£1,608.91	£1,901.44	£2,193.97	£2,632.76	£3,071.55
Yscir	£877.45	£1,023.69	£1,169.93	£1,316.17	£1,608.65	£1,901.13	£2,193.62	£2,632.34	£3,071.06
Ystradfellte	£893.97	£1,042.97	£1,191.96	£1,340.96	£1,638.95	£1,936.94	£2,234.93	£2,681.92	£3,128.91
Ystradgynlais	£927.85	£1,082.50	£1,237.14	£1,391.78	£1,701.06	£2,010.35	£2,319.63	£2,783.56	£3,247.49

MONTGOMERYSHIRE

COMMUNITY

COUNTY & COMMUNITY

COUNCIL TAX BANDS

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Aberhafesp	£885.27	£1,032.81	£1,180.36	£1,327.90	£1,622.99	£1,918.08	£2,213.17	£2,655.80	£3,098.43
Banwy	£880.03	£1,026.70	£1,173.37	£1,320.04	£1,613.38	£1,906.72	£2,200.07	£2,640.08	£3,080.09
Bausley with Criggion	£884.11	£1,031.47	£1,178.82	£1,326.17	£1,620.87	£1,915.58	£2,210.28	£2,652.34	£3,094.40
Berriew	£876.46	£1,022.54	£1,168.61	£1,314.69	£1,606.84	£1,899.00	£2,191.15	£2,629.38	£3,067.61
Betws Cedewain	£887.45	£1,035.35	£1,183.26	£1,331.17	£1,626.99	£1,922.80	£2,218.62	£2,662.34	£3,106.06
Cadfarch	£880.98	£1,027.81	£1,174.64	£1,321.47	£1,615.13	£1,908.79	£2,202.45	£2,642.94	£3,083.43
Caersws	£901.12	£1,051.31	£1,201.49	£1,351.68	£1,652.05	£1,952.43	£2,252.80	£2,703.36	£3,153.92
Carno	£894.23	£1,043.27	£1,192.31	£1,341.35	£1,639.43	£1,937.51	£2,235.58	£2,682.70	£3,129.82
Carreghofa	£890.99	£1,039.49	£1,187.99	£1,336.49	£1,633.49	£1,930.49	£2,227.48	£2,672.98	£3,118.48
Castle Caereinion	£892.75	£1,041.55	£1,190.34	£1,339.13	£1,636.71	£1,934.30	£2,231.88	£2,678.26	£3,124.64
Churchstoke	£885.86	£1,033.50	£1,181.15	£1,328.79	£1,624.08	£1,919.36	£2,214.65	£2,657.58	£3,100.51
Dwynn	£881.39	£1,028.28	£1,175.18	£1,322.08	£1,615.88	£1,909.67	£2,203.47	£2,644.16	£3,084.85
Ford	£892.06	£1,040.74	£1,189.41	£1,338.09	£1,635.44	£1,932.80	£2,230.15	£2,676.18	£3,122.21
Glanmymyn	£880.93	£1,027.75	£1,174.57	£1,321.39	£1,615.03	£1,908.67	£2,202.32	£2,642.78	£3,083.24
Guilfield	£879.79	£1,026.43	£1,173.06	£1,319.69	£1,612.95	£1,906.22	£2,199.48	£2,639.38	£3,079.28
Kerry	£887.87	£1,035.85	£1,183.83	£1,331.81	£1,627.77	£1,923.73	£2,219.68	£2,663.62	£3,107.56
Llandynmair	£885.75	£1,033.38	£1,181.00	£1,328.63	£1,623.88	£1,919.13	£2,214.38	£2,657.26	£3,100.14
Llandinam	£933.65	£1,089.26	£1,244.87	£1,400.48	£1,711.70	£2,022.92	£2,334.13	£2,800.96	£3,267.79
Llandrinio and Arddleen	£883.88	£1,031.19	£1,178.51	£1,325.82	£1,620.45	£1,915.07	£2,209.70	£2,651.64	£3,093.58
Llandysilio	£888.37	£1,036.44	£1,184.50	£1,332.56	£1,628.68	£1,924.81	£2,220.93	£2,665.12	£3,109.31
Abermule with Llandyssil	£905.19	£1,056.05	£1,206.92	£1,357.78	£1,659.51	£1,961.24	£2,262.97	£2,715.56	£3,168.15
Llanerfyl	£882.23	£1,029.27	£1,176.31	£1,323.35	£1,617.43	£1,911.51	£2,205.58	£2,646.70	£3,087.82
LLanfair Caereinion	£902.03	£1,052.37	£1,202.71	£1,353.05	£1,653.73	£1,954.41	£2,255.08	£2,706.10	£3,157.12
Llanfechain	£892.74	£1,041.53	£1,190.32	£1,339.11	£1,636.69	£1,934.27	£2,231.85	£2,678.22	£3,124.59
Llanfihangel	£899.31	£1,049.19	£1,199.08	£1,348.96	£1,648.73	£1,948.50	£2,248.27	£2,697.92	£3,147.57
Llanfyllin	£897.21	£1,046.74	£1,196.28	£1,345.81	£1,644.88	£1,943.95	£2,243.02	£2,691.62	£3,140.22
Llangedwyn	£878.14	£1,024.50	£1,170.85	£1,317.21	£1,609.92	£1,902.64	£2,195.35	£2,634.42	£3,073.49
Llangurig	£875.27	£1,021.15	£1,167.03	£1,312.91	£1,604.67	£1,896.43	£2,188.18	£2,625.82	£3,063.46
Llangyniew	£887.00	£1,034.83	£1,182.67	£1,330.50	£1,626.17	£1,921.83	£2,217.50	£2,661.00	£3,104.50
Llangynog	£902.05	£1,052.39	£1,202.73	£1,353.07	£1,653.75	£1,954.43	£2,255.12	£2,706.14	£3,157.16
Llanidloes	£958.43	£1,118.17	£1,277.91	£1,437.65	£1,757.13	£2,076.61	£2,396.08	£2,875.30	£3,354.52
Llanidloes Without	£889.31	£1,037.53	£1,185.75	£1,333.97	£1,630.41	£1,926.85	£2,223.28	£2,667.94	£3,112.60
Llanrhaeadr ym Mochnant	£880.48	£1,027.23	£1,173.97	£1,320.72	£1,614.21	£1,907.71	£2,201.20	£2,641.44	£3,081.68
Llansantffraid	£886.19	£1,033.89	£1,181.59	£1,329.29	£1,624.69	£1,920.09	£2,215.48	£2,658.58	£3,101.68

COMMUNITYCOUNTY & COMMUNITYCOUNCIL TAX BANDS

	A	B	C	D	E	F	G	H	I
Llansilin	£874.53	£1,020.28	£1,166.04	£1,311.79	£1,603.30	£1,894.81	£2,186.32	£2,623.58	£3,060.84
Llanwddyn	£910.66	£1,062.44	£1,214.21	£1,365.99	£1,669.54	£1,973.10	£2,276.65	£2,731.98	£3,187.31
Machynlleth	£998.83	£1,165.31	£1,331.78	£1,498.25	£1,831.19	£2,164.14	£2,497.08	£2,996.50	£3,495.92
Manafon	£898.62	£1,048.39	£1,198.16	£1,347.93	£1,647.47	£1,947.01	£2,246.55	£2,695.86	£3,145.17
Meifod	£881.45	£1,028.35	£1,175.26	£1,322.17	£1,615.99	£1,909.80	£2,203.62	£2,644.34	£3,085.06
Mochdre with Penstrowed	£886.53	£1,034.29	£1,182.04	£1,329.80	£1,625.31	£1,920.82	£2,216.33	£2,659.60	£3,102.87
Montgomery	£902.10	£1,052.45	£1,202.80	£1,353.15	£1,653.85	£1,954.55	£2,255.25	£2,706.30	£3,157.35
Newtown & Llanllwchaiarn	£982.99	£1,146.82	£1,310.65	£1,474.48	£1,802.14	£2,129.80	£2,457.47	£2,948.96	£3,440.45
Pen Y Bont Fawr	£899.75	£1,049.70	£1,199.66	£1,349.62	£1,649.54	£1,949.45	£2,249.37	£2,699.24	£3,149.11
Trefglwys	£877.47	£1,023.71	£1,169.96	£1,316.20	£1,608.69	£1,901.18	£2,193.67	£2,632.40	£3,071.13
Tregynon	£893.45	£1,042.35	£1,191.26	£1,340.17	£1,637.99	£1,935.80	£2,233.62	£2,680.34	£3,127.06
Trewern	£888.35	£1,036.41	£1,184.47	£1,332.53	£1,628.65	£1,924.77	£2,220.88	£2,665.06	£3,109.24
Welshpool	£987.12	£1,151.64	£1,316.16	£1,480.68	£1,809.72	£2,138.76	£2,467.80	£2,961.36	£3,454.92

RADNORSHIRE

COMMUNITY

COUNTY & COMMUNITY

COUNCIL TAX BANDS

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Abbeycwmhir	£886.42	£1,034.16	£1,181.89	£1,329.63	£1,625.10	£1,920.58	£2,216.05	£2,659.26	£3,102.47
Aberedw	£872.42	£1,017.82	£1,163.23	£1,308.63	£1,599.44	£1,890.24	£2,181.05	£2,617.26	£3,053.47
Beguildy	£884.10	£1,031.45	£1,178.80	£1,326.15	£1,620.85	£1,915.55	£2,210.25	£2,652.30	£3,094.35
Clyro	£875.50	£1,021.42	£1,167.33	£1,313.25	£1,605.08	£1,896.92	£2,188.75	£2,626.50	£3,064.25
Disserth & Trecoed	£882.07	£1,029.09	£1,176.10	£1,323.11	£1,617.13	£1,911.16	£2,205.18	£2,646.22	£3,087.26
Gladestry	£876.97	£1,023.14	£1,169.30	£1,315.46	£1,607.78	£1,900.11	£2,192.43	£2,630.92	£3,069.41
Glasbury	£881.12	£1,027.97	£1,174.83	£1,321.68	£1,615.39	£1,909.09	£2,202.80	£2,643.36	£3,083.92
Glaschwim	£879.13	£1,025.65	£1,172.17	£1,318.69	£1,611.73	£1,904.77	£2,197.82	£2,637.38	£3,076.94
Knighton	£903.39	£1,053.96	£1,204.52	£1,355.09	£1,656.22	£1,957.35	£2,258.48	£2,710.18	£3,161.88
Llanbadarn Fawr	£878.87	£1,025.35	£1,171.83	£1,318.31	£1,611.27	£1,904.23	£2,197.18	£2,636.62	£3,076.06
Llanbadarn Fynydd	£888.11	£1,036.13	£1,184.15	£1,332.17	£1,628.21	£1,924.25	£2,220.28	£2,664.34	£3,108.40
Llanbister	£889.95	£1,038.27	£1,186.60	£1,334.92	£1,631.57	£1,928.22	£2,224.87	£2,669.84	£3,114.81
Llanddewi Ystradenny	£875.51	£1,021.43	£1,167.35	£1,313.27	£1,605.11	£1,896.95	£2,188.78	£2,626.54	£3,064.30
Llandrindod Wells	£916.03	£1,068.70	£1,221.37	£1,374.04	£1,679.38	£1,984.72	£2,290.07	£2,748.08	£3,206.09
Llanelwedd	£876.82	£1,022.96	£1,169.09	£1,315.23	£1,607.50	£1,899.78	£2,192.05	£2,630.46	£3,068.87
Llanfihangel Rhydithon	£887.90	£1,035.88	£1,183.87	£1,331.85	£1,627.82	£1,923.78	£2,219.75	£2,663.70	£3,107.65
Llangunllo	£879.74	£1,026.36	£1,172.99	£1,319.61	£1,612.86	£1,906.10	£2,199.35	£2,639.22	£3,079.09
Llanyre	£882.78	£1,029.91	£1,177.04	£1,324.17	£1,618.43	£1,912.69	£2,206.95	£2,648.34	£3,089.73
Nantmel	£889.05	£1,037.22	£1,185.40	£1,333.57	£1,629.92	£1,926.27	£2,222.62	£2,667.14	£3,111.66
New Radnor	£887.29	£1,035.17	£1,183.05	£1,330.93	£1,626.69	£1,922.45	£2,218.22	£2,661.86	£3,105.50
Old Radnor	£880.78	£1,027.58	£1,174.37	£1,321.17	£1,614.76	£1,908.36	£2,201.95	£2,642.34	£3,082.73
Painscastle	£872.02	£1,017.36	£1,162.69	£1,308.03	£1,598.70	£1,889.38	£2,180.05	£2,616.06	£3,052.07
Penybont & Llandegley	£882.65	£1,029.76	£1,176.87	£1,323.98	£1,618.20	£1,912.42	£2,206.63	£2,647.96	£3,089.29
Presteigne & Norton	£904.21	£1,054.91	£1,205.61	£1,356.31	£1,657.71	£1,959.11	£2,260.52	£2,712.62	£3,164.72
Rhayader	£899.43	£1,049.34	£1,199.24	£1,349.15	£1,648.96	£1,948.77	£2,248.58	£2,698.30	£3,148.02
St Harmon	£890.77	£1,039.23	£1,187.69	£1,336.15	£1,633.07	£1,929.99	£2,226.92	£2,672.30	£3,117.68
Whitton	£877.45	£1,023.69	£1,169.93	£1,316.17	£1,608.65	£1,901.13	£2,193.62	£2,632.34	£3,071.06

being the amounts given by multiplying the amounts at 2(h) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular Valuation Band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different Valuation Bands.

- 2.2. THAT it be noted for the year 2019/2020 the Police and Crime Commissioner for Dyfed-Powys Police has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:

Valuation Bands

A	B	C	D	E	F	G	H	I
£ 165.71	£ 193.32	£ 220.94	£ 248.56	£ 303.80	£ 359.03	£ 414.27	£ 497.12	£ 579.97

- 2.3. THAT, having calculated the aggregate in each case of the amounts at 2.1(i) and 2.2 above, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2019/2020 for each of the categories of dwellings shown below.

BRECKNOCKSHIRE/SIR FRYCHEINIOG

COMMUNITY/CYMUNED

Council Tax Band Charges

	A	B	C	D	E	F	G	H	I
Brecon	£1,117.33	£1,303.56	£1,489.78	£1,676.00	£2,048.44	£2,420.89	£2,793.33	£3,352.00	£3,910.67
Bronllys	£1,052.08	£1,227.43	£1,402.77	£1,578.12	£1,928.81	£2,279.51	£2,630.20	£3,156.24	£3,682.28
Builth Wells	£1,090.78	£1,272.58	£1,454.37	£1,636.17	£1,999.76	£2,363.36	£2,726.95	£3,272.34	£3,817.73
Cilmerly	£1,044.79	£1,218.93	£1,393.06	£1,567.19	£1,915.45	£2,263.72	£2,611.98	£3,134.38	£3,656.78
Cray	£1,058.61	£1,235.04	£1,411.48	£1,587.91	£1,940.78	£2,293.65	£2,646.52	£3,175.82	£3,705.12
Crickhowell	£1,061.29	£1,238.18	£1,415.06	£1,591.94	£1,945.70	£2,299.47	£2,653.23	£3,183.88	£3,714.53
Duhonw	£1,039.67	£1,212.94	£1,386.22	£1,559.50	£1,906.06	£2,252.61	£2,599.17	£3,119.00	£3,638.83
Erwood	£1,048.33	£1,223.05	£1,397.77	£1,572.49	£1,921.93	£2,271.37	£2,620.82	£3,144.98	£3,669.14
Felinfach	£1,049.43	£1,224.33	£1,399.24	£1,574.14	£1,923.95	£2,273.76	£2,623.57	£3,148.28	£3,672.99
Glyn Tarrell	£1,054.76	£1,230.55	£1,406.35	£1,582.14	£1,933.73	£2,285.31	£2,636.90	£3,164.28	£3,691.66
Gwynhyfed	£1,044.11	£1,218.12	£1,392.14	£1,566.16	£1,914.20	£2,262.23	£2,610.27	£3,132.32	£3,654.37
Haveron-Wye	£1,066.99	£1,244.83	£1,422.66	£1,600.49	£1,956.15	£2,311.82	£2,667.48	£3,200.98	£3,734.48
Horddu Isaf	£1,037.10	£1,209.95	£1,382.80	£1,555.65	£1,901.35	£2,247.05	£2,592.75	£3,111.30	£3,629.85
Llanafanfawr	£1,039.39	£1,212.62	£1,385.85	£1,559.08	£1,905.54	£2,252.00	£2,598.47	£3,118.16	£3,637.85
Llangadwal	£1,047.50	£1,222.08	£1,396.67	£1,571.25	£1,920.42	£2,269.58	£2,618.75	£3,142.50	£3,666.25
Cwmdu and District	£1,048.03	£1,222.70	£1,397.37	£1,572.04	£1,921.38	£2,270.72	£2,620.07	£3,144.08	£3,668.09
Llanfrynach	£1,060.15	£1,236.85	£1,413.54	£1,590.23	£1,943.61	£2,297.00	£2,650.38	£3,180.46	£3,710.54
Llangammarch	£1,061.38	£1,238.28	£1,415.17	£1,592.07	£1,945.86	£2,299.66	£2,653.45	£3,184.14	£3,714.83
Llangattock	£1,056.89	£1,233.04	£1,409.19	£1,585.34	£1,937.64	£2,289.94	£2,642.23	£3,170.68	£3,699.13
Llangorse	£1,050.33	£1,225.39	£1,400.44	£1,575.50	£1,925.61	£2,275.72	£2,625.83	£3,151.00	£3,676.17
Llangynidr	£1,049.50	£1,224.42	£1,399.33	£1,574.25	£1,924.08	£2,273.92	£2,623.75	£3,148.50	£3,673.25
Llanigon	£1,045.59	£1,219.86	£1,394.12	£1,568.39	£1,916.92	£2,265.45	£2,613.98	£3,136.78	£3,659.58
Llanwrthwl	£1,052.71	£1,228.17	£1,403.62	£1,579.07	£1,929.97	£2,280.88	£2,631.78	£3,158.14	£3,684.50
Llanwrtyd Wells	£1,064.50	£1,241.92	£1,419.33	£1,596.75	£1,951.58	£2,306.42	£2,661.25	£3,193.50	£3,725.75
Llywel	£1,058.16	£1,234.52	£1,410.88	£1,587.24	£1,939.96	£2,292.68	£2,645.40	£3,174.48	£3,703.56
Maescar	£1,054.89	£1,230.70	£1,406.52	£1,582.33	£1,933.96	£2,285.59	£2,637.22	£3,164.66	£3,692.10
Merthyr Cynog	£1,056.15	£1,232.17	£1,408.20	£1,584.22	£1,936.27	£2,288.32	£2,640.37	£3,168.44	£3,696.51
Talgarth	£1,082.37	£1,262.77	£1,443.16	£1,623.56	£1,984.35	£2,345.14	£2,705.93	£3,247.12	£3,788.31
Talybont-on-Usk	£1,059.01	£1,235.52	£1,412.02	£1,588.52	£1,941.52	£2,294.53	£2,647.53	£3,177.04	£3,706.55
Tawe Uchaf	£1,068.89	£1,247.04	£1,425.19	£1,603.34	£1,959.64	£2,315.94	£2,672.23	£3,206.68	£3,741.13
Trallong	£1,039.67	£1,212.95	£1,386.23	£1,559.51	£1,906.07	£2,252.63	£2,599.18	£3,119.02	£3,638.86
Treflys	£1,044.06	£1,218.07	£1,392.08	£1,566.09	£1,914.11	£2,262.13	£2,610.15	£3,132.18	£3,654.21
Vale of Grwyney	£1,043.29	£1,217.18	£1,391.06	£1,564.94	£1,912.70	£2,260.47	£2,608.23	£3,129.88	£3,651.53
Yscir	£1,043.15	£1,217.01	£1,390.87	£1,564.73	£1,912.45	£2,260.17	£2,607.88	£3,129.46	£3,651.04
Ystradfellte	£1,059.68	£1,236.29	£1,412.91	£1,589.52	£1,942.75	£2,295.97	£2,649.20	£3,179.04	£3,708.88
Ystradgynlais	£1,093.56	£1,275.82	£1,458.08	£1,640.34	£2,004.86	£2,369.38	£2,733.90	£3,280.68	£3,827.46

MONTGOMERYSHIRE/SIR DREFALDWYN

COMMUNITY/CYMUNED

COUNCIL TAX BANDS/TRETH CYNGOR BAND

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Aberhafesp	£1,050.97	£1,226.14	£1,401.30	£1,576.46	£1,926.78	£2,277.11	£2,627.43	£3,152.92	£3,678.41
Banwy	£1,045.73	£1,220.02	£1,394.31	£1,568.60	£1,917.18	£2,265.76	£2,614.33	£3,137.20	£3,660.07
Bausley with Criggion	£1,049.82	£1,224.79	£1,399.76	£1,574.73	£1,924.67	£2,274.61	£2,624.55	£3,149.46	£3,674.37
Berriew	£1,042.17	£1,215.86	£1,389.56	£1,563.25	£1,910.64	£2,258.03	£2,605.42	£3,126.50	£3,647.58
Betws Cedewain	£1,053.15	£1,228.68	£1,404.20	£1,579.73	£1,930.78	£2,281.83	£2,632.88	£3,159.46	£3,686.04
Cadfarach	£1,046.69	£1,221.13	£1,395.58	£1,570.03	£1,918.93	£2,267.82	£2,616.72	£3,140.06	£3,663.40
Caersws	£1,066.83	£1,244.63	£1,422.44	£1,600.24	£1,955.85	£2,311.46	£2,667.07	£3,200.48	£3,733.89
Carno	£1,059.94	£1,236.60	£1,413.25	£1,589.91	£1,943.22	£2,296.54	£2,649.85	£3,179.82	£3,709.79
Carreghofa	£1,056.70	£1,232.82	£1,408.93	£1,585.05	£1,937.28	£2,289.52	£2,641.75	£3,170.10	£3,698.45
Castle Caereinion	£1,058.46	£1,234.87	£1,411.28	£1,587.69	£1,940.51	£2,293.33	£2,646.15	£3,175.38	£3,704.61
Churchstoke	£1,051.57	£1,226.83	£1,402.09	£1,577.35	£1,927.87	£2,278.39	£2,628.92	£3,154.70	£3,680.48
Dwyrhiw	£1,047.09	£1,221.61	£1,396.12	£1,570.64	£1,919.67	£2,268.70	£2,617.73	£3,141.28	£3,664.83
Forde	£1,057.77	£1,234.06	£1,410.36	£1,586.65	£1,939.24	£2,291.83	£2,644.42	£3,173.30	£3,702.18
Glanwymyn	£1,046.63	£1,221.07	£1,395.51	£1,569.95	£1,918.83	£2,267.71	£2,616.58	£3,139.90	£3,663.22
Guilsfield	£1,045.50	£1,219.75	£1,394.00	£1,568.25	£1,916.75	£2,265.25	£2,613.75	£3,136.50	£3,659.25
Kerry	£1,053.58	£1,229.18	£1,404.77	£1,580.37	£1,931.56	£2,282.76	£2,633.95	£3,160.74	£3,687.53
Llanfrynmair	£1,051.46	£1,226.70	£1,401.95	£1,577.19	£1,927.68	£2,278.16	£2,628.65	£3,154.38	£3,680.11
Llandnam	£1,099.36	£1,282.59	£1,465.81	£1,649.04	£2,015.49	£2,381.95	£2,748.40	£3,298.08	£3,847.76
Llandrinio and Arddleen	£1,049.59	£1,224.52	£1,399.45	£1,574.38	£1,924.24	£2,274.10	£2,623.97	£3,148.76	£3,673.55
Llandysilio	£1,054.08	£1,229.76	£1,405.44	£1,581.12	£1,932.48	£2,283.84	£2,635.20	£3,162.24	£3,689.28
Abermule with Llandyssil	£1,070.89	£1,249.38	£1,427.86	£1,606.34	£1,963.30	£2,320.27	£2,677.23	£3,212.68	£3,748.13
Llanerfyl	£1,047.94	£1,222.60	£1,397.25	£1,571.91	£1,921.22	£2,270.54	£2,619.85	£3,143.82	£3,667.79
LLanfair Caereinion	£1,067.74	£1,245.70	£1,423.65	£1,601.61	£1,957.52	£2,313.44	£2,669.35	£3,203.22	£3,737.09
Llanfechain	£1,058.45	£1,234.85	£1,411.26	£1,587.67	£1,940.49	£2,293.30	£2,646.12	£3,175.34	£3,704.56
Llanfihangel	£1,065.01	£1,242.52	£1,420.02	£1,597.52	£1,952.52	£2,307.53	£2,662.53	£3,195.04	£3,727.55
Llanfyllin	£1,062.91	£1,240.07	£1,417.22	£1,594.37	£1,948.67	£2,302.98	£2,657.28	£3,188.74	£3,720.20
Llangedwyn	£1,043.85	£1,217.82	£1,391.80	£1,565.77	£1,913.72	£2,261.67	£2,609.62	£3,131.54	£3,653.46
Llangurig	£1,040.98	£1,214.48	£1,387.97	£1,561.47	£1,908.46	£2,255.46	£2,602.45	£3,122.94	£3,643.43
Llangyniew	£1,052.71	£1,228.16	£1,403.61	£1,579.06	£1,929.96	£2,280.86	£2,631.77	£3,158.12	£3,684.47
Llangynog	£1,067.75	£1,245.71	£1,423.67	£1,601.63	£1,957.55	£2,313.47	£2,669.38	£3,203.26	£3,737.14
Llanidloes	£1,124.14	£1,311.50	£1,498.85	£1,686.21	£2,060.92	£2,435.64	£2,810.35	£3,372.42	£3,934.49
Llanidloes Without	£1,055.02	£1,230.86	£1,406.69	£1,582.53	£1,934.20	£2,285.88	£2,637.55	£3,165.06	£3,692.57

COMMUNITY/CYMUNED**COUNCIL TAX BANDS/TRETH CYNGOR BAND**

	A	B	C	D	E	F	G	H	I
Llanrhaeadr ym Mochnant	£1,046.19	£1,220.55	£1,394.92	£1,569.28	£1,918.01	£2,266.74	£2,615.47	£3,138.56	£3,661.65
Llansantffraid	£1,051.90	£1,227.22	£1,402.53	£1,577.85	£1,928.48	£2,279.12	£2,629.75	£3,155.70	£3,681.65
Llansilin	£1,040.23	£1,213.61	£1,386.98	£1,560.35	£1,907.09	£2,253.84	£2,600.58	£3,120.70	£3,640.82
Llanwddyn	£1,076.37	£1,255.76	£1,435.16	£1,614.55	£1,973.34	£2,332.13	£2,690.92	£3,229.10	£3,767.28
Machynlleth	£1,164.54	£1,358.63	£1,552.72	£1,746.81	£2,134.99	£2,523.17	£2,911.35	£3,493.62	£4,075.89
Manafon	£1,064.33	£1,241.71	£1,419.10	£1,596.49	£1,951.27	£2,306.04	£2,660.82	£3,192.98	£3,725.14
Meifod	£1,047.15	£1,221.68	£1,396.20	£1,570.73	£1,919.78	£2,268.83	£2,617.88	£3,141.46	£3,665.04
Mochdre with Penstrowed	£1,052.24	£1,227.61	£1,402.99	£1,578.36	£1,929.11	£2,279.85	£2,630.60	£3,156.72	£3,682.84
Montgomery	£1,067.81	£1,245.77	£1,423.74	£1,601.71	£1,957.65	£2,313.58	£2,669.52	£3,203.42	£3,737.32
Newtown & Llanllwchaiarn	£1,148.69	£1,340.14	£1,531.59	£1,723.04	£2,105.94	£2,488.84	£2,871.73	£3,446.08	£4,020.43
Pen Y Bont Fawr	£1,065.45	£1,243.03	£1,420.60	£1,598.18	£1,953.33	£2,308.48	£2,663.63	£3,196.36	£3,729.09
Trefeglwys	£1,043.17	£1,217.04	£1,390.90	£1,564.76	£1,912.48	£2,260.21	£2,607.93	£3,129.52	£3,651.11
Tregynon	£1,059.15	£1,235.68	£1,412.20	£1,588.73	£1,941.78	£2,294.83	£2,647.88	£3,177.46	£3,707.04
Trewern	£1,054.06	£1,229.74	£1,405.41	£1,581.09	£1,932.44	£2,283.80	£2,635.15	£3,162.18	£3,689.21
Welshpool	£1,152.83	£1,344.96	£1,537.10	£1,729.24	£2,113.52	£2,497.79	£2,882.07	£3,458.48	£4,034.89

RADNORSHIRE/SIR FAESYFED

COMMUNITY/CYMUNED

COUNCIL TAX BANDS/TRETH CYNGOR BAND

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Abbeycwmhir	£1,052.13	£1,227.48	£1,402.84	£1,578.19	£1,928.90	£2,279.61	£2,630.32	£3,156.38	£3,682.44
Aberedw	£1,038.13	£1,211.15	£1,384.17	£1,557.19	£1,903.23	£2,249.27	£2,595.32	£3,114.38	£3,633.44
Beguildy	£1,049.81	£1,224.77	£1,399.74	£1,574.71	£1,924.65	£2,274.58	£2,624.52	£3,149.42	£3,674.32
Clyro	£1,041.21	£1,214.74	£1,388.28	£1,561.81	£1,908.88	£2,255.95	£2,603.02	£3,123.62	£3,644.22
Disserseth & Trecoed	£1,047.78	£1,222.41	£1,397.04	£1,571.67	£1,920.93	£2,270.19	£2,619.45	£3,143.34	£3,667.23
Gladestry	£1,042.68	£1,216.46	£1,390.24	£1,564.02	£1,911.58	£2,259.14	£2,606.70	£3,128.04	£3,649.38
Glasbury	£1,046.83	£1,221.30	£1,395.77	£1,570.24	£1,919.18	£2,268.12	£2,617.07	£3,140.48	£3,663.89
Glascwm	£1,044.83	£1,218.97	£1,393.11	£1,567.25	£1,915.53	£2,263.81	£2,612.08	£3,134.50	£3,656.92
Knighton	£1,069.10	£1,247.28	£1,425.47	£1,603.65	£1,960.02	£2,316.38	£2,672.75	£3,207.30	£3,741.85
Llanbadarn Fawr	£1,044.58	£1,218.68	£1,392.77	£1,566.87	£1,915.06	£2,263.26	£2,611.45	£3,133.74	£3,656.03
Llanbadarn Fynydd	£1,053.82	£1,229.46	£1,405.09	£1,580.73	£1,932.00	£2,283.28	£2,634.55	£3,161.46	£3,688.37
Llanbister	£1,055.65	£1,231.60	£1,407.54	£1,583.48	£1,935.36	£2,287.25	£2,639.13	£3,166.96	£3,694.79
Llandegewi Ystradenny	£1,041.22	£1,214.76	£1,388.29	£1,561.83	£1,908.90	£2,255.98	£2,603.05	£3,123.66	£3,644.27
Llandod Wells	£1,081.73	£1,262.02	£1,442.31	£1,622.60	£1,983.18	£2,343.76	£2,704.33	£3,245.20	£3,786.07
Llanfawr	£1,042.53	£1,216.28	£1,390.04	£1,563.79	£1,911.30	£2,258.81	£2,606.32	£3,127.58	£3,648.84
Llanfangel Rhydithon	£1,053.61	£1,229.21	£1,404.81	£1,580.41	£1,931.61	£2,282.81	£2,634.02	£3,160.82	£3,687.62
Llanfyllon	£1,045.45	£1,219.69	£1,393.93	£1,568.17	£1,916.65	£2,265.13	£2,613.62	£3,136.34	£3,659.06
Llanfylltydd	£1,048.49	£1,223.23	£1,397.98	£1,572.73	£1,922.23	£2,271.72	£2,621.22	£3,145.46	£3,669.70
Nantmel	£1,054.75	£1,230.55	£1,406.34	£1,582.13	£1,933.71	£2,285.30	£2,636.88	£3,164.26	£3,691.64
New Radnor	£1,052.99	£1,228.49	£1,403.99	£1,579.49	£1,930.49	£2,281.49	£2,632.48	£3,158.98	£3,685.48
Old Radnor	£1,046.49	£1,220.90	£1,395.32	£1,569.73	£1,918.56	£2,267.39	£2,616.22	£3,139.46	£3,662.70
Paincastle	£1,037.73	£1,210.68	£1,383.64	£1,556.59	£1,902.50	£2,248.41	£2,594.32	£3,113.18	£3,632.04
Penybont & Llandegley	£1,048.36	£1,223.09	£1,397.81	£1,572.54	£1,921.99	£2,271.45	£2,620.90	£3,145.08	£3,669.26
Presteigne & Norton	£1,069.91	£1,248.23	£1,426.55	£1,604.87	£1,961.51	£2,318.15	£2,674.78	£3,209.74	£3,744.70
Rhayader	£1,065.14	£1,242.66	£1,420.19	£1,597.71	£1,952.76	£2,307.80	£2,662.85	£3,195.42	£3,727.99
St Harmon	£1,056.47	£1,232.55	£1,408.63	£1,584.71	£1,936.87	£2,289.03	£2,641.18	£3,169.42	£3,697.66
Whitton	£1,043.15	£1,217.01	£1,390.87	£1,564.73	£1,912.45	£2,260.17	£2,607.88	£3,129.46	£3,651.04

3.0 Corporate Improvement Plan

3.1 There are no known implications to the Corporate Improvement Plan.

4.0 Options Considered/Available

4.1 Option One- The calculations contained within 2.1 and 2.3 above be Approved.

5.0 Preferred Choice and Reasons

5.1 Option One – to meet legal requirements of the Council to approve the Council Tax resolution and to set the Council Tax charges.

6.0 Impact Assessment

6.1 Is an impact assessment required? No

7.0 Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

7.1 There is no impact on the above.

8.0 Children and Young People's Impact Statement - Safeguarding and Wellbeing

8.1 There is no impact on children and young people.

9.0 Local Member(s)

9.1 All properties will be subject to the Council Tax charge, the amount of charge is determined by the location of the property and the relevant property band assigned to property by the Valuation Office Agency.

10.0 Other Front Line Services

10.1 There is no impact on front line services

11.0 Support Services (Legal, Finance, HR, ICT, BPU)

11.1 Legal: “the proposals satisfy the duty on the Council to set a Council Tax level for the forthcoming year”.

11.2 The Deputy Head of Financial Services confirms that the report has been calculated in accordance with the Final Settlement from Welsh Government and the Council Tax rate approved by Council and included in the budget on the 7th March 2019.

12.0 Local Service Board/Partnerships/Stakeholders etc

12.1 There is no impact on the LSB, a partner body/organisation or stakeholders.

13.0 Corporate Communications

13.1 Communications commented: the report is of public and service user interest and requires news release and social media activity to publicise the decision.

14.0 Statutory Officers

14.1 The Deputy Chief Executive (Section 151 Officer) notes this is a report required by legislation to ensure the Council sets Council Tax rates for the forthcoming year so that it can collect income to fund services.

14.2 It is important that Members note this is in effect a ‘technical ‘ report required by legislation and does not reopen the budget process.

14.3 The Solicitor to the Council (Monitoring Officer) “The recommendation satisfy the requirement to set the Council tax in accordance with Section 30(6) of the Local Government Finance Act 1992”.

15.0 Members’ Interests

15.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest, they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
<p>1. THAT the amounts contained in paragraph 2.1 above be accepted by the Council for the year 2019/2020 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992</p> <p>2. THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 2.3 as the amounts of Council Tax for the year 2019/2020 for each of the categories of dwellings shown.</p>	<p>To meet the legal requirements of the Council to set an amount of Council Tax.</p>

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y
Relevant Local Member(s):			
Person(s) To Implement Decision:	Jane Thomas		
Date By When Decision To Be Implemented:	1st April 2019		

Contact Officer Name:	Tel:	Fax:	Email:
A Griffiths			andrew.griffiths@powys.gov.uk

APPENDIX ONE

Town/Community Council	Precept set 2019-20	Band D Charge 2019-20
Abbeycwmhir	£ 3,481.65	£ 27.46
Aberedw	£ 900.00	£ 6.46
Aberhafesp	£ 5,617.50	£ 25.73
Abermule with Llandyssil	£ 41,000.00	£ 55.61
Banwy	£ 5,735.00	£ 17.87
Bausley with Criggion	£ 8,753.52	£ 24.00
Beguildy	£ 9,059.00	£ 23.98
Berriew	£ 9,500.00	£ 12.52
Betws Cedewain	£ 6,539.00	£ 29.00
Brecon Town	£ 432,800.00	£ 125.27
Bronllys	£ 12,000.00	£ 27.39
Builth Wells Town	£ 91,600.00	£ 85.44
Cadfarch	£ 8,700.00	£ 19.30
Caersws	£ 35,167.00	£ 49.51
Carno	£ 13,904.00	£ 39.18
Carreghofa	£ 10,915.00	£ 34.32
Castle Caereinion	£ 11,244.00	£ 36.96
Churchstoke	£ 22,588.04	£ 26.62
Cilmery	£ 3,885.00	£ 16.46
Clyro	£ 4,668.84	£ 11.08
Crai	£ 5,100.00	£ 37.18
Crickhowell Town	£ 46,000.00	£ 41.21
Cwmdu and District	£ 12,000.00	£ 21.31
Disserth & Trecoed	£ 11,500.00	£ 20.94
Duhonw	£ 1,350.00	£ 8.77
Dwyrhiw	£ 5,550.00	£ 19.91
Erwood	£ 5,500.00	£ 21.76
Felinfach	£ 9,000.00	£ 23.41
Fordeu	£ 28,639.00	£ 35.92
Gladestry	£ 3,000.00	£ 13.29
Glantwymyn	£ 12,500.00	£ 19.22
Glasbury	£ 11,000.00	£ 19.51
Glascwm	£ 4,343.00	£ 16.52
Glyn Tarrell	£ 9,500.00	£ 31.41
Guilfield	£ 15,202.00	£ 17.52
Gwernyfed	£ 7,500.00	£ 15.43
Hay-on-Wye Town	£ 43,885.00	£ 49.76
Honddu Isaf	£ 1,115.00	£ 4.92
Kerry	£ 28,228.00	£ 29.64
Knighton Town	£ 70,000.00	£ 52.92
Llanafan Fawr	£ 2,000.00	£ 8.35
Llanbadarn Fawr	£ 5,483.00	£ 16.14

Llanbadarn Fynydd	£ 4,309.20	£ 30.00
Llanbister	£ 6,300.00	£ 32.75
Llanbrynmair	£ 13,200.00	£ 26.46
Llanddew	£ 2,500.00	£ 20.52
Llanddewi Ystradenny	£ 1,600.00	£ 11.10
Llandinam	£ 43,306.00	£ 98.31
Llandrindod Wells Town	£ 171,155.00	£ 71.87
Llandrinio	£ 17,034.85	£ 23.65
Llandysilio	£ 16,615.00	£ 30.39
Llanelwedd	£ 2,500.00	£ 13.06
Llanerfyl	£ 4,600.00	£ 21.18
Llanfair Caereinion	£ 40,000.00	£ 50.88
Llanfechain	£ 10,000.00	£ 36.94
Llanfihangel	£ 13,000.00	£ 46.79
Llanfihangel Rhydithon	£ 3,600.00	£ 29.68
Llanfrynach	£ 13,000.00	£ 39.50
Llanfyllin Town	£ 31,000.00	£ 43.64
Llangammarch	£ 10,800.00	£ 41.34
Llangattock	£ 19,335.00	£ 34.61
Llangedwyn	£ 3,000.00	£ 15.04
Llangorse	£ 14,000.00	£ 24.77
Llangunllo	£ 3,600.00	£ 17.44
Llangurig	£ 4,100.00	£ 10.74
Llangynidr	£ 14,000.00	£ 23.52
Llangyniew	£ 8,800.00	£ 28.33
Llangynog	£ 10,000.00	£ 50.90
Llanidloes Town	£ 160,680.00	£ 135.48
Llanidloes Without	£ 10,000.00	£ 31.80
Llanigon	£ 5,000.00	£ 17.66
Llanrhaeadr-ym-Mochnant	£ 11,000.00	£ 18.55
Llansantffraid	£ 19,500.00	£ 27.12
Llansilin	£ 3,500.00	£ 9.62
Llanwddyn	£ 7,800.00	£ 63.82
Llanwrthwl	£ 3,000.00	£ 28.34
Llanwrtyd Wells Town	£ 18,500.00	£ 46.02
Llanyre	£ 12,918.62	£ 22.00
Llywel	£ 9,299.00	£ 36.51
Machynlleth Town	£ 172,000.00	£ 196.08
Maescar	£ 15,000.00	£ 31.60
Manafon	£ 8,178.76	£ 45.76
Meifod	£ 14,165.60	£ 20.00
Merthyr Cynog	£ 4,750.00	£ 33.49
Mochdre with Penstrowed	£ 6,900.00	£ 27.63
Montgomery Town	£ 36,936.45	£ 50.98
Nantmel	£ 11,001.00	£ 31.40
New Radnor	£ 6,725.53	£ 28.76

Newtown & Llanllwchaiarn Town	£ 746,697.00	£ 172.31
Old Radnor	£ 7,680.00	£ 19.00
Painscastle	£ 1,700.00	£ 5.86
Penybont & Llandegly	£ 4,460.00	£ 21.81
Penybont Fawr	£ 12,000.00	£ 47.45
Presteigne & Norton Town	£ 69,634.33	£ 54.14
Rhayader Town	£ 43,000.00	£ 46.98
St Harmon	£ 10,670.00	£ 33.98
Talgarth Town	£ 54,000.00	£ 72.83
Talybont-on-Usk	£ 15,070.00	£ 37.79
Tawe Uchaf	£ 30,000.00	£ 52.61
Trallong	£ 1,800.00	£ 8.78
Trefeglwys	£ 6,500.00	£ 14.03
Treflys	£ 3,500.00	£ 15.36
Tregynon	£ 15,000.00	£ 38.00
Trewern	£ 19,822.00	£ 30.36
Vale of Grwyney	£ 7,000.00	£ 14.21
Welshpool Town	£ 475,000.00	£ 178.51
Whitton	£ 2,947.38	£ 14.00
Yscir	£ 3,656.00	£ 14.00
Ystradfellte	£ 10,000.00	£ 38.79
Ystradgynlais Town	£ 261,000.00	£ 89.61

Total

3,895,799.27

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11.1

CYNGOR SIR POWYS COUNTY COUNCIL

Powys County Council
07th March 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Virement for Schools Projects: Crickhowell High School
Extension

REPORT FOR: Decision

1. Summary

- 1.1 This virement relates to the Schools Projects: Crickhowell High School Extension
- 1.2 The work to provide an extension at Crickhowell High School has been delayed because of planning issues. It is recommended to roll forward £692k to 19/20.

2 Options Considered / Available

- 2.1 No alternative options are considered appropriate as a result of this report.

3. Preferred Choice and Reasons

- 3.1 None to consider.

4. Impact Assessment

- 4.1 Is an impact assessment required? Yes/No
- 4.2 If yes is it attached? Yes/No

5. Corporate Improvement Plan

- 5.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS) - this sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports, are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

7. Local Member(s)

7.1 This report relates to all service areas across the whole County.

8. Other Front Line Services

8.1 This report relates to all service areas across the whole County.

9. Communications

This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

11. Scrutiny

11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

12. Statutory Officers

12.1 The Strategic Director, Resources (Section 151 Officer) notes the overall capital position.

The Monitoring Officer has no specific concerns with this report.

13. Members' Interests

13.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest, they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To approve the following virement set out in paragraph 1.2	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	Jane Thomas
Date By When Decision To Be Implemented:	07th March 2019

Contact Officer:	Dawn Richards
Tel:	01597 826342
Email:	dawn.richards@powys.gov.uk

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11.2

CYNGOR SIR POWYS COUNTY COUNCIL

Powys County Council
07th March 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Virement for Ladywell House, Newtown

REPORT FOR: Decision

1. Summary

1.1 This virement relates to Ladywell House, Newtown.

1.2 It is recommended to roll forward £2.2225m of the Ladywell House budget into 2019/20. The Project Board has accepted a revised project completion of August 2019. This is a result of design delays and the need to fit windows in spring / summer. We therefore need to roll money forward to cover the works.

2. Options Considered / Available

2.1 No alternative options are considered appropriate as a result of this report.

3. Preferred Choice and Reasons

3.1 None to consider.

4. Impact Assessment

4.1 Is an impact assessment required? Yes/No

4.2 If yes is it attached? Yes/No

5. Corporate Improvement Plan

5.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS) - this sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports, are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

7. Local Member(s)

7.1 This report relates to all service areas across the whole County.

8. Other Front Line Services

8.1 This report relates to all service areas across the whole County.

9. Communications

This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

11. Scrutiny

11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

12. Statutory Officers

12.1 The Strategic Director, Resources (Section 151 Officer) notes the overall capital position.

The Monitoring Officer has no specific concerns with this report.

13. Members' Interests

13.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest, they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To approve the following virement set out in paragraph 1.2	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	Jane Thomas
Date By When Decision To Be Implemented:	07th March 2019

Contact Officer:	Dawn Richards
Tel:	01597 826342
Email:	dawn.richards@powys.gov.uk

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11.3

CYNGOR SIR POWYS COUNTY COUNCIL

Powys County Council
07th March 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: Virement for Housing Revenue Account: Welsh Quality
Housing Standard (WHQS)

REPORT FOR: Decision

1. Summary

- 1.1 This virement relates to Housing Revenue Account.
- 1.2 The HRA budget for 18/19 was revised to £23.447m. It is now recommended that the budget for the following projects are revised as per Table 1. The revised budget is £17.146m.

Table 1 HRA Virements

Job Name	Current Budget £'000	Proposed Virement £'000	Revised Budget £'000
Estate Works North - 11	£1,390	-£1,200	£190
Estate Works South - 14	£1,390	-£1,130	£260
Level Access Bungalows North	£1,549	-£800	£749
Level Access Bungalows South	£1,315	-£1,310	£5
Communal Areas	£1,861	-£1,861	£0
Total Recommended virements	£7,505	-£6,301	£1,204

2. Options Considered / Available

- 2.1 No alternative options are considered appropriate as a result of this report.

3. Preferred Choice and Reasons

- 3.1 None to consider.

4. Impact Assessment

4.1 Is an impact assessment required? ~~Yes~~/No

4.2 If yes is it attached? ~~Yes~~/No

5. Corporate Improvement Plan

5.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS) - this sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports, are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

7. Local Member(s)

7.1 This report relates to all service areas across the whole County.

8. Other Front Line Services

8.1 This report relates to all service areas across the whole County.

9. Communications

This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

11. Scrutiny

11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

12. Statutory Officers

12.1 The Strategic Director, Resources (Section 151 Officer) notes the overall capital position.

The Monitoring Officer has no specific concerns with this report.

13. Members' Interests

13.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest, they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To approve the following virement set out in paragraph 1.2	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	Jane Thomas
Date By When Decision To Be Implemented:	07th March 2019

Contact Officer:	Dawn Richards
Tel:	01597 826342
Email:	dawn.richards@powys.gov.uk

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CYNGOR SIR POWYS COUNTY COUNCIL.

FULL COUNCIL

7th March 2019

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

SUBJECT: TREASURY MANAGEMENT STRATEGY STATEMENT &
ANNUAL INVESTMENT STRATEGY

REPORT FOR: Decision

1. Introduction

- 1.1 This Treasury Management Strategy Statement and Annual Investment Strategy report is a requirement of the CIPFA Code of Practice on Treasury Management and a requirement under the Local Government Act 2003. It has regard to the Guidance on Local Government Investments issued by the Welsh Government which requires the Treasury Management Strategy Statement and Annual Investment Strategy to be approved by Full Council.
- 1.2 The report requires an appropriate strategy for borrowing and investing for the financial year 2019/20 and details the expected activities of the Treasury function.
- 1.3 The Strategy will be monitored throughout the year and will be revised for approval by Full Council if there are any significant changes necessary due to such things as the following:-
- updates in legislation/guidance
 - changes in the economy/financial outlook which may affect the Authority's Strategy
 - changes in the financial position of the Authority.

2. Background

- 2.1 The Council is required to operate a balanced budget which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned with cash being available when it is needed. Surplus cash is invested. The second main function of the treasury management service is the funding of the Council's capital plans. These plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash involves arranging short or long-term loans or using longer-term cash flow surpluses.

The contribution the treasury management function makes to the authority is critical as the balance of debt and investment operations ensure liquidity or the

ability to meet spending commitments as they fall due, either on day-to-day revenue or for larger capital projects.

Whilst any commercial initiatives or loans to third parties will impact on the treasury function, these activities are generally classed as non-treasury activities as they usually arise from capital expenditure and are separate from the day-to-day treasury management activities.

Revised reporting is required for 2019/20 due to the revisions of the CIPFA Prudential Code and the CIPFA Treasury Management Code. The primary reporting changes include the introduction of a capital strategy to provide a longer-term focus on the capital plans and greater reporting requirements surrounding any commercial activity undertaken. The capital strategy is being reported separately.

3. CIPFA Code of Practice on Treasury Management and Prudential Code

3.1 In December 2017 CIPFA issued a revised TM Code of Practice and a revised Prudential Code. CIPFA issued a statement that accepted that the issue of revised codes at a late stage of the 2018-19 budget cycle made it very difficult for most authorities to fully implement both codes. Accordingly, full implementation was not expected until 2019-20.

It is a requirement of the Code that this Authority formally adopts the key principles of the Code. This was done by Cabinet on 14th February 2012 (see Appendix B). The 2017 revised Code made no changes to these key principles.

3.2 The Code emphasises a number of key areas including the following:-

- i. All authorities must formally adopt the revised Code
- ii. The strategy report will affirm that the effective management and control of risk are prime objectives of the Authority's treasury management activities
- iii. The Authority's appetite for risk must be clearly identified within the strategy report and will affirm that priority is given to security of capital and liquidity when investing funds and explain how that will be carried out
- iv. Responsibility for risk management and control lies within the organisation and cannot be delegated to any outside organisation
- v. Credit ratings should only be used as a starting point when considering risk. Use should also be made of market data and information, the quality financial press, information on government support for banks and the credit ratings of that government support
- vi. Authorities need a sound diversification policy with high credit quality counterparties and should consider setting country, sector and group limits
- vii. Borrowing in advance of need is only to be permissible when there is a clear business case for doing so and only for the current capital programme or to finance future debt maturities
- viii. The main annual treasury management reports must be approved by Cabinet/Full Council
- ix. There needs to be, at a minimum, a mid-year review of treasury management strategy and performance. This is intended to highlight any areas of concern that have arisen since the original strategy was approved

- x. Each Authority must delegate the role of scrutiny of treasury management strategy and policies to a specific named body
- xi. Treasury management performance and policy setting should be subject to scrutiny prior to implementation
- xii. Members should be provided with access to relevant training
- xiii. Those charged with governance are also personally responsible for ensuring they have the necessary skills and training
- xiv. Responsibility for treasury management activities must be clearly defined within the organisation
- xv. Officers involved in treasury management must be explicitly required to follow treasury management policies and procedures when making investment and borrowing decisions on behalf of the Authority.

3.3 The Authority will adopt the following reporting arrangements in accordance with the Code of Practice:-

Report/Document	Committee	Frequency
Treasury Management Policy Statement and Practices	Audit Committee followed by Cabinet	When changes require
Treasury Management Strategy and Annual Investment Strategy	Full Council	Annually before the start of financial year
Treasury Management Quarterly Reports	Audit Committee followed by Cabinet	Quarterly
Treasury Management Annual Review	Audit Committee followed by Cabinet	Annually by 30 th Sept after the end of financial year

4. Economic Background and Forecasts

- 4.1 The economic background is attached at Appendix C. The information contained therein is considered in the formulation of this Treasury Management Strategy Statement and Investment Strategy.
- 4.2 The most recent forecast of interest rates for 2019/20 by the Authority's advisor is:

	Jun19	Sep19	Dec19	Mar20	Jun20	Sep20	Dec20
Bank rate	1.00%	1.00%	1.00%	1.25%	1.25%	1.25%	1.50%
5yr PWLB	2.20%	2.20%	2.30%	2.30%	2.40%	2.50%	2.50%
10yr PWLB	2.60%	2.60%	2.70%	2.80%	2.90%	2.90%	3.00%
25yr PWLB	3.00%	3.10%	3.10%	3.20%	3.30%	3.30%	3.40%
50yr PWLB	2.80%	2.90%	2.90%	3.00%	3.10%	3.10%	3.20%

At its February 2019 meeting the Bank of England Monetary Policy Committee held bank rate at 0.75%. On the assumption that Parliament and the EU agree a Brexit deal, the next increase is forecast for May 2019 followed by increases in February and November 2020.

Economic and interest rate forecasting remains difficult with so many external influences weighing on the UK and the question of a deal or no deal Brexit. As such, the above forecasts (and MPC decisions) will be liable to further amendment depending on how economic data and developments in financial markets transpire over the next year.

5. Borrowing Strategy

- 5.1 The Authority's Capital Financing Requirement (CFR) is the amount of capital expenditure that is not financed from revenue resources, capital grants and other contributions and capital receipts. Any expenditure that is not financed from these resources increases the authority's underlying need to borrow. Part of the Council's treasury activities is to address the funding requirements for this borrowing need. Depending on the capital expenditure programme, the treasury service organises the Council's cash position to ensure that sufficient cash is available to meet the capital plans and cash flow requirements. This may be sourced through external borrowing or utilising temporary cash resources within the Council.

The Authority is currently maintaining an under borrowed position. This means that the capital borrowing need (the Capital Financing Requirement) has not been fully funded with loan debt as cash supporting the Authority's reserves, balances and cashflow has been used as a temporary measure. This is a prudent and cost effective approach in the current economic climate of low interest rates and is a good use of the Council's cash. However, members will be aware that internal borrowing is only a temporary situation and officers have advised that, based on capital estimates, it would be necessary for the Authority to borrow at some stage. £37.9m of longer term borrowing has taken place in 2018/19 year to date. Further long-term borrowing of circa £30m is expected to take place before the end of the 2018/19 financial year.

The Authority's estimated closing Capital Financing Requirement (CFR) for 2018/19 is £401.5m. If no further borrowing takes place within the remainder of the current financial year, the outstanding debt at 31st March 2019 will be £279.2m showing that the Authority is still under borrowed well below its CFR. The approved Capital budget for 2019/20 is £92.3m. £42.2m of this is financed by Prudential Borrowing.

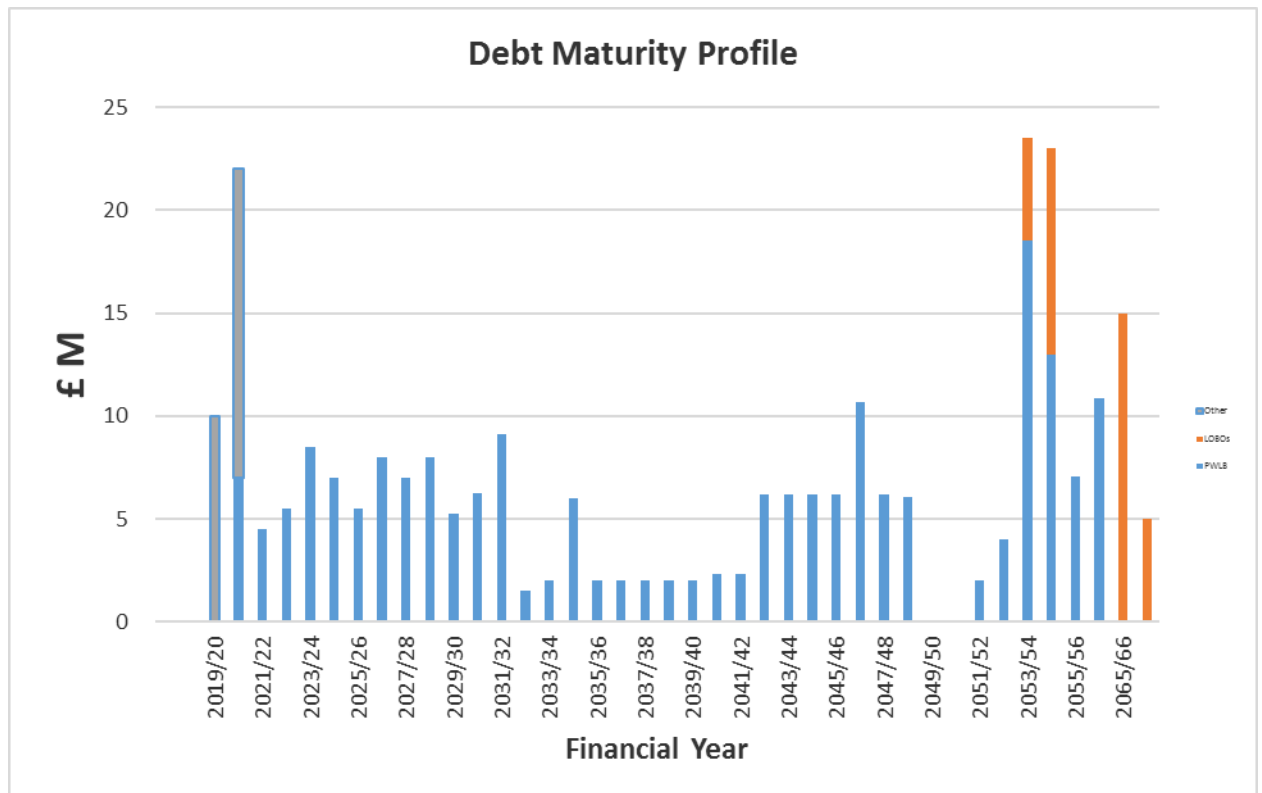
- 5.2 PWLB Certainty Rate:

In 2012-13, the Government introduced a 20 basis points (bps) discount on loans from the Public Works Loan Board (PWLB) under the prudential borrowing regime for those principal local authorities providing improved information and transparency on their locally-determined long-term borrowing and associated capital spending plans. The Government said it would also work with the local authority sector to consider the potential for an independent body to facilitate the

provision of PWLB lending at a reduced rate to authorities demonstrating best quality and value for money. This certainty rate continues to be available and this Authority has registered its interest in this preferred rate option.

5.3 Estimated Debt Maturity Profile as at 01.04.19:

(please click on the graph below and increase the percentage in the View option of the toolbar above for an enhanced view)



Members will see that the debt maturity profile is fairly even across the years. This maturity profile has been managed as such, so as to ensure that there is no undue preponderance in any particular year which may put the Authority's financing and cashflow position at risk.

6. Debt Rescheduling

- 6.1 The introduction by the PWLB in 2007 of a spread between the rates applied to new borrowing and repayment of debt, which was compounded on 20th October 2010 by a considerable further widening of the difference between new borrowing and repayment rates, has meant that PWLB to PWLB debt restructuring is now much less attractive than before both of these events.
- 6.2 However, as short term borrowing rates will be considerably cheaper than longer term rates, there may be potential opportunities to generate savings by switching from long term debt to short term debt. However, these savings will need to be considered in the light of the current treasury position and the size of the cost of any debt repayment i.e. premiums incurred.

The reasons for any rescheduling to take place will include:

- the generation of cash savings and / or discounted cash flow savings
- helping to fulfil the treasury strategy
- enhance the balance of the portfolio (amend the maturity profile and/or the balance of volatility).

6.3 All rescheduling will be reported to Cabinet as soon as is practicable.

7. Policy on borrowing in advance of need

7.1 The Authority will not borrow more than or in advance of its needs purely in order to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved Capital Financing Requirement estimates and will be considered carefully to ensure value for money can be demonstrated and that the Authority can ensure the security of such funds.

8. Investments

8.1 *Investment Policy:*

8.1.1 The Authority's investment policy has regard to the CIPFA Treasury Management in Public Services Code of Practice and Cross Sectoral Guidance Notes ("the CIPFA TM Code") and the Welsh Government Guidance on Local Government Investments. This guidance places a high priority on the management of risk.

8.1.2 The Authority's investment priorities are: -

- (a) the security of capital
- (b) the liquidity of its investments
- (c) yield

8.1.3 The Authority will aim to achieve the optimum return on its investments commensurate with proper levels of security and liquidity. The risk appetite of this Authority has been low in order to give priority to security of its investments.

8.1.4 The borrowing of monies purely to invest or on-lend and make a return is unlawful and this Authority will not engage in such activity.

8.1.5 The minimum amount that is to be held during the financial year in investments other than long-term is Nil.

8.2 *Definition of Investments – Specified and Non-Specified:*

8.2.1 The Local Government Act 2003 refers to specified and non-specified investments. The Welsh Government's Guidance on Local Government Investments defines specified and non-specified investments.

Specified Investments are those with a high level of credit quality and subject to a maturity limit of one year.

Non-specified investments are those for periods in excess of one year; those with less high credit quality; and/or are more complex instruments which require greater consideration before being authorised for use.

8.3 *Creditworthiness policy:*

8.3.1 This Authority uses the creditworthiness service provided by Link Asset Services although the Authority has adopted a position that is slightly more risk averse than Link's suggested list in respect of counterparties and durations.

8.3.2 Link uses a sophisticated modelling approach with credit ratings from all three main rating agencies - Fitch, Moody's and Standard and Poor's. The credit ratings of counterparties are supplemented with the following overlays: -

- credit watches and credit outlooks from credit rating agencies
- CDS (credit default swap) spreads to give early warning of likely changes in credit ratings
- sovereign ratings to select counterparties from only the most creditworthy countries.

This approach is in line with the CIPFA Code of Practice which states that "credit ratings should only be used as a starting point when considering credit risk". Authorities should also use financial press, market data, information on government support for banks and the credit ratings of that government support.

8.3.3 Link's modelling approach combines credit ratings, credit watches and credit outlooks in a weighted scoring system which is then combined with an overlay of CDS spreads for which the end product is a series of colour coded bands which indicate the relative creditworthiness of counterparties. These colour codes can be used by the Authority to determine the suggested duration for investments and are therefore referred to as durational bands:-

- Yellow - 5 years
for UK Government debt or its equivalent, Money Market Funds and collateralised deposits where the collateral is UK Government debt
- Dark pink - 5 years
for Ultra-Short Dated Bond Funds with a credit score of 1.25
- Light pink - 5 years
for Ultra-Short Dated Bond Funds with a credit score of 1.5
- Purple - 2 years
- Blue - 1 year
only applies to nationalised or semi nationalised UK Banks
- Orange - 1 year
- Red - 6 months
- Green - 100 days
- No Colour - not to be used

8.3.4 The TM Code of Practice advises that authorities have regard for all the ratings issued by all three main agencies and to make their decisions based on all ratings. The advisors' creditworthiness service corresponds with this as it uses

the ratings from all three agencies but, by using a scoring system, does not give undue preponderance to just one agency's ratings.

8.4 *“High” credit quality:*

8.4.1 It is proposed that the Authority continue with the following in respect of defining a “high” credit quality. If a rating is not available from any of the rating agencies then the available ratings will be used.

Long Term Ratings (in respect of long-term investments):

Permitted Fitch Ratings	Permitted Moody's Ratings	Permitted S&P Ratings
AAA	Aaa	AAA
AA+	Aa1	AA+
AA	Aa2	AA
AA-	Aa3	AA-

Short Term Ratings (in respect of short-term investments):

Permitted Fitch Ratings	Permitted Moody's Ratings	Permitted S&P Ratings
F1+	N/A	A-1+
F1	P-1	A-1

8.4.2 All credit ratings will be monitored daily. The Authority is alerted to changes to ratings of all three agencies through its use of the advisors' creditworthiness service.

8.4.3 Any institution which drops below any of the above ratings will be removed from the Authority's counterparty list for investments. Any investments held with the counterparty will also be reviewed in order to establish whether the premature maturity of the investment should be sought.

8.4.4 In addition to the use of Credit Ratings the Authority will also be advised of information in movements in Credit Default Swap against the iTraxx benchmark and other market data on a weekly basis. Extreme market movements may result in downgrade of an institution or removal from the Authority's investment list. Any investments held with the counterparty will also be reviewed in order to establish whether the premature maturity of the investment should be sought.

8.4.5 Sole reliance will not be placed on the use of this external service. In addition, the Authority will also use market data and information, information on government support for banks and the credit ratings of that government support.

8.5 *Country limits:*

8.5.1 It is proposed that the Authority will use approved counterparties from the UK and approved counterparties from other countries with the following sovereign credit ratings:-

Permitted Fitch Ratings	Permitted Moodys Ratings	Permitted S&P Ratings
AAA	Aaa	AAA

The list of countries (excluding the UK) that qualify using this credit criteria, as at the date of this report, are shown in Appendix D. This list will be added to or deducted from by officers should ratings change.

8.5.2 Our advisor's view is that all Authorities should avoid a concentration of investments in too few counterparties or countries but that a suitable spreading approach in itself is likely to be sufficient given the safeguards already built into its creditworthiness service.

As such the following limits are proposed:-

Country	Maximum Investment per Country	Credit Rating/Other Assessment of Risk
AAA countries (listed at Appendix C)	£20M (held in call accounts)	As per rating list
UK	No Maximum Investment	As per rating list

8.6 *Group/Institutions - Counterparty Criteria/Limits:*

Specified Investments:

The current limits per the 2018/19 Strategy are as follows:-

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	20 (a maximum £10M to be held in fixed term investments)	Up to 364 days	As per Link's matrices and the Authority's definition of a high credit rating
Foreign Banks	5	Up to 364 days	As per Link's matrices and the Authority's definition of a high credit rating
Other Local Authorities	25	Up to 364 days	N/A

As the Authority may be holding higher levels of cash for short-term periods, it is proposed that the following limits are in place for 2019/20:-

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	30	Up to 364 days	As per Link's matrices and the Authority's definition of a high credit rating
Foreign Banks	5	Up to 364 days	As per Link's matrices and the Authority's definition of a high credit rating
Other Local Authorities	25	Up to 364 days	N/A

Non-Specified Investments:

The current limits per the 2018/19 Strategy are as follows:-

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	10 (£5M limit with any one institution)	Up to 2 years	As per Link's matrices and the Authority's definition of a high credit rating
Foreign Banks	2	Up to 2 years	As per Link's matrices and the Authority's definition of a high credit rating
Money Market Funds (max. of 5)	10	N/A	All are AAA rated
Other Local Authorities	10	Up to 5 years	N/A

Note: Limits for Specified and Non-Specified are combined limits. The maximum limit will also apply to a banking group as a whole.

It is proposed that these limits remain the same for 2019/20.

9. Investment Strategy

9.1 In-house funds:

The majority of the Authority's in-house managed funds are cash flow derived.

9.2 Investment returns area likely to remain relatively low during 2019/20. Bank rate is forecast to increase steadily over the next few years to reach 2.00% by Qtr 1 2022.

The suggested budgeted investment returns from the Authority's advisors for investments up to 3 months are:

2019/20	1.00%
2020/21	1.50%

Members should be aware that these returns may not be achieved when cash levels are low and hence being kept in liquid accounts.

9.3 The Authority currently has no investments that are longer-term.

10. Policy on the use of external service providers

10.1 The Authority currently uses Link Asset Services as its external treasury management advisors. This contract was awarded following a competitive process and runs to 31st August 2021.

10.2 The Authority recognises that responsibility for treasury management decisions remains with the organisation at all times and will ensure that undue reliance is not placed on external service providers.

10.3 It also recognises that there is value in employing external providers of treasury management services in order to acquire access to specialist skills and resources. The Authority will ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented, and subjected to regular review. This review will incorporate assessing the following:-

- level of technical expertise/advice
- appropriateness of advice given
- value of information provided i.e. market commentaries, forecasts, etc.
- value of training given
- attendance at meetings

11. Scheme of delegation

11.1 (i) Full Council

- approval of annual strategy

(ii) Audit Committee

- reviewing the treasury management policy and procedures and making recommendations to the responsible body.

(iii) Cabinet

- receiving and reviewing reports on treasury management policies, practices and activities
- approval of amendments to the Authority's adopted clauses, treasury management policy statement and treasury management practices
- budget consideration and approval
- approval of the division of responsibilities
- receiving and reviewing regular monitoring reports and acting on recommendations
- approving the selection of external service providers.

12. Role of the section 151 officer (Chief Financial Officer)

12.1 The S151 officer will have responsibility for:

- recommending clauses, treasury management policy/practices for approval, reviewing the same regularly, and monitoring compliance
- submitting regular treasury management policy reports
- submitting budgets and budget variations
- receiving and reviewing management information reports
- reviewing the performance of the treasury management function
- ensuring the adequacy of treasury management resources and skills, and the effective division of responsibilities within the treasury management function
- ensuring the adequacy of internal audit, and liaising with external audit
- recommending the appointment of external service providers

The 2017 Code introduced a major extension of the functions of this role, especially in respect of non-financial investments (which CIPFA has defined as being part of treasury management).

These functions are:-

- preparation of a Capital Strategy to include capital expenditure, capital financing, non-financial investments and treasury management with a long-term timeframe
- ensuring that the Capital Strategy is prudent, sustainable, affordable and prudent in the long-term and provides value for money

- ensuring that due diligence has been carried out on all treasury and non-financial investments and is in accordance with the risk appetite of the authority
- ensuring that the authority has appropriate legal powers to undertake expenditure on non-financial assets and their financing
- ensuring the proportionality of all investments so that the authority does not undertake a level of investing which exposes the authority to an excessive level of risk compared to its financial resources
- ensuring that an adequate governance process is in place for the approval, monitoring and ongoing risk management of all non-financial investments and long-term liabilities
- provision to members of a schedule of all non-treasury investments including material investments in subsidiaries, joint ventures, loans and financial guarantees
- ensuring that members are adequately informed and understand the risk exposures taken on by the authority
- ensuring that the authority has adequate expertise, either in-house or externally provided, to carry out the above
- creation of Treasury Management Practices which specifically deal with how non-treasury investments will be carried out and managed, to include the following:-
 - risk management including investment and risk management criteria for any material non-treasury investment portfolios
 - performance measurement and management including methodology and criteria for assessing the performance and success of non-treasury investments
 - decision making, governance and organisation, including a statement of the governance requirements for decision making in relation to non-treasury investments and arrangements to ensure that appropriate professional due diligence is carried out to support decision making
 - reporting and management information, including where and how often monitoring reports are taken
 - training and qualifications, including how the relevant knowledge and skills in relation to non-treasury investments will be arranged.

13. Treasury Management Training

13.1 The Authority recognises that relevant individuals will need appropriate levels of training in treasury management due to its increasing complexity. There are two categories of relevant individuals: -

- treasury management staff employed by the Authority
- members charged with governance of the treasury management function.

13.2 All treasury management staff should receive appropriate training relevant to the requirements of their duties at the appropriate time. All treasury management staff are required to be members of an appropriate professional body and, in line with the continuing professional development requirements of these professional bodies, the Authority operates a Professional Development Review system which identifies the training requirements of individual members of staff engaged on treasury related activities. Additionally, training is also provided in the job and it is the responsibility of the s151 officer to ensure that all staff under his/her authority receive the level of training appropriate to their duties.

13.3 Details of Approved Training Courses

Treasury management staff and members will go on courses provided by our treasury management advisors, CIPFA, etc.

13.4 Records of Training received by Treasury Staff

As required by their relevant professional bodies, treasury management staff will maintain records of training they receive.

13.5 Approved Qualifications for Treasury Staff

It is the Authority's policy that the Treasury Manager and the Technical Accountancy Assistants are qualified to at least AAT level.

13.6 Members

The CIPFA Code of Practice states that members charged with governance (all members as the annual strategy requires approval by Full Council) have a personal responsibility to ensure that they have the appropriate skills and training for their role. To aid this, the Authority normally holds two briefing sessions per year for members and members should ensure that they attend at least one of these each year.

14. Pension Fund Cash

The Authority will comply with the requirements of The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009, which were implemented on 1st Jan 2010. The Pension Fund has its own bank accounts although, due to use of the Authority's financial systems, a small amount of pension fund cash remains pooled with the Authority's cash balances for investment purposes. Any investments made by the pension fund directly with this local authority will comply with the requirements of SI 2009 No 393.

15. Treasury Management Budget

A requirement of the Authority's Treasury Management Policy Statement is that a summary treasury management budget is included in the Strategy report. This is attached at Appendix E.

16. CIPFA Prudential Code - Prudential and Treasury Indicators

16.1 The following indicators, required by the CIPFA Prudential Code, are included as part of the annual budget report :-

- authorised limit for external debt
- operational boundary for external debt
- actual external debt

16.2 Prudential and Treasury Indicators are relevant for the purposes of setting an integrated treasury management strategy and, as such, the indicators required to be included as part of this strategy are as follows:-

16.3.1 *Interest Rate Exposure:*

The setting of upper and lower limits for interest rate exposures has the effect of creating ranges within which the Authority will limit its exposure to both fixed and variable interest rate movements.

The current limits are as follows:-

Fixed rates	140%
Variable rates	60%

As dictated by the Code of Practice, this indicator for fixed and variable limits is calculated by looking at the net position between debt and investments.

It is proposed that the limits above remain the same for 2019/20.

16.3.2 *Maturity Structure of Borrowing:*

Local authorities are exposed to the risk of having to refinance debt at a time in the future when interest rates may be volatile or uncertain. This indicator is designed to assist authorities in avoiding large concentrations of fixed rate debt that has the same maturity structure and would therefore need to be replaced at the same time. It is recommended that the Authority sets upper and lower limits in each period as a percentage of its total borrowings.

The current limits are as follows:-

	Upper Limit	Lower Limit
Under 12 months	40%	0%
12 months to 2 years	40%	0%
2 years to 5 years	40%	0%
5 years to 10 years	40%	0%

10 years to 20 years	40%	0%
20 years to 30 years	40%	0%
30 years to 40 years	40%	0%
40 years to 50 years	40%	0%

It is proposed that the limits above remain the same for 2019/20.

16.3.3 Principal sums invested for periods longer than 364 days:

This indicator is used to demonstrate that the Authority has taken into account all the resources available for investment. This is to minimise the possibility that longer-term investments will need to be realised early which might have disadvantageous results. This indicator is also used to demonstrate that the Authority is not borrowing more than it needs to, or in advance of its needs, purely to profit through investment from the extra borrowing.

The current limit is set at £10M.

It is proposed that this limit remains at £10M for 2019/20.

Proposal

It is proposed that Council approves the Treasury Management Strategy Statement and Annual Investment Strategy.

Statutory Officers

The s151 officer has made the following comment:

“The Treasury Management Strategy Statement and Annual Investment Strategy forms a key part of the Council’s overall approach to borrowing and investments. The report ensures the authority complies with relevant legislation and the Code of Practice on Treasury Management.”

The Solicitor to the Council (Monitoring Officer) has made the following comment:

“I have nothing to add to the report.”

Future Status of the Report

Not applicable

Recommendation:		Reason for Recommendation:	
That Council approves the Treasury Management Strategy Statement and Annual Investment Strategy		Statutory Requirement	
Relevant Policy:		Treasury Management Policy	
Within Policy:	Y	Within Budget:	Y
Person(s) To Implement Decision:		Ann Owen – Treasury Manager	
Date By When Decision To Be Implemented:		1st April 2018	

Contact Officer Name:	Tel:	Fax:	Email:
Ann Owen	01597 826327	01597 826290	ann.owen@powys.gov.uk

Background Papers used to prepare Report:

CIPFA Code of Practice on Treasury Management and Cross Sectoral Guidance Notes
Treasury Management Policy Statement
Advisors' Information
WAG Guidance on Local Government Investments 2010

Appendix A:

Treasury Management Policy Statement

1. This organisation defines its treasury management activities as: “The management of the authority’s borrowings, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks”.
2. This organisation regards the successful identification, monitoring and control of risk to be the prime criteria by which the effectiveness of its treasury management activities will be measured. Accordingly, the analysis and reporting of treasury management activities will focus on their risk implications for the organisation and any financial instruments entered into to manage these risks.
3. This organisation acknowledges that effective treasury management will provide support towards the achievement of its business and service objectives. It is therefore committed to the principles of achieving value for money in treasury management, and to employing suitable comprehensive performance measurement techniques, within the context of effective risk management.”

Appendix B:

1. This Authority adopts the key principles of CIPFA's *Treasury Management in the Public Services : Code of Practice (2011 Edition)*, as described in Section 4 of that Code as follows:-

Key Principle 1:

Public service organisations should put in place formal and comprehensive objectives, policies and practices, strategies and reporting arrangements for the effective management and control of their treasury management activities.

Key Principle 2:

Their policies and practices should make clear that the effective management and control of risks are prime objectives of their treasury management activities and that responsibility for these lies clearly within their organisations. Their appetite for risk should form part of their annual strategy, including any use of financial instruments for the prudent management of those risks, and should ensure that priority is given to security and liquidity when investing funds.

Key Principle 3:

They should acknowledge that the pursuit of value for money in treasury management and the use of suitable performance measures are valid and important tools for responsible organisations to employ in support of their business and service objectives; and that, within the context of effective risk management, their treasury management policies and practices should reflect this.

In framing these recommendations, CIPFA acknowledges the difficulties of striving for effective risk management and control, whilst at the same time pursuing value for money. This code does not seek to be prescriptive about how this issue should be handled, particularly since it covers such a wide variety of organisations. However, where appropriate, the sector specific guidance notes give suitable advice. CIPFA recognises that no two organisations in the public services are likely to tackle this issue in precisely the same manner but success in this area of treasury management is likely to be viewed, especially in value for money terms, as an indicator of a strongly performing treasury management function.

Even though it dates back to 1991, CIPFA considers that the report by the Treasury and Civil Service Committee of the House of Commons on the BCCI closure is still pertinent, wherein it was stated that:

In balancing risk against return, local authorities should be more concerned to avoid risks than to maximise returns.

Indeed this view was supported by the Communities and Local Government Select Committee report into local authority investments in 2009.

It is CIPFA's view that throughout the public services the priority is to protect capital rather than to maximise return. The avoidance of all risk is neither appropriate nor possible. However, a balance must be struck with a keen responsibility for public money.

2. Accordingly, the Authority will create and maintain, as the cornerstones for effective treasury management:
 - a treasury management policy statement, stating the policies, objectives and approach to risk management of its treasury management activities
 - suitable treasury management practices (TMPs) setting out the manner in which the Authority will seek to achieve those policies and objectives, and prescribing how it will manage and control those activities.

The content of the policy statement and TMPs will follow the recommendations contained in Sections 6 and 7 of the Code, subject only to amendment where necessary to reflect the particular circumstances of the Authority. Such amendments will not result in the Authority materially deviating from the Code's key principles.

3. The Authority will also have regard for the Guidance on Local Government Investments issued by the Welsh Assembly Government and effective from 1st April 2010.
4. Full Council will receive the annual strategy report as recommended in the Welsh Assembly Guidance on Local Government Investments and the Authority's Cabinet will receive reports on its treasury management policies, practices and activities, including, as a minimum, a mid-year review and an annual report after its close, in the form prescribed in its TMPs.
5. The Authority delegates responsibility for the implementation and regular monitoring of its treasury management policies and practices to the Cabinet, and for the execution and administration of treasury management decisions to the Chief Financial Officer, who will act in accordance with the Authority's policy statement and TMPs and, if he/she is a CIPFA member, CIPFA's Standard of Professional Practice on Treasury Management.
6. The Authority nominates Audit Committee to be responsible for ensuring effective scrutiny of treasury management policies, practices and performance.

Appendix C:

ECONOMIC BACKGROUND

GLOBAL OUTLOOK:

World growth has been doing reasonably well, aided by strong growth in the US. However, US growth is likely to fall back in 2019 and, together with weakening economic activity in China and the Eurozone, overall world growth is likely to weaken. Inflation has been weak during 2018 but, at long last, unemployment falling to remarkably low levels in the US and UK has led to an acceleration of wage inflation. The US Fed has therefore increased rates nine times and the Bank of England twice. However, the ECB is now probably unlikely to make a start on raising rates in 2019.

KEY RISKS:

Central bank monetary policy measures:

Looking back on more than ten years since the financial crash of 2008 when liquidity suddenly dried up in financial markets, it can be assessed that central banks' monetary policy measures to counter the sharp world recession were successful. The key monetary policy measures they used were a combination of lowering central interest rates and flooding financial markets with liquidity, particularly through unconventional means such as quantitative easing (QE), where central banks bought large amounts of central government debt and smaller sums of other debt.

The key issue now is that the period of stimulating economic recovery and warding off the threat of deflation is coming towards its close. A new period is well advanced in the US, and started more recently in the UK, of reversing those measures i.e. by raising central rates and, (for the US), also reducing central banks' holdings of government and other debt. These measures are now required in order to stop the trend of a reduction in spare capacity in the economy and of unemployment falling to such low levels, that the re-emergence of inflation is viewed as a significant risk. It is, therefore, crucial that central banks get their timing right and do not cause shocks to market expectations that could destabilise financial markets. In particular, a key risk is that, because QE-driven purchases of bonds drove up the price of government debt and therefore caused a sharp drop in income yields, this also encouraged investors into a search for yield and into investing in riskier assets such as equities. Consequently, prices in both bond and equity markets rose to historically high valuation levels simultaneously. This meant that both asset categories were exposed to the risk of a sharp downward correction and we did, indeed, see a sharp fall in equity values in the last quarter of 2018 and into early 2019. It is important, therefore, that central banks only gradually unwind their holdings of bonds in order to prevent destabilising the financial markets. It is also likely that the timeframe for central banks unwinding their holdings of QE debt purchases will be over several years.

UK: 2018 was a year which started with weak growth of only 0.1% in quarter 1. However, quarter 2 rebounded to 0.4% followed by quarter 3 being exceptionally strong at +0.6%. Quarter 4, however, was depressed by the Brexit uncertainty and came in at only +0.2%, (1.3% y/y). Growth is likely to continue being weak until the Brexit situation clears.

The MPC has stated that future Bank Rate increases would be gradual and they have given a figure for this of around 2.5% in ten years' time but have declined to give a medium term forecast. However, with so much uncertainty around Brexit, the next move could be up or down, even if there was a disorderly Brexit.

Inflation - the Consumer Price Index (CPI) measure of inflation has been falling from a peak of 3.1% in November 2017 to 1.8% in January 2019. In the February Bank of

England quarterly Inflation Report, inflation was forecast to still be marginally above its 2% inflation target two years ahead given a scenario of minimal increases in Bank Rate.

The **labour market** figures in November were particularly strong with an emphatic increase in total employment of 141,000 over the previous three months, unemployment at 4.0%, a 43 year low on the Independent Labour Organisation measure, and job vacancies hitting an all-time high, indicating that employers are having major difficulties filling job vacancies with suitable staff. It was therefore unsurprising that wage inflation continued at its high point of 3.3%, (3 month average regular pay, excluding bonuses). This means that in real terms, (i.e. wage rates less CPI inflation), earnings are currently growing by about 1.2%, the highest level since 2009. This increase in household spending power is likely to feed through into providing some support to the overall rate of economic growth in the coming months. This tends to confirm that the MPC was right to start on a cautious increase in Bank Rate in August as it views wage inflation in excess of 3% as increasing inflationary pressures within the UK economy.

In the **political arena**, the Brexit deal put forward by the Conservative minority government was defeated in a vote in the House of Commons on 15 January and its motions were again defeated on 14 February. Prime Minister May is currently seeking some form of modification or clarification from the EU of the Irish border backstop issue. Our advisors' central position is that the Government will endure, despite various setbacks along the route to reaching an orderly Brexit, although the risks are increasing that it may not be possible to get full agreement by the UK and EU before 29 March 2019, in which case this withdrawal date is likely to be pushed back to a new date. If, however, the UK faces a general election in the next 12 months, this could result in a potential loosening of monetary and fiscal policy and therefore medium to longer dated gilt yields could rise on the expectation of a weak pound and concerns around inflation picking up.

USA: President Trump's massive easing of fiscal policy is fuelling a (temporary) boost in consumption which has generated an upturn in the rate of strong growth which rose from 2.2% (annualised rate) in quarter 1 to 4.2% in quarter 2 and 3.5%, (3.0% y/y), in quarter 3, but also an upturn in inflationary pressures. The strong growth in employment numbers and an unemployment rate of 4.0%, near to a recent 49 year low, has fed through to an upturn in wage inflation which hit 3.2% in December. However, CPI inflation overall fell to 1.9% in December and looks to be on a falling trend to continue below the Fed's target of 2% during 2019. The Fed has continued on its series of increases in interest rates with another 0.25% increase in December to between 2.25% and 2.50%, which was the fifth increase in 2018 and the ninth in this cycle. However, they dropped any specific reference to expecting further increases at their January 30 meeting. The last increase in December compounded investor fears that the Fed could overdo the speed and level of increases in rates in 2019 and so cause a US recession as a result. There is also much evidence in previous monetary policy cycles of the Fed's series of increases doing exactly that. Consequently, we have seen stock markets around the world falling under the weight of fears around the Fed's actions, the trade war between the US and China and an expectation that world growth will slow. Since the more reassuring words of the Fed in January, equity values have recovered somewhat. The tariff war between the US and China generated a lot of heat during 2018; it could significantly damage world growth if an agreement is not reached during the current three month truce declared by President Trump to hold off from further tariff increases.

Eurozone: Growth was 0.4% in quarters 1 and 2 but fell back to 0.2% in quarters 3 and 4 (1.2% y/y). Germany only narrowly avoided slipping into recession in quarter 4 whereas

Italy did slip into recession. The trend of economic statistics is now indicating that growth is likely to weaken further in 2019. This will make it difficult for the ECB to make any start on increasing rates until 2020 at the earliest. Indeed, the issue now is rather whether the ECB will have to resort to new measures to boost liquidity in the economy in order to support growth. Having halved its quantitative easing purchases of debt in October 2018 to €15bn per month, the European Central Bank ended all further purchases in December 2018. In its January meeting, it made a point of underlining that it will be fully reinvesting all maturing debt for an extended period of time past the date at which it starts raising the key ECB interest rates.

China: Economic growth has been weakening over successive years despite repeated rounds of central bank stimulus and medium term risks are increasing. Major progress still needs to be made to eliminate excess industrial capacity, the stock of unsold property and to address the level of non-performing loans in the banking and credit systems. Progress has been made in reducing the rate of credit creation which is feeding through into lower economic growth but there are concerns that official economic statistics are inflating the published rate of growth.

Japan has been struggling to stimulate consistent significant GDP growth and to get inflation up to its target of 2%, despite huge monetary and fiscal stimulus. It is also making little progress on fundamental reform of the economy. It is likely that loose monetary policy will endure for some years yet to try to stimulate growth and modest inflation.

Emerging countries: Argentina and Turkey are currently experiencing major problems and are facing challenges in external financing requirements well in excess of their reserves of foreign exchange. However, these countries are small in terms of the overall world economy, (around 1% each), so the fallout from the expected recessions in these countries will be minimal.

Appendix D:

Approved Countries for Investment

AAA

- Australia
- Canada
- Denmark
- Germany
- Luxembourg
- Netherlands
- Norway
- Singapore
- Sweden
- Switzerland

Appendix E:

Summary Treasury Management Budget

	2019/20 £	2018/19 £
Employees	165,000	165,000
Transport	1,250,450	1,266,450
Supplies and Services	200,000	200,000
Interest Paid	14,845,370	12,699,120
Debt Management Expenses	6,000	6,000
Gross Expenditure	16,466,820	14,336,570
Interest Received	0	0
Gross Income	0	0
Net Expenditure	16,466,820	14,336,570

Notes:

- Transport is the Authority's leasing costs – leasing is classified as a Treasury Management activity.
- Supplies and Services includes the following main items:-

Dr/Cr card and bank charges	175k
Treasury /Leasing Advice	17k
- Interest Received has no budget as cash balances have significantly reduced. Any interest received in respect of cash surpluses may need to be used to offset borrowing costs for negative cash balances.

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CYNGOR SIR POWYS COUNTY COUNCIL.**County Council****7 March 2019****REPORT AUTHOR: Chief Executive and Head of Paid Service****SUBJECT: Pay Policy Statement 2019/20**

REPORT FOR: Information

1. Background and Purpose

All English and Welsh Local Authorities are required under local government legislation to produce and publish a Pay Policy Statement each financial year.

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It takes account of the Revised Guidance relating to Pay Policy statements issued by the Welsh Government on 25th February 2014, on Pay Accountability in Local Government in Wales.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying the methods by which salaries of all employees are determined. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year detailing:

- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
- The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
- The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The Council will aim to ensure there is no pay discrimination within its pay structures by complying with Equal Pay requirements and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Proposal

The attached Pay Policy Statement sets out the Council's arrangements for the pay and remuneration of its employees for financial year 2019-20.

It is proposed that the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

4. Statutory Officers

The Head of Financial Services and Deputy Section 151 Officer comments that:

"The attached statement ensures we comply with the relevant legislative requirements."

The views of the Solicitor to the Council (Monitoring Officer) are:

"The Council is required by the Localism Act 2011 to have a Pay Policy Statement."

Members' Interests

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	Ensure compliance with section 38 (1) of the Localism Act 2011.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Aled Wyn Davies Cllr James Evans
----------------------------------	------------------------------------------

Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1 st April 2019

Contact Officer Name:	Tel:	Fax:	Email:
Graham Evans – Professional Lead, Employment Services	01597 826609		graham.evans@powys.gov.uk

Background Papers used to prepare Report:

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POWYS COUNTY COUNCIL

Pay Policy Statement 2019/20

POWYS COUNTY COUNCIL

Pay Policy Statement 2019/20

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POWYS COUNTY COUNCIL

Pay Policy Statement 2019/20

1. Introduction and Purpose

- 1.1 This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011. The Act requires English and Welsh local authorities to produce and publish a pay policy statement each financial year, detailing:
- The authority's policies towards all aspects and elements of the remuneration of chief officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of chief officers
 - The authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
 - The relationship between the remuneration of its chief officers and other employees.
- 1.2 Local authorities are large complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The Council will continue to develop a Pay Policy and Strategy in this context and will seek to align rewards systems with business objectives. Once approved by the full Council, as required by the legislation prior to 31 March 2019, this pay policy statement will come into effect from 1 April 2019, and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
- Equality Act 2010
 - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - The Agency Workers Regulations 2010
 - Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality

proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Scope of the Pay Policy

- 3.1 The Localism Act 2011 requires authorities to develop and make public their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the authority, explaining their policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.

4. Development of Pay and Reward Strategy

- 4.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the organisation can perform at its best. The biggest challenge for the council in the current circumstances is to maximise productivity and efficiency within current resources. The pay policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2 In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3 In addition the council is a major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.4 In designing, developing and reviewing Pay and Reward strategy the council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

5. Specific Local Factors Affecting Pay Policy

5.1 Local Labour Market Factors

Data from the 2011 Census and other statistics relating to Powys population trends and labour market information indicates a low birth rate and a large outward migration of young people coupled with a large inward migration of older people. Powys is seen as an attractive place to retire and there are limited opportunities for higher education and employment opportunities for young people. Currently the Council employs very few young people under the age of 21 and opportunities for school leavers and graduates have been limited, mainly due to the economic climate and the constraints on budgets. The Council's workforce reflects the community which is steadily getting older and it is recognised that the Council will need to react to this trend by introducing employment and training opportunities for young people if we are to have sufficient skills to sustain services in the future.

5.2 Current Recruitment and Retention Issues

Traditionally Powys County Council has difficulties attracting large numbers of candidates for 'hard to fill' posts. These have tended to be in the areas of Social Care, in particular for Social Workers and Children's Residential Care Workers. This difficulty also exists with Chief Officer roles and to a lesser degree in other professionally qualified areas such as Planning, Engineering, Legal and Finance. The Council also has an ageing population in comparison to other Local Authorities in Wales and this, combined with the rural nature of the county, means that the Council can experience difficulties with recruitment and retention. As such the Council has introduced an Apprenticeship initiative including career graded pay rates.

6. Pay Structure

6.1 Current Position

The Council applies the NJC nationally negotiated pay spine as the basis for its main grading structure. This determines the salaries of the larger majority of the workforce (with the exception of teachers).

On 10th April 2018, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2018 and 1 April 2019.

In addition, the NJC pay agreement also included the introduction of a new pay spine, effective from 1 April 2019, to include:

- A bottom rate of £9.00 per hour;
- 'Pairing off' old scale points to create new scale points;
- Equal steps of 2% between new scale points;
- Average Pay Award of 4.39% for new lower scale points 1-22 (ranging from 2.28% to 7.3%);
- Pay Award of 2.00% for scale points 23 and above;

- Assimilation of scale points followed by contractual incremental awards.

6.2 Job Evaluation

The Council's systematic approach to determining the value and worth of posts that are currently subject to the NJC nationally agreed pay spine was implemented from the 1st April 2013. This revised pay and grading structure was subject to an equal pay audit. Payment protection paid to staff suffering a detriment was agreed for a 12-month period and ended on the on 31st March 2014.

6.3 Terms and Conditions

In conjunction with the job evaluation process a review of associated terms and conditions has been undertaken which has consolidated the range of nationally and locally negotiated terms which have been agreed through previous collective bargaining. The objective is to apply a single status approach across the authority which is fair for all staff and which also complies with the equality impact assessment.

6.4 Living Wage

Through adopting the NJC pay rates with a minimum of £9.00 per hour, the Council continues to pay the lowest paid staff significantly above the Statutory National Living Wage and National Minimum Wage rates, which are as follows:

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
1 st April 2019	£8.21	£7.70	£6.15	£4.35	£3.90

6.5 Acting Up/Honoraria

On occasions when employees undertake additional responsibilities for a limited period of time, the Head of Service will have the discretion to award an honorarium or acting up payment. This will be applied in line with the Guidance attached at Appendix B.

6.6 Pay and Performance

From April 2015, and further enhanced in 2018 following a review, an Individual Performance Review (IPR) process was introduced, The Authority expects high levels of performance from all its' employees. Individual performance is managed and supported by line managers, and the relationship between line manager and staff member is key to having engaged, motivated staff, who are enabled in their work and can utilise their ideas to improve service. This is vital to ensure all employees and services contribute to meeting the priorities set out in the Councils Vision 2025. There are no bonus related pay incentives in place.

7. Accountability and Decision Making

- 7.1 In accordance with statutory requirements and the Constitution of the Council policies relating to the recruitment, pay, terms and conditions, and severance arrangements of all employees of the Council is the responsibility of the Council.

8. Chief Officer Remuneration

8.1 Definition of Chief Officer:

For the purposes of this statement, 'chief officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below:

- Chief Executive
- Strategic Directors
- Director
- Heads of Service

The above posts are governed by JNC terms and conditions of employment.

The 2018-2020 nationally agreed pay award applies a 2% uplift to salaries from 1st April 2019.

The Council also has a category of employees employed on Senior Manager (SM) grades. These grades fall between the top of the NJC pay spine and the bottom of the Head of Service range. These posts are governed by NJC terms and conditions of employment, with national pay awards applied accordingly.

The grades ranges for all the above posts are agreed locally and are attached at Appendix C.

The Council has a number of posts within the Schools Service and Youth Service that are employed under Soulbury or Youth & Community terms and conditions. The Soulbury grades are attached at Appendix D, with Youth & Community attached at Appendix E. The last pay award agreed for both bodies was 2% effective from 1st September 2018.

8.2 Recruitment of Chief Officers

The Council's policy and procedures with regard to the recruitment of Chief Officers is set out within Part 4 of the Constitution. When recruiting to all posts the Council will take full and proper account of its Equal Opportunities, Recruitment and Redeployment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

8.3 Policy on the Payment of Chief Officers on ceasing to hold office or to be employed by the Council

Should a Chief Officer be in a redundancy situation and no alternative employment can be found they will, like all other employees, be entitled to compensation in line with the Council's Redundancy Compensation Scheme.

The Council's approach to statutory and discretionary payments on termination of employment of chief officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement and Redundancy Policy, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 30 weeks would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

Decisions relating to any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers and members authorized to do so by the Constitution.

9. Re-employment of Staff

- 9.1 The Council has a Re-employment of Former Employees Policy which came in to effect from 1 September 2014.
- 9.2 The purpose of the policy is to set out the Council's approach to the re-employment of certain categories of ex-employees.
- 9.3 Ex-employees who have left the Council's employment on the grounds of redundancy or efficiency and received redundancy / severance payments and/or early retirement benefits, the Council will not engage such ex-employees on a contract of employment, or through an employment agency, nor engage them in a contract for services, for a period of 12 months from the date of termination of their employment.
- 9.4 Ex-employees who have been dismissed on the grounds of misconduct or lack of capability, or have resigned in circumstances where sufficient evidence existed to convene a formal hearing to consider dismissal on those grounds, will not be re-employed by the Council. The Council will not engage with their services through an employment agency nor under a contract for services, and there is no qualifying period applicable.
- 9.5 The Council recognises that there may be a compelling case for re-employment or re-engagement in some exceptional circumstances, which may be driven by the needs of the Council. Appointments are not made without express permission of the Head of Professional Services and relevant Director, with advice sought from the Section 151 Officer and the Monitoring Officer in respect of financial or legal implications.

10. Remuneration at the Lowest Grades

- 10.1 The lowest paid employees employed under a contract of employment with the Council, are remunerated on full time equivalent salaries in accordance with the minimum NJC spinal column point currently in use within the Council's grading structure. From 1st April 2019 this is spinal column point 1, £17,364 FTE per annum (£9.00 per hour).
- 10.2 The Council does run an apprenticeship scheme where individuals are engaged under a fixed term contract for a period of up to three years. During this time their rates of pay comply with the nationally applied rates for an apprentice and therefore they do not fall into the category of lowest grade or lowest paid in the council.
- 10.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement

11. Pay Relativities within the Authority

- 11.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the Organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 11.2 The multiples of pay for Powys County Council are as follows:
1. The multiple between the lowest paid full time equivalent employee and the chief executive is 1:7.90 (*Previous year 1:8.31*)
 2. The multiple between the lowest paid employee and mean average chief officer is 1:5.11 (*Previous year 1:5.23*)
 3. The multiple between the median (average) full time equivalent earnings (excluding schools) and the chief executive is 1:5.97 (*Previous year 1:6.56*)
 4. The multiple between the median (average) full time equivalent earnings (excluding schools) and mean average chief officer is 1:3.86 (*Previous year 1:4.13*)

(information based on Payroll data February 2019)

12. Publication

- 12.1 Upon approval by the full Council, this statement will be published on the Council's website.

13. Partnership with Trade Unions

- 13.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and /or allowances.

14. Reviewing the Policy

- 14.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for the citizens of Powys. The Policy will be reviewed annually and reported to Council.

APPENDIX A

Pay Scales for NJC Employees – applicable from 1 April 2019

Salary from 01/04/2018				01/04/2019 Pay Grade Assimilation			
Grade	Scale Point	FTE Salary	Hourly Rate	NEW Scale Point (SCP)	Grade	FTE Salary	Hourly Rate
Grade 1	6	16,394	8.4974	1	Grade 1	17,364	9.0002
Grade 2	7	16,495	8.5498	1	Grade 2	17,364	9.0002
	8	16,626	8.6177	2		17,711	9.1801
Grade 3	9	16,755	8.6846	3	Grade 3	18,065	9.3636
	10	16,863	8.7405			18,426	9.5507
	11	17,007	8.8152			5	Grade 4
12	17,173	8.9012	19,171	9.9368			
Grade 4	13	17,391	9.0142	6	Grade 5	19,554	10.1354
	14	17,681	9.1645	8		19,945	10.3380
Grade 5	15	17,972	9.3154	9	Grade 6	20,344	10.5448
	16	18,319	9.4952	11		21,166	10.9709
	17	18,672	9.6782	12		21,589	11.1902
Grade 6	18	18,870	9.7808	13	Grade 7	22,021	11.4141
	19	19,446	10.0794	14		22,462	11.6427
Grade 7	20	19,819	10.2727	15	Grade 8	22,911	11.8754
	21	20,541	10.6469	16		23,369	12.1128
	22	21,074	10.9232	17		23,836	12.3548
Grade 8	23	21,693	11.2441	18	Grade 9	24,313	12.6021
	24	22,401	11.6110	19		24,799	12.8540
Grade 9	25	23,111	11.9790	19	Grade 10	24,799	12.8540
	26	23,866	12.3704	20		25,295	13.1111
	27	24,657	12.7804	21		25,801	13.3733
Grade 10	28	25,463	13.1981	22	Grade 11	26,317	13.6408
	29	26,470	13.7201	23		26,999	13.9943
Grade 11	30	27,358	14.1804	24	Grade 12	27,905	14.4639
	31	28,221	14.6277	25		28,785	14.9200
	32	29,099	15.0266	27		Grade 13	30,507
33	30,756	15.9417	28	31,371	16.2604		
Grade 12	34	31,401	16.2760	29	Grade 14	32,029	16.6015
	35	32,233	16.7072	30		32,878	17.0415
Grade 13	36	33,136	17.1753	31	Grade 15	33,799	17.5189
	37	34,106	17.6780	32		34,788	18.0315
	38	35,229	18.2601	33		35,934	18.6255
Grade 14	39	36,153	18.7391	34	Grade 16	36,876	19.1138
	40	37,107	19.2335	35		37,849	19.6181
Grade 15	41	39,002	20.2158	37	Grade 17	39,782	20.6201
	42	39,961	20.7128	38		40,760	21.1270
	43	40,858	21.1778	39		41,675	21.6013
Grade 16	44	42,806	22.1875	40	Grade 18	43,662	22.6312
	45	43,757	22.6804	41		44,632	23.1340
Grade 17	46	44,697	23.1676	42	Grade 19	45,591	23.6310
	47			43			

APPENDIX B

Acting Up / Honoraria and Relief Arrangements

Cover for Managers /Supervisors

Acting up allowances will be paid in the event of a temporary and unforeseen absence of a manager or supervisor where an employee is required to cover the duties of the post for more than one calendar month. Cover provided for absences less than this will not be paid.

Where an absence is likely to be lengthy, e.g Maternity Leave, managers must consider making an appointment to the temporary vacancy through advertisement to a wider field of potential applicants.

Once cover extends beyond one month then employees will be paid the difference between their own rate and the job evaluated rate for the job being covered, backdated to the beginning of the period of cover. A minimum of one spinal column point higher will be paid. A percentage of the difference in rate may be made to reflect a lesser range of responsibilities being covered. Percentage acting up allowances may be paid to more than one member of a team if responsibilities are being shared. Where full duties are shared the acting allowances should be equal to the full difference in salary.

Honoraria

On occasion when employees undertake additional responsibilities for a limited period of time the Head of Service will have the discretion to award an honorarium. This will not be a full job evaluated rate given the time limits on the responsibilities however the job evaluation scheme can be used to help establish a reasonable honoraria rate. If the additional duties are outside the usual knowledge and skill requirements it maybe necessary to use market information (in accordance with the market supplement policy) to establish a payment level. Honoraria should cease after 12 months. If the additional duties continue then an evaluated rate must be established, if necessary with a market premium, in accordance with the market Supplement Policy.

Relief / Casual Arrangements

Where there is a business requirement for a relief duty officer e.g as part of a duty roster a single fixed job evaluated rate for the relief role should be established and paid as a change of rate for the period during which the employee covers the duty requirements.

Casual workers are entitled to the evaluated rate for the job unless they are not required to cover the full duties of the job. If this is the case then a casual worker job evaluated rate must be established. The casual worker is entitled to any allowances arising from non-standard working in the same circumstances as an established employee.

Chief Officer & Senior Manager Pay Scales

National Pay Rates applicable from 1 April 2019

Senior Manager 2	SM2	003	£50,967.00
		004	£52,903.00
		005	£53,486.00
		006	£54,843.00
Senior Manager 1	SM1	009	£58,138.00
		010	£59,687.00
		011	£61,239.00
		012	£62,790.00
Heads of Service 3	HS3	013	£62,743.00
		014	£64,280.00
		015	£65,803.00
		016	£67,337.00
Heads of Service 2	HS2	017	£68,191.00
		018	£70,466.00
		019	£72,736.00
		020	£75,011.00
Heads of Service 1	HS1	021	£77,282.00
		022	£79,556.00
		023	£81,830.00
		024	£84,102.00
Director 2	D2	025	£85,500.00
		026	£87,849.00
		027	£90,197.00
		028	£92,547.00
Director 1	D1	029	£96,987.00
		030	£99,335.00
		031	£101,684.00
		032	£104,032.00
Strategic Director	SD1	033	£104,372.00
		034	£106,723.00
		035	£106,932.00
		036	£109,234.00
Chief Executive	CE1	037	£132,035.00
		038	£135,005.00
		039	£137,975.00
		040	£140,946.00

The Chief Executive is also the Returning Officer and payment for these duties for each electoral division or community ward is made as follows:

Contested Election	£110
Uncontested Election	£ 55

Returning Officer fees for national elections and referenda are paid by central government.

Soulbury Pay Agreement

National Pay Rates applicable from 1 September 2018 and 1 September 2019

Educational Improvement Professionals (EIPs)

Spinal point	Salary	
	1-Sep-18	1-Sep-19
001	34,749	35,444
002	35,993	36,713
003	37,168	37,912
004	38,359	39,127
005	39,543	40,334
006	40,727	41,542
007	41,971	42,811
008	43,168	44,032
009	44,563	45,455
010	45,807	46,724
011	47,035	47,976
012	48,223	49,188
013	49,569	50,561
014	50,769	51,785
015	52,095	53,137
016	53,293	54,359
017	54,495	55,585
018	55,674	56,788
019	56,891	58,029
020	57,519	58,670
021	58,727	59,902
022	59,780	60,976
023	60,939	62,158
024	61,978	63,218
025	63,089	64,351
026	64,173	65,457
027	65,282	66,588
028	66,405	67,734
029	67,532	68,883
030	68,656	70,030
031	69,771	71,167
032	70,903	72,322
033	72,036	73,477
034	73,197	74,661
035	74,353	75,841
036	75,544	77,055
037	76,715	78,250
038	77,899	79,457
039	79,066	80,648
040	80,233	81,838
041	81,406	83,035
042	82,578	84,230
043	83,749	85,424
044	84,925	86,624
045	86,099	87,821
046	87,274	89,020
047	88,454	90,224
048	89,623	91,416
049	90,797	92,613
050	91,972	93,812

Educational Psychologists

SCALE A

SCP	01-Sep-18	01-Sep-19
1	36,446	37,175
2	38,296	39,062
3	40,146	40,949
4	41,994	42,834
5	43,844	44,721
6	45,693	46,607
7	47,434	48,383
8	49,175	50,159
9	50,806	51,822
10	52,439	53,488
11	53,961	55,040

SCALE B

SCP	01-Sep-18	01-Sep-19
1	45,693	46,607
2	47,434	48,383
3	49,175	50,159
4	50,806	51,822
5	52,439	53,488
6	53,961	55,040
7	54,586	55,678
8	55,754	56,869
9	56,911	58,050
10	58,089	59,251
11	59,243	60,428
12	60,420	61,628
13	61,617	62,849
14	62,774	64,029
15	63,986	65,266
16	65,186	66,490
17	66,395	67,723
18	67,602	68,954

Young People's / Community Service Managers Spine

SCP	01-Sep-18	01-Sep-19
1	36,040	36,761
2	37,219	37,964
3	38,398	39,166
4	39,601	40,394
5	40,824	41,641
6	42,016	42,857
7	43,236	44,101
8	44,622	45,515
9	45,387	46,295
10	46,568	47,500
11	47,742	48,697
12	48,918	49,897
13	50,086	51,088
14	51,265	52,291
15	52,446	53,495
16	53,630	54,703
17	54,820	55,917
18	56,003	57,124
19	57,179	58,323
20	58,380	59,548
21	59,604	60,797
22	60,857	62,075
23	62,134	63,377
24	63,438	64,707

**JNC for Youth & Community Workers
National Pay Rates applicable from 1 September 2018 & 1 September 2019**

Support Worker Range

SCP	01/09/2018	01/09/2019
1	-	-
2	16,757	-
3	17,267	18,117
4	17,681	18,431
5	18,141	18,791
6	18,556	19,106
7	19,009	19,389
8	19,645	20,038
9	20,456	20,865
10	21,090	21,512
11	22,116	22,558
12	23,118	23,580
13	24,153	24,636
14	25,225	25,729
15	25,955	26,474
16	26,718	27,252
17	27,468	28,017

** SCP2 obsolete wef 01/09/2019

Professional Range

SCP	01/09/2018	01/09/2019
13	24,153	24,636
14	25,225	25,729
15	25,955	26,474
16	26,718	27,252
17	27,468	28,017
18	28,223	28,787
19	28,972	29,551
20	29,724	30,318
21	30,568	31,179
22	31,525	32,155
23	32,456	33,105
24	33,392	34,060
25	34,335	35,022
26	35,277	35,983
27	36,221	36,945
28	37,175	37,918
29	38,122	38,884
30	39,070	39,851
31	39,709	40,503
32	40,760	41,575

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CYNGOR SIR POWYS COUNTY COUNCIL.

POWYS COUNTY COUNCIL

7 March 2019

REPORT AUTHOR: County Councillor Myfanwy Alexander
Portfolio Holder for Learning and Welsh Language

SUBJECT: Llanfyllin All-through School

REPORT FOR: Discussion by Full Council

1. Summary

- 1.1 On the 13th July 2016, the County Council debated a motion proposing that Full Council should meet to discuss recommendations relating to Primary and Secondary School proposals prior to a decision being taken by Cabinet, and resolved the following:

‘That Full Council meets to discuss recommendations relating to Primary and Secondary School proposals that are affected by the Council’s Transformation Policy and Schools Reorganisation Policy 2015, to inform the Cabinet of Council’s views prior to any decision being taken by Cabinet.’

- 1.2 The purpose of this report is to inform members of the responses received to the recent consultation carried out in respect of establishing an all-through school in Llanfyllin, and to enable members to discuss the recommendations relating to establishing a new all-through school in Llanfyllin, to inform the Cabinet prior to a decision being taken by Cabinet, in accordance with the motion outlined in 1.1 above.

- 1.3 Further to the decision made by Cabinet on the 18th September 2018, the Council has carried out consultation on the following proposals:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

- 1.4 Subject to any views expressed by Full Council, it is proposed that Cabinet will consider the Consultation Report in respect of establishing an all-through school in Llanfyllin, and determine whether or not to proceed with the proposal through the publication of a statutory notice, on the 12th March 2019. The current proposed recommendation to be considered by Cabinet is as follows:

“To approve the publication of a statutory notice to close both Llanfyllin C.P. School and Llanfyllin High School from the 31st August 2020, and

open a new bilingual all-through school for pupils aged 4-18 on the sites currently occupied by Llanfyllin C.P. School and Llanfyllin High School from the 1st September 2020.'

1.3 This report is supported by the following appendices:

- **Appendix A** – Consultation Document
- **Appendix B** – Consultation Report
- **Appendix C** – Minutes of meetings with Staff, Governors and School Councils
- **Appendix D** – Updated Impact Assessments

2. **Proposal**

Background

The Consultation Period

2.1 On the 18th September 2018, Cabinet considered a report relating to establish an All-through School in Llanfyllin. At this meeting, Cabinet determined the following:

'To commence consultation in accordance with the requirements of the School Organisation Code on the amalgamation of Llanfyllin C.P. School and Llanfyllin High School, by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school on the current school sites. The target date is to close the two schools on the 31st August 2020 and to open the new all-through school on the 1st September 2020.'

2.2 Consultation on the proposal to amalgamate the two schools and establish a new all-through school commenced on the 27th November 2018 and ended on the 31st January 2019.

2.3 The consultation document was available on the Council's website throughout the consultation period. The document was also distributed to stakeholders as required by the School Organisation Code (2013). The consultation document that was issued is attached as Appendix A.

2.4 Consultees were asked to respond to the consultation by either completing the online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team, or by writing to the School Transformation Team.

2.5 During the consultation period, meetings were also held with the following:

- Staff of Llanfyllin C.P. School and Llanfyllin High School
- Governors of Llanfyllin C.P. School and Llanfyllin High School
- School council of Llanfyllin C.P. School

- School council of Llanfyllin High School

The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the Consultation Report (Appendix B).

- 2.6 In addition, two drop in sessions were held during the consultation period, to give people the opportunity to discuss the proposals with officers and county councillors. One session was held in Llanfyllin C.P. School and the second was held in Llanfyllin High School.

Consultation Responses

- 2.7 76 respondents completed the consultation response form which was included in the consultation document, including paper copies and responses submitted using the online response form. In addition, 4 other written responses were received.
- 2.8 The consultation response form asked respondents to answer a number of questions. The findings are provided in full on pages 5 and 6 of the Consultation Report (Appendix B).
- 2.9 The written responses received included a response by Estyn, which is provided on page 15 of the Consultation Report (Appendix B).

Consultation Findings

- 2.10 As part of the consultation, a consultation response form was issued, which was completed by 76 respondents. 38% of respondents indicated that they were associated with Llanfyllin C.P. School, 55% indicated that they were associated with Llanfyllin High School, and 17% of respondents indicated that they were associated with another feeder school in the Llanfyllin catchment.
- 2.11 The consultation response form asked respondents whether or not they agreed with the proposal to establish a new all-through school in Llanfyllin. The findings are outlined in the full on pages 5-6 of the Consultation Report (Appendix B), and are also provided below:

3. *Do you agree with the current proposal to establish a new all-through school in Llanfyllin?*

Yes	40	63%
No	18	29%
Don't know	5	8%
Total responses	63	

4. *Do you think that the Council should be considering any other options for Llanfyllin instead of the proposal to establish a new all-through school?*

Yes	19	31%
No	28	45%
Don't know	15	24%
Total responses	62	

2.12 Written comments were also provided in the consultation response form. These comments, as well as issues raised in written responses and those raised in the consultation meetings, are listed in the Consultation Report (Appendix B) from page 18 onwards, along with the Council's response to these issues. The issues raised relate to the following headings:

1. General comments in support of the proposal
2. General comments not in support of the proposal
3. Issues relating to the impact on pupils
4. Issues relating to the impact on staff
5. Queries regarding the impact on feeder schools
6. Comments regarding the Welsh language / Welsh-medium provision
7. Financial queries
8. Need for investment in buildings
9. Issues relating to post-16 provision
10. Comments about Llanfyllin High School
11. Reference to Council policies / priorities
12. All-through School Model
13. Comments about the Consultation Documentation
14. Other options
15. Other queries

2.13 The findings of the consultation, as summarised in 2.11 above, suggest that the respondents' preferred option is to proceed with the proposal to establish a new all-through school in Llanfyllin.

The Proposal

2.14 Based on the findings of the consultation, the current proposal to Cabinet is as follows:

- i) To receive the Consultation Report in respect of establishing an all-through school in Llanfyllin.
- ii) To approve the publication of a Statutory Notice proposing the following:
 - To close Llanfyllin C.P. School and Llanfyllin High School
 - To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

- 2.15 The Consultation Document issued in respect of this proposal stated the following:

‘The Council is currently carrying out a review of its fair funding formula, which is expected to be implemented from the 2019/20 financial year

As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be. However, the new school would be expected to operate within the budget allocated to it based on the new fair funding formula.’

- 2.16 Details of the funding allocations under the new funding formula have not yet been released, however as indicated above, should the Council proceed with establishing a new all-through school in Llanfyllin, the school would be funded in accordance with the new funding formula, and the new school would be expected to operate within the budget allocated to it. The new school’s curriculum and staffing structure would be the responsibility of the temporary governing body, and the curriculum and staffing structure set by the temporary governing body would be expected to be within the budget available to the new school.
- 2.17 In line with the Council’s Scheme for Financing Schools, should either school be in a deficit budget position on closure of the school, the deficit is written off.
- 2.18 It is anticipated that Statutory Notices will be published before the end of March 2019, and that a further report, summarising any objections received, will be considered by the Council’s Cabinet before the end of the academic year.
- 2.19 The target would be for the new school to open in September 2020.

3. Options Considered / Available

- 3.1 A number of options were considered in respect of Llanfyllin C.P. School and Llanfyllin High School. These are outlined in the consultation document in respect of this proposal (Appendix A).
- 3.2 A number of other options were suggested during the consultation. These are outlined in the Consultation Report (Appendix B).

4. Preferred Choice and Reasons

- 4.1 As outlined in section 2 above, the outcome of the consultation exercise carried out suggests that the preferred option is to amalgamate Llanfyllin C.P. School and Llanfyllin High School and to establish a new all-through school on the current sites of the two schools.

- 4.2 Therefore, the preferred choice is to proceed with amalgamating Llanfyllin C.P. School and Llanfyllin High School, and to establish a new all-through school on the current sites of the two schools.
- 4.3 The reasons for this are as follows:
- To provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in Llanfyllin
 - To enable education in Llanfyllin to be provided more efficiently
 - To provide robust leadership to pupils in all phases of education
 - To improve the quality of education to pupils in all phases of education
 - To provide seamless progression through each key stage of education
 - The outcome of the consultation carried out suggested that this is the preferred option.

5. Impact Assessment

5.1 Is an impact assessment required? Yes

5.2 If yes is it attached? Yes

A range of draft impact assessments were produced as part of the consultation documentation. These included a Single Integrated Impact Assessment, an Equalities Impact Assessment, a Community Impact Assessment and a Welsh Language Impact Assessment.

These draft impact assessments have been updated to reflect issues raised during the consultation period, and are attached in Appendix D.

6. Corporate Improvement Plan

6.1 Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'

7. Local Member(s)

7.1

8. Other Front Line Services

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

9. Communications

Have Communications seen a copy of this report? Yes

Have they made a comment? 'The report is of public interest and requires news release and appropriate social media action to publicise the outcome.'

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 Legal: The recommendation can be supported from a legal point of view

10.2 Finance: The all-through school model would provide opportunity for the school to work more effectively and efficiently as one school. Finance and Schools Service would continue to work closely with the schools to ensure the financial position of both schools is maintained within the requirements of the Scheme for Financing Schools.

Upon implementation of the All Through School the existing balances for each school would cease, and the balance would be retained / met by the authority. The current projected balance for March 2019 is Llanfyllin CP School = £4k, Llanfyllin High School = (£93k). The all-through school would be funded in line with the new formula as two separate schools except for following adjustments; Remove the minimum 0.2 Management time capacity (primary formula), and the ALNCo as one school.

11. Scrutiny

Has this report been scrutinised? No

12. Statutory Officers

12.1 The Solicitor to the Council (Monitoring Officer) commented as follows: "I note the legal comments and have nothing to add to the report."

The Head of Financial Services (Deputy Section 151 Officer) notes the comments of finance. It is critical that both schools manage their budget within the requirements of the scheme up to the point of the All-through School opening, to limit the impact of any remaining deficit on the Council.

13. Members' Interests

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To discuss the proposed recommendation to Cabinet in respect of Llanfyllin C.P. School and Llanfyllin High School as set out in paragraph 1.4 of this report, to enable Cabinet to take the views expressed by Council into account when making a decision	To inform the Cabinet of Council's views prior to a decision being taken by Cabinet.

Relevant Policy (ies):	School Organisation Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Lucy Roberts – Llandrinio Cllr Arwel Jones – Llandysilio Cllr Emyr Jones – Llanfihangel Cllr Peter Lewis – Llanfyllin Cllr Aled Davies – Llanrhaeadr-ym-Mochnant / Llansilin Cllr Gwynfor Thomas – Llansanffraid Cllr Bryn Davies – Llanwddyn
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Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	End of March 2019

Contact Officer:	Sarah Astley
Tel:	01597 826265
Email:	sarah.astley@powys.gov.uk

Background Papers used to prepare Report:

CABINET REPORT TEMPLATE VERSION 5



POWYS COUNTY COUNCIL

CONSULTATION DOCUMENT

**Establishment of a new All-through School for pupils aged 4-18
in Llanfyllin**

Consultation dates: 27th November 2018 – 31st January 2019

Consultation on the establishment of a new all-through school for pupils aged 4-18 in Llanfyllin

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This document is also available on the Council's website via the following link:
<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

If you require a copy of the document in a different format, please contact the School Transformation Team on 01597 826265, or e-mail school.modernisation@powys.gov.uk.

Consultation on the establishment of a new All-through School for pupils aged 4-18 in Llanfyllin

Overview

1. The Proposal

Powys County Council is consulting on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

2. How to respond to the consultation

You can respond to this consultation by completing the online questionnaire which is available on our website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>.

A paper copy of the questionnaire is also available at the back of this document. Alternatively, you can respond in writing using the contact details below.

All responses must be received by the **31st January 2019**.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

Llanfyllin C.P. School, Thursday 10th January 2019, 4 – 8pm

Llanfyllin High School, Wednesday 16th January 2019, 4 – 8pm

3. Contact details

All responses should be sent to the following address:

School Transformation Team
Powys County Council
County Hall
Llandrindod Wells
Powys
LD1 5LG

E-mail: school.consultation@powys.gov.uk

Phone: 01597 826265

4. What will happen next

Once the consultation period has ended, a consultation report will be produced which will outline the feedback received. The Council's Cabinet will consider the consultation report, and will consider whether or not they wish to proceed with either of the options outlined in the consultation document. This is expected to happen in the spring of 2019.

If the Cabinet decide to proceed with the proposals, a statutory notice would be published, and there would be a period of 28 days for people to submit objections. The Cabinet would then need to consider another report summarising any objections received, and decide whether or not to proceed with implementation.

It is anticipated that a final decision will be made by the end of the 2018/19 academic year at the latest.

PART A THE CASE FOR CHANGE

Powys County Council is consulting on the following proposals:

- To close Llanfyllin Community Primary (C.P.) School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

1. BACKGROUND

Llanfyllin C.P. School and Llanfyllin High School are two bilingual (dual stream) schools located in the town of Llanfyllin, in north Powys. Llanfyllin C.P. School mainly serves the town of Llanfyllin, whilst Llanfyllin High School serves a wider, rural catchment area. The two schools are located on the same site.

The following table provides general information about the two schools:

School name and location	School Category	Language Category	Admission Number
Llanfyllin C.P. School, Llanfyllin, Powys, SY22 5BJ	Community Primary	Dual Stream (DS)	27
Llanfyllin High School, Llanfyllin, Powys, SY22 5BJ	Community Secondary	Bilingual Dual Stream – Category 2C	146

Current pupil numbers¹ at the two schools are as follows:

	R	1	2	3	4	5	6	Total
Llanfyllin C.P. School	18	19	19	28	16	21	26	147

	7	8	9	10	11	12	13	Total
Llanfyllin High School	101	96	118	137	142	56	57	707

¹ Teacher Centre, 4th October 2018

Whilst pupil numbers in Llanfyllin C.P. School are relatively stable, there has been a decrease in pupil numbers at Llanfyllin High School in recent years, and this is expected to continue in the coming years.

In March 2018, the Council's Cabinet agreed a new School Organisation Policy, which sets out the Council's aspiration for developing the educational infrastructure in Powys. The policy states the Council aim for 'secondary schools to become 'all-through schools', or part of multi-sited arrangements'.

Cabinet also approved a Delivery Plan for the period 2018-2021, which outlines three programmes of work for developing the Powys Schools Infrastructure during this period. One of these programmes is 'Secondary and Post 16 provision'.

Following Cabinet approval of the new Policy and Delivery Plan, representatives of the local authority were invited to attend a joint meeting of the governing bodies of Llanfyllin C.P. School and Llanfyllin High School, to discuss the new policy and the all-through school model in particular. The two governing bodies have subsequently facilitated a discussion workshop with all staff at the two schools on the principle of moving towards establishing an all-through school in Llanfyllin, and communication has been issued to parents informing them of the plans to move towards establishing an all-through school in the town.

In August 2018, the Council received a letter from the two governing bodies, requesting that the Council commence the statutory process to establish an all-through school in the town.

Following the initial meeting with the two governing bodies, the Council has carried out a review of the two schools, which has included the following steps:

- Discussions with the two governing bodies
- Options appraisal exercise
- Recommendation considered and agreed by Learning and Skills Board
- Recommendation considered and agreed by Cabinet

The recommendation agreed by Cabinet on the 18th September 2018 was as follows:

'To commence consultation in accordance with the requirements of the School Organisation Code on the amalgamation of Llanfyllin C.P. School and Llanfyllin High School, by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school on the current school sites.

The target date is to close the two schools on the 31st August 2020 and to open the new all-through school on the 1st September 2020.'

2. THE STRATEGIC CONTEXT

In March 2018, Cabinet approved a new School Organisation Policy, which set out the Council's aspirations for the schools infrastructure in Powys. The policy states that:

'The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel'

The policy also states that a Delivery Plan will be produced which sets out the Council's priorities:

'In order to move towards a more efficient schools network, a new Delivery Plan will be implemented with a greater focus on working in partnership with schools and the communities they serve, and on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools.

The Council's Delivery Plan will focus on delivering the following priorities:

- Secondary schools to become 'all-through schools', or part of multi-sited arrangements
- Small primary schools² to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- New Welsh-medium provision to be established

² The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

- Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme
- A new model for delivering post-16 provision to be implemented
- Transforming the delivery of support for pupils with additional learning needs

In addition to the above priorities, the Council will encourage all schools to:

- Identify areas where staff and / or services can be shared across more than one school in order to improve efficiency
- Develop the use of ICT links between school sites to provide distance learning opportunities'

The current proposals in respect of Llanfyllin C.P. School and Llanfyllin High School are in line with these priorities.

3. WHY CHANGE IS NEEDED IN LLANFYLLIN

The current challenges facing the two schools in Llanfyllin are as follows:

3.1 Decreasing pupil numbers, particularly in the secondary sector

Total pupil numbers at the two schools over the last few years are as follows³:

	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Llanfyllin CP School (R-Yr6)	176	164	166	156	157	153
Llanfyllin High School (Yr7-Yr13)	871	831	872	832	808	748
TOTAL	1047	995	1038	988	965	901

This shows that total pupil numbers across the two schools have decreased by 146 since January 2013. Whilst there has been a small decrease in pupil numbers at Llanfyllin C.P. School, the decrease in pupil numbers at Llanfyllin High School is much greater.

Pupil numbers are projected to continue to decrease over the coming years, as illustrated in the following table:

³ PLASC

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfyllin CP School	145	139	133	134	122
Llanfyllin High School	699	669	637	598	580
TOTAL	844	808	770	732	702

This table suggests that a further reduction of nearly 200 pupils is expected between January 2018 and January 2023.

3.2 Budget pressures

Similarly to many other schools across Powys and Wales, both schools are facing budgetary pressures, with Llanfyllin C.P. School currently projected to be in a deficit budget position by the 2019/20 financial year.⁴

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Llanfyllin CP School	(£18,788)	£2,338	(£1,488)	(£39,376)
Llanfyllin High School	£59,125	£57,133	£101,475	£39,816

The Council as a whole is facing significant financial pressure over the foreseeable future, which will continue to put pressure on school budgets. Schools expenditure is continuing to increase due to increases in pay which aren't matched by increases in funding, as well as other increases, such as utilities and exam fees. Schools are constantly needing to realign their budgets and produce efficiencies to ensure that they are being managed effectively.

3.3 Need to provide an attractive post-16 curriculum

The Council has seen a reduction in the number of pupils in its sixth forms over the last 5 years, which is making it increasingly difficult to provide a broad range of subjects to learners. The number of sixth form pupils at Llanfyllin High School has decreased over the last few years, as illustrated in the following table:

⁴ Updated position following autumn financial surgery session

	Year 12	Year 13	Total
2015/16	89	111	200
2016/17	72	75	147
2017/18	95	65	160
2018/19	51	55	106

In order to enable schools to meet the requirements of the Learning and Skills (Wales) Measure in terms of sixth form provision, the Council has developed a collaborative partnership between schools, where pupils can choose to travel to other schools to study particular subjects. The transport for this is funded by the Council, at a cost of approximately £240,000 per year. In addition, Llanfyllin High School along with Caereinion High School and Welshpool High School have formed a collaborative partnership called 'Trisgol', in order to provide a wider range of subjects to pupils.

Despite these initiatives, sixth form pupil numbers at Llanfyllin High School are expected to remain lower than the 2015/16 numbers over the coming years, as part of the projected overall reduction in pupil numbers at Llanfyllin High School. This, coupled with the expectation that sixth form funding will decrease over the next few years, will make it increasingly difficult for the school to provide an attractive post-16 curriculum.

3.4 Relatively small Welsh-medium stream in the secondary sector

Both Llanfyllin C.P. School and Llanfyllin High School are bilingual dual stream schools. However, the proportion of Welsh-medium pupils varies significantly between the two schools, with the Welsh-medium stream being a much smaller proportion of Llanfyllin High School than Llanfyllin C.P. School. This can lead to challenges in providing a comprehensive Welsh-medium curriculum for learners, particularly as they move through the school.

Current Welsh-medium pupil numbers are as follows⁵:

⁵ Information provided by the school, 20th November 2018

	Welsh-medium pupils
Year 7	25
Year 8	23
Year 9	20
Year 10	33
Year 11	31
Year 12	9
Year 13	10
Total	151

3.5 Need to improve quality of provision

Quality of provision at Llanfyllin C.P. School and Llanfyllin High School, as indicated by their most recent Estyn inspections, and the most recent School Categorisation exercise carried out during the 2017-18 academic year, is outlined below:

i) Estyn

The following table summarises the last Estyn inspections of the two schools:

	Llanfyllin CP School	Llanfyllin High School
Date of Inspection	October 2014	February 2016
School's Current Performance	Adequate	Adequate
Prospects for Improvement	Adequate	Adequate
Follow Up Activity	Estyn Monitoring Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	In need of Significant Improvement

ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	Standards Group	Improvement Capacity	Support Capacity
Llanfyllin CP School	N/A	C	Amber
Llanfyllin High School	N/A	C	Amber

This information suggests that there is a need for improvement with regard to the quality of provision at both schools.

3.6 Difficulties with appointing a headteacher in the primary sector

Despite several attempts to recruit a permanent headteacher, there has been no permanent headteacher at Llanfyllin C.P. School since the previous headteacher left in 2015.

Temporary arrangements are currently in place, however in order to ensure continued improvement in the primary provision offered in Llanfyllin, there is a need to secure permanent leadership arrangements.

4. OPTIONS CONSIDERED

Initial discussions between the Council and the governing bodies of Llanfyllin C.P. School and Llanfyllin High School suggested that there was interest in moving towards an all-through delivery model in Llanfyllin. An options assessment exercise has been carried out in order to further explore ways in which this could be achieved.

The following options were considered:

Option	Description
1	Status quo – primary school and high school continue to operate independently
2	All-through federation – primary school and high school federate to create a federated all-through school in Llanfyllin
3	All-through school – primary school and high school amalgamate to create a new all-through school in Llanfyllin

SWOT analyses for each of these three options are provided below:

Option 1: Status Quo – Llanfyllin C.P. School and Llanfyllin High School continue to operate as separate schools

Strengths	Weaknesses
<ul style="list-style-type: none"> - No disruption to pupils, parents and staff - Each school is well regarded locally - No additional travel - Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin - No detrimental impact on the local community from loss of provision 	<ul style="list-style-type: none"> - There is currently no permanent leadership in place in the primary school - Would not lead to any financial efficiencies - Two separate schools, therefore there is no strategic overview of the provision of education in Llanfyllin - Less opportunity to improve quality and standards in education across both phases of education
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunity for greater collaboration between the two schools 	<ul style="list-style-type: none"> - Financial threat - Declining pupil numbers in the secondary school - Relatively small Welsh-medium stream in the secondary school

Option 2: All-through federation – primary school and high school federate to create a federated all-through school in Llanfyllin

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would provide improved opportunities for sharing staff expertise and good practice - Would provide opportunities for improved transition links between the primary and secondary schools - Minimal disruption to pupils, parents and staff - Potential for one headteacher across the two schools - The two schools would retain their individual identities - May be more acceptable to other primary schools in the catchment 	<ul style="list-style-type: none"> - Would remain as two separate schools therefore there could be some tensions between the two schools - Federation is a less robust model than amalgamation - Parents may be unfamiliar with the concept of an ‘all-through’ school and may have concerns about the model - Other primary feeder schools may have concerns

<ul style="list-style-type: none"> - Potential to run more efficiently through shared staffing, shared resources etc. - One governing body which would have strategic overview over the two schools - Would be easier to dissolve a federation if the change was not working - No additional travel - Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin - No detrimental impact on the local community from loss of provision 	
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunity for improved collaboration between the two schools - Opportunity to run more efficiently - Opportunity to improve quality and standards in education across both phases of education 	

Option 3: All-through school – Primary school and high school amalgamate to create a new all-through school in Llanfyllin

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would enable staff expertise and good practice to be shared across all key stages - Would improve transition between each key stage - Minimal disruption for pupils and parents - Improved ability to provide an appropriate curriculum to all pupils - Would enable the school to run more efficiently through shared staffing, shared resources etc. - One governing body would have strategic overview over the provision in all key stages 	<ul style="list-style-type: none"> - Impact on staff as management of change process would need to take pace to allocate posts in the new school - Parents may be unfamiliar with the concept of an ‘all-through’ school and may have concerns about the model - Other primary feeder schools may have concerns

<ul style="list-style-type: none"> - One leadership team would have strategic overview over the provision for all key stages - Would provide permanent leadership arrangements to all pupils - No additional travel - Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin - No detrimental impact on the local community from loss of provision 	
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunities to enable all learners to achieve high standards of achievement and attainment; - Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities; - Opportunities to develop resilient leadership and management arrangements; - Opportunity to access capital investment in the future - Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners - Opportunity to streamline policies, procedures and schemes of work - Potential to share best practice between staff from Primary and Secondary sectors - Opportunity to develop a single culture and ethos - Opportunity to improve quality and standards in education across both phases of education 	<ul style="list-style-type: none"> - Transition process for pupils, staff and parents may cause uncertainty with a potential impact on pupil numbers, as parents choose other schools (potentially out of county) - Difficult to recruit staff in a period of instability - Instability could impact on the continued need to improve outcomes

5. PREFERRED OPTION AND REASONS

Based on the SWOT analyses and an assessment of the three options carried out against a number of investment objectives and critical success factors, Option 1 and Option 2 have been discounted.

Option 1 (Status Quo – Llanfyllin C.P. School and Llanfyllin High School continue to operate as separate schools) has been discounted for the following reasons:

- There is currently no permanent leadership in place in the primary school
- Would not lead to any financial efficiencies
- Two separate schools, therefore there is no strategic overview of the provision of education in Llanfyllin
- Financial threat
- Declining pupil numbers in the secondary school
- Relatively small Welsh-medium stream in the secondary school

Option 2 (All-through Federation – Llanfyllin C.P. School and Llanfyllin High School federate to create a federated all-through school in Llanfyllin) has been discounted for the following reasons:

- Would remain as two separate schools therefore there could be some tensions between the two schools
- Federation is a less robust model than amalgamation

The preferred option is:

Option 3 – All-through school – primary school and high school amalgamate to create a new all-through school in Llanfyllin

This is the basis for the current proposal on which the Council is consulting. The proposal is further explored in the following section.

PART B THE PROPOSAL

6. OVERVIEW

Powys County Council is consulting on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

If the proposal was to be implemented, the following table provides details about the new school:

Name	The name of the new school would be proposed by the temporary governing body, and approved by the Portfolio Holder for Education
Proposed Admission number and admissions arrangements	Although the new school would be a 4-18 school, the Council would continue to separate the admission number between the primary and secondary phases. The primary admission number would be 27 and the secondary admission number would be 146. Pupils living within the current catchment area of Llanfyllin High School that attend the primary phase of the school would automatically be allocated a place in the secondary phase of the school. Pupils from other primary schools wishing to join the school in year 7 would be required to apply for a place in accordance with the Council's admissions arrangements.
Age range	4 – 18
Pupil places capacity	The capacity will be split between the primary and secondary phases, and will be the same as the current capacities of the two schools. The capacity of the primary phase will be 185 + 26 nursery places. The capacity of the secondary phase will be 916.
Location	The new school will operate from the existing sites of Llanfyllin C.P. School and Llanfyllin High School
Category	Community School
Language category	Primary – Dual Stream Secondary – Dual Stream – Bilingual Category 2C

Details of proposed accommodation	The accommodation would remain the same as the current accommodation
Home to school transport arrangements	Home to school transport would continue to be provided in accordance with the Council's transport policy.

7. WHAT IS AN ALL-THROUGH SCHOOL?

An all-through school is a school which provides both primary and secondary education. The school is run by one headteacher and one governing body, and the school has one budget.

Whilst primary and secondary aged pupils would attend one educational establishment, and there would be some opportunity for sharing of facilities and resources, all-through schools continue to provide access to separate facilities for children of different ages. This would include separate teaching accommodation, as well as separate areas to use during break times.

There is already one mainstream all-through school in Powys – Ysgol Bro Hyddgen in Machynlleth, which was established in 2014 following the amalgamation of Machynlleth C.P. School and Ysgol Bro Ddyfi. It is a model which is becoming increasingly popular in Wales, particularly in rural areas where it is seen as a way of ensuring the continued provision of education.

The model also brings many benefits to pupils by providing seamless transition for pupils throughout all phases of education.

The following are some of the all-through schools currently operating in Wales:

- Abertillery Learning Community
- Ebbw Fawr Learning Community
- Idris Davies School
- St Bridgid's School
- Ysgol Bae Baglan
- Ysgol Bro Hyddgen
- Ysgol Bro Idris
- Ysgol Bro Teifi
- Ysgol Bro Pedr
- Ysgol Gymraeg Bro Morgannwg
- Ysgol Caer Elen
- Ysgol Bro Dur
- Ysgol Henry Richard
- Ysgol Llanharri
- Ysgol Gymraeg Gartholwg

8. REASONS FOR THE PROPOSAL

The Council is proposing to establish a new all-through school in Llanfyllin for the following reasons:

- To improve educational outcomes
 - More opportunities for staff to move between key stages, to further develop expertise in specific areas
 - Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas
 - Improved curricular and extra-curricular opportunities for pupils in all key stages
- To improve educational provision
 - Opportunities to develop a broader curriculum to meet the needs of pupils in all key stages
 - Opportunity to improve the range and quality of facilities and learning resources available to the benefit of pupils in all key stages
 - Improved opportunities for continuity of support for vulnerable groups of pupils
 - Improved opportunities for more able and talented pupils
- To improve leadership and management
 - Opportunity for high quality, robust leadership across all key stages
 - Improved opportunities for the headteacher to distribute key leadership tasks to a greater number staff across all phases of education
 - Improved opportunities for the governing body to have strategic oversight of education for pupils from 5 – 18
- To improve efficiency in the delivery of education
 - Potential for the school to operate more efficiently through more efficient deployment of staff
 - Potential for sharing of resources across all key stages
- To provide more seamless transition between key stages
 - Opportunity to provide seamless progression between each phase of education
 - Improved opportunities for continuity of support for vulnerable groups of pupils throughout their school careers

9. ADVANTAGES AND DISADVANTAGES

The advantages and disadvantages of the current proposal in respect of Llanfyllin C.P. School and Llanfyllin High School are summarised below:

Advantages	Disadvantages
<ul style="list-style-type: none"> - Would enable staff expertise and good practice to be shared across all key stages - Would improve transition between each key stage - Minimal impact on pupils and parents - Would improve the ability to provide an appropriate curriculum to all pupils - Would enable the school to run more efficiently through shared staffing, shared resources etc. - One governing body which would have strategic overview over the provision for pupils/learners in all key stages - One leadership team which would have strategic overview over the provision for pupils/learners in all key stages - Would provide permanent leadership arrangements to all pupils 	<ul style="list-style-type: none"> - Impact on staff as management of change process would need to take pace to allocate posts in the new school - Parents may be unfamiliar with the concept of an 'all-through' school and may have concerns about the model - Other primary feeder schools may have concerns

10. RISKS

As with all school reorganisation proposals, there are risks associated with the current proposals relating to Llanfyllin C.P. School and Llanfyllin High School.

These are outlined below, along with suggested mitigating actions:

Risk	Likelihood	Impact	Mitigating Actions
Parents don't want their children to attend an all-through school, so choose for them to move to alternative schools	Low	Low	Engagement with parents to take place throughout the process. Should the Cabinet decide to proceed with the proposal, opportunities to be provided for parents to contribute to the process

			of establishing the new school.
Lack of support from other schools in the Llanfyllin catchment area	Low	Low	Other primary schools in the Llanfyllin catchment to be fully engaged throughout the process.
Difficult for both current schools to focus on improving outcomes due to the uncertainty caused by the proposal – may affect standards	Medium	Medium	The Council will continue to provide advice and support to both schools and the shadow governing body of the new school to ensure that standards and performance continue to improve during the transition period
Negative impact on staff motivation during the transition period, may lead to some staff leaving before the new school is established	Low	Low	<p>It is hoped that transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation.</p> <p>It is also hoped that the prospects of being part of a transformational development may help to mitigate this risk.</p> <p>Should the Proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well.</p>
Changes resulting from new council initiatives e.g. new funding formula, ALN transformation	Medium	Medium	Support to be provided to the two schools during the transition period.

11. POTENTIAL IMPLEMENTATION TIMESCALE

Should Cabinet decide to proceed with the proposals, potential implementation timescales are as follows:

Formal Consultation	27 th November – 31 st January 2019
Consultation Report to be published, and considered by Full Council and Cabinet	February / March 2019
If Cabinet decide to proceed:	
Publish Statutory Notice (28 days objection period)	April/May 2019
Objection Report to be published and considered by Cabinet	June/July 2019
If Cabinet approves implementation:	
Establish temporary governing body	September 2019
Appoint headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 st August 2020
New school opens	1 st September 2020

PART C LIKELY IMPACT OF THE PROPOSAL

12. IMPACT ON PUPILS

i) Pupils currently attending Llanfyllin C.P. School and Llanfyllin High School

As implementation of the proposal would see the continuation of Welsh-medium and English-medium primary and secondary education in Llanfyllin, on the current sites of the two schools, it is anticipated that there would be very little change to pupils currently attending the two schools in Llanfyllin.

It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School. However, there would be improved opportunities for pupils to access facilities on both sites as appropriate. In particular, this would be beneficial for primary aged pupils, who would benefit from improved opportunities to access specialist facilities primarily used by secondary aged pupils.

Implementation of the proposal would also provide improved opportunities for pupils in all key stages to benefit from staff specialism throughout their time at the school, and to provide continuity in the support provided to vulnerable pupils throughout their time in the school. There would also be improved opportunities for more able and talented pupils.

It is also expected that implementation of the proposal would result in improved transition between educational phases, which should have a positive impact on the pupil well-being, and on their educational performance.

As education would continue to be provided on the current sites, it is not anticipated that there would be any additional home to school transport required for any pupils. Transport would continue to be provided in accordance with the Council's Home to School Transport Policy.

ii) Pupils attending other primary schools in the Llanfyllin catchment

Llanfyllin High School operates as an area secondary school for pupils currently attending a number of primary schools in the catchment area in addition to Llanfyllin C.P. School. Should the Council proceed with a proposal to establish an all-through school in Llanfyllin, pupils from other primary schools in the catchment would continue to transfer to the school in year 7. Therefore, it is acknowledged that there would be an impact on these pupils, as they would be transferring into an all-through school rather than

transferring into a secondary school. However, it is not anticipated that the impact would be negative.

The transition arrangements for pupils attending other primary schools in the catchment area would need to be carefully managed, to ensure that the pupils are fully integrated into the school, and are not disadvantaged in any way compared with pupils that attended the primary phase of the all-through school.

The proposal to establish a new all-through school in Llanfyllin also provides an opportunity to strengthen the current relationship with other primary schools in the catchment area, in order to provide improved opportunities to pupils attending these schools, and to provide improved transition arrangements for these pupils.

iii) Pupils attending primary or secondary schools not in the Llanfyllin catchment

It is not anticipated that implementation of the proposal would impact on pupils attending primary or secondary schools not in the Llanfyllin catchment.

13. IMPACT ON QUALITY AND STANDARDS IN EDUCATION

i) Standards, wellbeing and attitudes to learning

Standards and progress overall, of specific groups and in skills

The Council would expect implementation of the proposal to establish an all-through school to have a positive impact on standards and progress overall. The Council would hope that implementation of the proposal would lead to securing permanent leadership arrangements for all pupils in Llanfyllin, which should lead to improved standards across all ages.

It is anticipated that implementation of the proposal would have a positive impact on standards and progress overall for all pupils, including pupils belonging to specific groups such as English as an Additional Language, eligible for Free School Meals, Looked After Children, Additional Learning Needs. One learning continuum could be implemented across all age ranges, meaning that pupil progress could be monitored and supported more effectively throughout their school career. This would be particularly beneficial for pupils belonging to specific groups such as those outlined above, as there would be improved opportunities for sharing staff specialisms and expertise in working with these groups of pupils across all age ranges, ensuring that they can be more effectively supported throughout their time in the school.

It is also anticipated that implementation of the proposal would have a positive impact on the skills of all pupils, including literacy, numeracy and ICT, through improved opportunities to share staff expertise and resources across all age ranges, and through the ability to target across all phases of education.

Wellbeing and attitudes to learning

Implementation of the proposal would mean that pupils in Llanfyllin would attend the same school throughout their school careers. This would avoid the transition difficulties which sometimes arise when pupils move from primary school to secondary school, and therefore would have a positive impact on pupil well-being.

Implementation of the proposal would also mean that pupils in the primary ages would have improved opportunities to access specialist facilities currently available at the high school, including PE, science, technology and drama facilities. It is hoped that this would have a positive impact on the opportunities available to them in the primary sector, and on their attitudes to learning.

ii) Teaching and learning experiences

Quality of teaching

The Council would expect implementation of the proposal to lead to improvements in the quality of teaching in Llanfyllin, due to the improved professional development and collaboration opportunities that could be offered to staff, for example cross phase working, peer to peer working, triad working, and sharing pedagogical principles.

The breadth, balance and appropriateness of the curriculum

It is anticipated that establishment of a new all-through school would provide improved opportunities to provide a broad, balanced and appropriate curriculum for pupils in Llanfyllin.

Implementation of the proposal would also provide an opportunity to redesign the curriculum offer in Llanfyllin, in order to meet the requirements of the new curriculum for Wales, as outlined in 'Our National Mission', which sets out the ambition for all schools to develop as learning organisations.

Pupils would benefit from closer links between the various phases of education, and the opportunity to access specialist teachers. Primary aged pupils would also benefit from the opportunity to access specialist facilities located in Llanfyllin High School, which could include PE, science, technology and drama facilities.

The provision of skills

It is anticipated that implementation of the proposal would have a positive impact on the skills of all pupils, including literacy, numeracy and ICT, through improved opportunities to share staff expertise and resources across all age ranges, and through the ability to target across all phases of education.

iii) Care support and guidance

Tracking, monitoring and the provision of learning support, personal development and safeguarding

The Council would expect implementation of the proposal to lead to improvements in the care, support and guidance provided to pupils. Pupils would be part of one establishment throughout their school careers, which would result in improvements in the tracking and monitoring arrangements which could be put in place throughout their time in school, and would enable more effective transition arrangements to be implemented during the pupil's time in school.

Should the proposal be implemented, pupils would be part of a larger body of pupils, which would be expected to have a positive impact on their personal development and the opportunities available to them. As part of this, opportunities could be offered to older pupils to provide support to younger pupils.

iv) Leadership and management

Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning

It is anticipated that the establishment of a new all-through school in Llanfyllin would lead to improvements in terms of leadership and management. Llanfyllin C.P. School does not currently have a permanent headteacher, despite numerous recruitment attempts since the retirement of the previous headteacher in 2015. The Council would hope that implementation of the proposal would lead to securing permanent leadership arrangements for all pupils in Llanfyllin, which should lead to improvements in leadership arrangements across the school.

The establishment of a new all-through school would also provide more opportunities for distributed leadership across the primary and secondary sectors, and would provide enable middle leaders to be developed more effectively, and improved developmental opportunities for staff, including

increased opportunities to develop specialisms across the school, and to work across different key stages.

Should the proposal be implemented, one new governing body would replace the two current governing bodies, which should provide more robust governance arrangements.

Establishment of a new all-through school would provide improved opportunities to develop robust self-evaluation process which could be implemented across all key stages, resulting in improvements for learners, as well as improved opportunities to plan more effectively across all age ranges.

Professional learning

Implementation of the proposal would provide improved professional learning opportunities for staff through greater opportunities for cross phase working, opportunities to develop leaders more effectively and more opportunities to develop middle leaders.

Use of resources

Should a new all-through school be established, the school would be funded as one school, with one budget, and would be run by one governing body. This would enable the school to operate more efficiently compared with the current arrangements, and should result in some efficiencies through shared staffing and sharing of other resources.

v) Impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage

It is not anticipated that establishment of a new all-through school would have a negative impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage. The school would continue to operate from the current sites of Llanfyllin C.P. School and Llanfyllin High School, and no significant change would be expected in total pupil numbers across the two sites.

There could be a positive impact on the ability to deliver the full curriculum due to the opportunity to access staff specialisms across all age ranges and to share other resources as appropriate. There would also be an improved opportunity for primary aged pupils to benefit from specialist secondary facilities, such as science laboratories, which would provide improved opportunities to deliver the full curriculum to pupils.

vi) Impact on other schools

Should the proposal be implemented, it is possible that some pupils would choose to attend alternative schools instead of the proposed new all-through school, however it is unlikely that the numbers would be significant. Therefore, it is unlikely that implementation of the proposals would impact on quality and standards in education at these schools, including standards, wellbeing and attitudes to learning, teaching and learning experiences, care support and guidance, leadership and management, nor on their ability to deliver the full curriculum at the foundation phase and in each stage of education.

14. FINANCIAL IMPACT

i) Revenue funding

Based on the Council's current funding formula for schools, the funding that would be provided to Llanfyllin C.P. School and Llanfyllin High School during 20/21 is as follows (based on **estimated** pupil numbers for both schools in September 2020):

Estimated secondary school funding 20/21	£2,998,279
Estimated primary school funding 20/21	£533,935
Total	£3,532,314

The Council is currently carrying out a review of its fair funding formula, which is expected to be implemented from the 2019/20 financial year.

As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be. However, the new school would be expected to operate within the budget allocated to it in based on the new fair funding formula.

Regardless of whether or not implementation of the proposal would result in a financial saving to the Council, it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.

If the proposal is implemented, the existing schools would only receive formula funding for the proportion of the financial year for which it is open, e.g. if a school closes on 31st August, it will only be resourced for the first 5 months of the financial year (5/12 of the formula allocation). When the school(s) close, any balance (surplus or deficit) will revert to the Council.

It is currently estimated that there would be a net deficit position of approximately £100k-£150k for both schools by September 2020, which

would need to be written off in line with the Council's Scheme for Financing Schools should the current proposal be implemented.

The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.

ii) Capital funding

No capital funding would be required in order to implement the proposal. The new school would be located on the current sites of Llanfyllin C.P. School and Llanfyllin High School. The current accommodation can accommodate current and projected pupil numbers. Implementation of the proposal would not lead to any capital receipts.

15. IMPACT ON STAFF

Should the proposal be implemented, Llanfyllin C.P. School and Llanfyllin High School would close, and a new school would be opened with a new governing body. Should the proposal proceed, a temporary governing body would be appointed for an interim period, until the new school were to open.

The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

Should the proposal be implemented, all cleaning and catering staff that are currently employed centrally by the Council would be supported by the relevant HR policies for Council employees.

16. LAND AND BUILDINGS

i) Impact on quality of accommodation for pupils

As the proposal is to establish a new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, there would be no impact on the quality of accommodation for pupils.

ii) Impact on buildings

Should the proposal be implemented, the new school would be located on the current sites of Llanfyllin C.P. School and Llanfyllin High School. There would be no requirement for transfer or disposal of land.

iii) Any building work necessary to ensure that transferred children can be accommodated

All current pupils can be accommodated within the current accommodation. No building work would be necessary to be able to proceed with the proposal.

However, the Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:

- *Condition; Suitability, Sustainability*
- *Sufficiency; and*
- *Health & Safety issues.*

Consideration is also given to whether a school is part of a current or future strategic school reorganisation development⁶.

If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21st Century Schools Programme.

17. TRAVEL AND TRANSPORT

i) Impact on pupils' journeys to school

Should the proposal be implemented, Welsh-medium and English-medium primary and secondary provision would continue to be provided in the same location as it is currently provided. It is not anticipated that this would impact on pupils' journeys to school.

ii) Impact on school transport costs

6

<https://powys.moderngov.co.uk/documents/s31000/Appendix%201%20SAMP%20FINAL%2025%20Sept%202019.pdf>

Should the proposal be implemented, home to school transport arrangements would continue to be in accordance with the Council's Home to School Transport Policy and the Learner Travel (Wales) Measure 2008. The Council's current Home to School Transport Policy is available on-line at <http://www.powys.gov.uk/en/schools-students/apply-for-school-transport>.

Should the proposal be implemented, Welsh-medium and English-medium primary and secondary education would continue to be provided in Llanfyllin. Therefore, it is not anticipated that any additional home to school transport would be required.

iii) Walking routes to school

Should the proposal be implemented, walking routes to the new school would be the same as the current walking routes to Llanfyllin C.P. School and Llanfyllin High School.

18. SCHOOL ADMISSIONS

Admissions for the two current schools are administered by the Council. Should the current proposal be implemented, admissions for the new school would continue to be administered by the Council in accordance with the Council's Admissions Policy, which is available on-line at: <https://customer.powys.gov.uk/article/1158/Applying-for-a-School-Place>.

Should the proposal be implemented, pupils currently attending the schools would be allocated places in the new all-through school. Pupils living within the current catchment area of Llanfyllin High School that attend the primary phase of the school would automatically be allocated a place in the secondary phase of the school when it was time for them to transfer to the secondary phase.

Pupils from other primary schools wishing to join the school in year 7 would be required to apply for a place in accordance with the Council's admissions arrangements.

New pupils wishing to attend the school would need to apply for a place in accordance with the Council's admissions arrangements.

19. IMPACT ON GOVERNANCE ARRANGEMENTS

Implementation of the proposal would result in the establishment of a new All-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School. A single governing body would be responsible for the school, which would replace the two existing governing bodies. A new Instrument of Government would be developed in accordance with The Government of Maintained Schools (Wales) Regulations 2005. This is likely to include the following number of governors:

Category of governor	Number
Parent Governor	6
LEA Governor	5
Teacher Governor	2
Staff Governor	1
Community Governors	5
Headteacher	1

If the proposal to establish a new 4-18 school is approved by the Council's Cabinet, a temporary governing body would initially be established to oversee the strategic and operational transition to the new school. The composition of the temporary governing body would be as per the table above.

The temporary governing body would be appointed from the current members of the two governing bodies. The temporary governing body would be responsible for appointing a Headteacher for the new school, and for developing a new staffing structure for the school in conjunction with the Headteacher.

A permanent governing body would be established upon the formal opening of the new school, based on the Instrument of Government outlined above.

The Welsh Government consulted on new regulations for the composition of governing bodies during 2017. Should any new regulations come into effect in the future, it is likely that changes would be required to the composition of the governing body.

20. WELSH IN EDUCATION STRATEGIC PLAN (WESP)

The Council's Welsh in Education Strategic Plan (WESP) for 2017-20 sets out the Council's aim to provide equality of provision for Welsh-medium learners in Powys, and its commitment to developing 'an infrastructure that will enable all pupils to access full provision in either Welsh or English throughout all stages of education'.

Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin by continuing with the current dual stream model. It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin High School, and would also

provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities.

Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.

21. EQUALITY, COMMUNITY AND WELSH LANGUAGE IMPACT ASSESSMENTS

Draft impact assessments have been carried out in respect of the proposal. These will be updated following the consultation period to reflect any additional issues raised. The assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

A summary of the assessments are provided below:

i) Equalities impact assessment

The proposal aims to improve the educational opportunities offered to all pupils in Llanfyllin, including any pupils that belong to the protected characteristic groups. Whilst the proposal would impact on some pupils belonging to these groups, primary and secondary Welsh-medium and English-medium provision would be retained in Llanfyllin, therefore it is not anticipated that the proposal would have a negative impact.

ii) Impact on the community

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that the proposal would have a significant impact on the community.

iii) Impact on the Welsh language

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.

It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.

PART D CONSULTATION DETAILS

22.1 Who will we consult with?

The Council will consult with a range of stakeholders as required by the School Organisation Code, which include the following:

- Parents, governors and staff of Llanfyllin C.P. School and Llanfyllin High School
- Parents at all feeder schools for Llanfyllin High School
- Pupils at Llanfyllin C.P. School, Llanfyllin High School and all feeder schools for Llanfyllin High School
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Neighbouring Local Authorities
- Local Powys Councillors
- Town and Community Councils in the local area
- The AM for Montgomeryshire and regional AMs for the area
- The MP for Montgomeryshire
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- Nursery providers in the local area
- The Powys Children and Young People's Partnership
- NPTC College
- Welsh Language Commissioner

Consultation with pupils will take place in accordance with the children and young people's participation standards for Wales⁷.

22.2 The consultation period

The consultation period will commence on the 27th November 2018 and will end on the 31st January 2019.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

Llanfyllin C.P. School, Thursday 10th January 2019, 4 – 8pm
Llanfyllin High School, Wednesday 16th January 2019, 4 – 8pm

⁷ <https://gov.wales/topics/people-and-communities/people/children-and-young-people/rights/ParticipationforChildrenandYoungPeople/?lang=en>

22.3 The statutory process

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the revised School Organisation Code which became operational on the 1st November 2018. The process is summarised below:

i) Consultation

Consultation will start on the 27th November 2018 and will end on the 31st January 2019. Feedback from the consultation will be collated and summarised, and a consultation report will be produced and shared with stakeholders.

As part of the Council's approach towards school reorganisation proposals, all consultation reports are considered by the full Council prior to consideration by Cabinet. Therefore, the Consultation Report in respect of this consultation will need to be considered by the Full Council.

After the report is considered by the Full Council, the Council's Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal, or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

It is anticipated that the Consultation Report will be considered by Full Council and the Cabinet in February / March 2019.

ii) Statutory notice

If the Cabinet decides to proceed with the proposal, statutory notices would be published after the Cabinet meeting. There would then be a period of 28 days for people to submit written objections.

If there were objections, the Council would publish an objection report providing a summary of the objections and the Council's response to them before the end of 7 days beginning with the day of the local authority's determination. Only written objections submitted during the statutory notice period will be considered as objections and included in this report. Comments submitted as part of the consultation period would not be counted as objections. Should stakeholders wish their consultation responses to be considered as objections, they would need to be re-submitted in writing during the statutory notice period.

A further report would be presented to the Council's Cabinet, which they would consider alongside the objection report, in order to decide whether or not to approve the proposal.

It is anticipated that a final decision would be made by the end of the 2018/19 academic year at the latest.

iii) Implementation

If the Council's Cabinet were to approve the proposal, it would be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

22.4 How to respond to the consultation

A consultation response form is attached to this document. An online version is also available on the Council's website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

Alternatively, you can respond in writing.

Completed forms and other written responses should be sent to the following address:

School Transformation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG

E-mail: school.consultation@powys.gov.uk

All correspondence should be received by the **31st January 2019**.

If you have any further questions about this proposal, you can contact the School Transformation Team using the above contact details, or by phoning (01597) 826265.

APPENDIX A KEY DATA

Llanfyllin C.P. School and Llanfyllin High School

Key data about the two schools is provided below:

General information

School Name	School Category	Language Category	Admission Number
Llanfyllin C.P. School	Community Primary	Dual Stream (DS)	27
Llanfyllin High School	Community Secondary	Bilingual Dual Stream - Category 2C	146

Pupil numbers

i) Current pupil numbers⁸

	R	1	2	3	4	5	6	Total
Llanfyllin C.P. School	18	19	19	28	16	21	26	147

	7	8	9	10	11	12	13	Total
Llanfyllin High School	101	96	118	137	142	56	57	707

ii) Historical pupil numbers⁹

	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Llanfyllin CP School (R-Yr6)	176	164	166	156	157	153
Llanfyllin High School (Yr7-Yr13)	871	831	872	832	808	748
TOTAL	1047	995	1038	988	965	901

⁸ Teacher Centre, 18 Medi 2018

⁹ PLASC

iii) **Projected pupil numbers**

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfyllin CP School	145	139	133	134	122
Llanfyllin High School	699	669	637	598	580
TOTAL	844	808	770	732	702

Building Capacity and Condition

The following table provides information about the capacity and condition of the two schools:

	Capacity	Condition	Suitability
Llanfyllin CP School	185 + 26 nursery	C	B/C
Llanfyllin High School	916	C	B/C

Quality and standards of education

i) **Estyn**

The following table summarises the last Estyn inspections of the two schools:

	Llanfyllin CP School	Llanfyllin High School
Date of Inspection	October 2014	February 2016
School's Current Performance	Adequate	Adequate
Prospects for Improvement	Adequate	Adequate
Follow Up Activity	Estyn Monitoring Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	In need of Significant Improvement

ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	Standards Group	Improvement Capacity	Support Capacity
Llanfyllin CP School	N/A	C	Amber
Llanfyllin High School	N/A	C	Amber

Budgetary position

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Llanfyllin CP School	(£18,788)	£2,338	(£1,488)	(£39,376)
Llanfyllin High School	£59,125	£57,133	£101,475	£39,816

Equalities information¹⁰

i) National identity

(Pupils aged 5 or over on the 31st August 2017)

	British	English	Irish	Scottish	Welsh	Other	Not supplied	Refused	Total pupils
Llanfyllin C.P. School	41 (26.8%)	35 (22.9%)	0 (0.0%)	1 (0.7%)	69 (45.1%)	6 (3.9%)	0 (0.0%)	1 (0.7%)	153
Llanfyllin High School	278 (37.2%)	199 (26.6%)	2 (0.3%)	3 (0.4%)	252 (33.7%)	11 (1.5%)	1 (0.1%)	2 (0.3%)	748

¹⁰ PLASC January 2018

ii) Ethnic Group
(Pupils aged 5 or over on the 31st August 2017)

	White British	Other known ethnicity	Information not yet obtained	Total pupils
Llanfyllin C.P. School	95.4%	3.9%	0.7%	153
Llanfyllin High School	97.7%	2.0%	0.3%	748

iii) English as an Additional Language

	NOR	% EAL	% EAL A/B/C
Llanfyllin C.P. School	153	3.9%	3.9%
Llanfyllin High School	748	1.1%	0.4%

iv) Free School Meals

	Not eligible for FSM	Eligible for FSM	Total pupils	% Eligible for FSM
Llanfyllin C.P. School	123	16	139	11.5%
Llanfyllin High School	560	44	604	7.3%

v) Looked after children

	Looked after children
Llanfyllin C.P. School	0 (0%)
Llanfyllin High School	7 (0.9%)

vi) **Additional Learning Needs (ALN)**

	None	School Action	School Action Plus	Statement	Total Pupils	% ALN
Llanfyllin C.P. School	132 (86.3%)	17 (11.1%)	4 (2.6%)	0 (0.0%)	153	13.7%
Llanfyllin High School	565 (75.5%)	140 (18.7%)	35 (4.7%)	8 (1.1%)	748	24.5%

APPENDIX B RESPONSE FORM

LLANFYLLIN C.P. SCHOOL AND LLANFYLLIN HIGH SCHOOL

Powys County Council is consulting on the following proposals relating to education in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

A consultation document which provides more information about the proposals is available on the Council's website at <https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>. This consultation response form gives you the opportunity to let us know your view on the Council's proposal. The response form can also be completed online – a link to the online form is available by following the link above.

The closing date for this consultation is the **31st January 2019**. All responses must be received by this date.

All information received via this survey will be administered under the rules of the General Data Protection Regulation Act. For full details of how Powys County Council works to these rules, visit <http://www.powys.gov.uk/en/information-mangement/data-protection-and-privacy/>

Part 1 – About You

1. Please indicate how you are associated with the schools affected by this consultation:

Parent, carer or guardian	<input type="checkbox"/>	Member of staff	<input type="checkbox"/>
Prospective parent, carer or guardian	<input type="checkbox"/>	Member of the community	<input type="checkbox"/>
Governor	<input type="checkbox"/>	No association	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>	_____	

2. Please specify which school you are associated with:

Llanfyllin C.P. School	<input type="checkbox"/>	Llanfyllin High School	<input type="checkbox"/>	A feeder school apart from Llanfyllin C.P. School	<input type="checkbox"/>	No association with any school	<input type="checkbox"/>
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If you are associated with a feeder school of Llanfyllin High School apart from Llanfyllin C.P. School, please specify which school: _____

3. Please provide your postcode _____

Other comments

6. Please provide any other comments in the space below:

7. At the end of the Consultation Period, the Council will publish a Consultation Report, summarising the issues raised in the consultation responses received and providing the Council’s response to these issues.

Would you like to be informed of the publication of the consultation report?

Yes No

If you answered ‘Yes’, please provide an e-mail address or postal address:

Part 3 – Equalities Information (Optional)

We want to ensure that we include all sectors of the community in our consultation, and are requesting that you provide this information to enable us to identify whether the consultation has been inclusive.

However, these questions are optional. We will take all responses into consideration when determining how to proceed, regardless of whether or not this information has been provided.

8. Can you understand, speak or write Welsh?

Yes No Don’t want to say

9. If you have school-aged children, are they entitled to receive free school meals?

Yes No Don’t want to say

10. If you have school-aged children, do they have any additional learning needs?

Yes No Don’t want to say

11. Do you consider yourself to be disabled?

Yes No Don't want to say

12. What is your ethnic group?

White Mixed or multiple ethnic groups

Asian or British Asian Black, African, Caribbean or Black British

Any other ethnic group Don't want to say

Thank you for completing this questionnaire.

Completed questionnaires should be sent to the following address, to arrive **no later than the 31st January 2019**:

*School Transformation Team,
Powys County Council,
County Hall,
Llandrindod Wells,
LD1 5LG*

E-mail: school.consultation@powys.gov.uk



**Establishment of a new All-through
School for pupils aged 4-18 in
Llanfyllin**

Consultation Report

February 2019

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CONSULTATION ON THE ESTABLISHMENT OF A NEW ALL-THROUGH SCHOOL FOR PUPILS AGED 4-18 IN LLANFYLLIN

1. OVERVIEW OF THE CONSULTATION

Powys County Council consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals were as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The consultation took place from the 27th November 2018 to the 31st January 2019.

1.1 Consultation methods

The consultation documentation was available on the Council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2013). A separate version for primary and secondary aged pupils was also available and distributed to pupils, and was also available on the Council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team at County Hall, or by e-mailing / writing to the School Transformation Team.

Informal drop in sessions were held to give parents the opportunity to discuss any queries with officers / county councillors. These were held in Llanfyllin C.P. School on Thursday 10th January 2019 (4-8pm) and in Llanfyllin High School on Wednesday 16th January 2019 (4-8pm). Approximately 9 attended the session in Llanfyllin C.P. School, and approximately 10 attended the session in Llanfyllin High School.

In addition, meetings were held with the following:

- Staff of Llanfyllin C.P. School and Llanfyllin High School – 17th December 2018
- Staff of Llanfyllin C.P. School and Llanfyllin High School – 17th December 2018
- School Council of Llanfyllin C.P School – 10th January 2019
- School Council of Llanfyllin High School – 16th January 2019

1.2 Responses received

A total of 76 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

In addition, 4 written responses were received. These included responses from the following:

- Estyn
- UCAC
- RhAG – Rhieni dros addysg Gymraeg

The response received from Estyn is provided on page 15, in-line with the requirements of the School Organisation Code.

1.3 Summary of issues raised

The issues raised in the consultation responses are listed in detail in section 6 on page 18. This includes the Council's response to each issue.

However, the following is a summary of the issues raised:

1. General comments in support of the proposal
2. General comments not in support of the proposal
3. Issues relating to the impact on pupils
4. Issues relating to the impact on staff
5. Queries regarding the impact on feeder schools
6. Comments regarding the Welsh language / Welsh-medium education
7. Financial queries
8. Need for investment in buildings
9. Issues related to post-16 provision
10. Comments about Llanfyllin High School
11. Reference to Council policies / priorities
12. All-through School Model
13. Comments about the Consultation Documentation
14. Other options
15. Other queries

2. CONSULTATION RESPONSE FORM

76 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

The quantitative findings of the questionnaire are summarised below. Written comments were also provided in the consultation response forms, the issues raised in these comments are included in Section 6 of this report.

Section 1 – About you

1. Please indicate how you are associated with Llanfyllin C.P. School and/or Llanfyllin High School:

Parent, carer or guardian	40	53%
Prospective parent, carer or guardian	11	14%
Governor	13	17%
Member of staff	3	4%
Member of the community	16	21%
No association with either school	1	1%
Other	10	13%
Total responses ¹	76	

2. Please specify which school you are associated with:

Llanfyllin C.P. School	29	38%
Llanfyllin High School	42	55%
A feeder school, apart from Llanfyllin C.P. School	13	17%
No association with any school	11	14%
Total responses ²	76	

Section 2 – Consultation Response

3. Do you agree with the current proposal to establish a new all-through school in Llanfyllin?

Yes	40	63%
No	18	29%
Don't know	5	8%
Total responses	63	

¹ Some respondents provided more than one response to this question therefore the total percentage is higher than 100%.

² Some respondents provided more than one response to this question therefore the total percentage is higher than 100%.

4. Do you think that the Council should be considering any other options for Llanfyllin instead of the proposal to establish a new all-through school?

Yes	19	31%
No	28	45%
Don't know	15	24%
Total responses	62	

3. CONSULTATION WITH PUPILS

Officers from the local authority met with the School Council of Llanfyllin C.P. School and Llanfyllin High School to get their views on the proposals. The notes of these meetings are provided below:

i) Llanfyllin C.P. School

Officers from the School Transformation Team met with Llanfyllin C.P. School Council on 10th January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 15 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Llanfyllin C.P. School?

- We have a fun education
- We can learn new things
- We have good teachers
- We can make lots of friends
- We have lots of opportunities – school trips, opportunities to take part in sport.

2. Is there anything you dislike about Llanfyllin C.P School?

- Issues with the building
 - There is sellotape on the carpet
 - The door doesn't shut properly so there is lots of mud in our classroom
 - People pick the paint off of the walls
 - The toilets
 - Corridors where the pegs are haven't been painted for a long time
 - The plaster is coming off of the walls
 - We had a burst water pipe in the library

- Would like to be able to do more games, e.g. basketball, ballet, drama club, acrobatics
- There is hardly any Wi-Fi in the school

Pupils were asked if they had any further comments/questions. The following comments were asked:

- ***Will it be on building or two separate schools?***

It was explained that they would be separate to start with – primary pupils would continue to go to Llanfyllin Primary School, and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school, such as science labs.

- ***Would the high school pupils be able to come down and look after primary children?***

Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.

- ***Would school dinners be at the same time? The high school have burgers on the menu?***

The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.

- ***Where will primary school pupils go at break time? Will they stay as they are?***

Yes, they will probably continue to have separate areas for break times, in order to keep everyone safe.

- ***What will happen with assemblies? Will we have assemblies together?***

This will need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together

- ***Would we have our own Headteacher?***

There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.

- ***When would the change happen?***

The current intention is that the new school opens in September 2020, so for example, pupils in year 4 now would be starting year 6.

- ***What would the name of the new school be?***

The temporary governing body would need to decide the name of the new school. However, it was explained that there would be opportunities for pupils to take part in this.

Pupils were asked what they thought about the idea of establishing a new all-through school in Llanfyllin. They were asked to put their hands up if they thought establishing a new all-through school was a good idea. Most agreed that it was a good idea, 2 thought it was a bad idea, 2 were unsure.

The following advantages were noted:

- It won't be so confusing when pupils go to high school as they will know where to go
- Year 6 can go to the high school to have lessons so they will know where to go when they go to high school
- It would be good if primary pupils could go up to the high school to use their facilities to do PE
- We could save money as we didn't have to buy things the high school already has
- There could be more clubs – we could go and use the gym for Dragon Sports if it was raining

The following concerns were raised:

- Concern about high school children being mean to primary school children
- Unsure how it would work
- Some pupils might get lost
- Concern about what would happen to staff
- Concern about bullying

The following suggestions were also made:

- Maybe we could connect the two schools to make one big school
- Perhaps there could be a competition to name the school

To conclude the session, the officers explained that the consultation will close on the 31st January, and if pupils have any further comments, they were encouraged to write them down and hand them to their teachers, who would ensure that they were passed on to the Council/School Transformation Team.

ii) Llanfyllin High School

Officers from the School Transformation Team met with Llanfyllin High School Council on 16th January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 12 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The School Council were asked whether they had any questions on the proposal. The following questions were raised:

- **Would we all share a building?**

Not at the moment. The current proposal is that the primary pupils would continue to go to the primary school and secondary pupils would continue to go to the secondary school. However, there would be an opportunity to share facilities, so primary pupils may have the opportunity to use the facilities at the secondary school for some subjects.

- **Would pupils that go to other primary schools in the area still be able to come to the school?**

Yes, pupils from the feeder schools would still be able to join the school in year 7 as they do now.

- **What would happen when Estyn come to inspect the schools?**

It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.

- **Would everyone have the same uniform?**

This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the new school. They would need to think about the school name, logo, uniform etc. However, there would be opportunities for pupils to contribute to these discussions.

- **Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?**

The Headteacher would probably have space on both sites. However, here you are on one campus, so the Headteacher would be on the campus anyway.

The pupils were asked to consider the Strengths and Weaknesses of the proposal. The following were suggested:

Advantages / Strengths:

- The primary school has been unable to recruit a Headteacher, so this proposal would mean that they would have a permanent Headteacher. The acting head would be able to teach more. Hopefully this would lead to better teaching and learning
- There could be an opportunity for older pupils to work with younger pupils for some things
- Could be useful for students that want to do teaching, social work or work with children in other ways to have a direct link with the primary school
- More opportunities for years 5 and 6 – they would be able to use facilities such as science labs in the high school
- Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School
- Wouldn't be much change for staff, but they could come together for staff meetings etc.
- Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children
- It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.
- Can involve the primary schools in extra-curricular activities e.g. Lonely Tree, the primary pupils always come and watch the plays, so would be able to get them involved in the plays.
- Opportunity for older pupils to run extra-curricular activities with younger pupils
- Primary pupils could use the sports hall at the high school as it is bigger than the hall in the primary school
- More opportunity for the primary school to come and practice their concerts in the hall
- Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school

Disadvantages / Weaknesses:

- Concern about the impact on feeder schools – children from the other schools in the catchment might not feel as comfortable when they start here
- Some of the older pupils might be scary to the primary pupils
- Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus
- Concern about different groups of pupils wanting to use facilities at the same time e.g. if year 11 wanted to use the drama studio but primary pupils wanted to use it at the same time – concern about the operational management
- Not sure what it would solve – can see the benefits for the primary school but not sure what the benefits would be for the high school. But at the same time, there aren't really many negatives for the high school – don't think there would be that much change.
- Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases

It was also noted that there were some opportunities linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Opportunity to work more with primary aged pupils, in particular with regard to options e.g. for DT could make something for primary aged pupils
- Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV
- Opportunity to start learning languages sooner – for example French, pupils could start learning when they are still in the primary phase
- Opportunity to improve the links with other feeder primary schools
- Opportunity to have responsible for areas of work across the whole age range
- More opportunities for the sixth form to gain experience

It was also noted that there were some concerns / threats linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Concern about overstressing staff by adding to their workload by being subject leaders across the all-through school
- Concern about putting more pressure on teachers generally by adding to their teaching timescale to teach primary pupils too

The following general comments were also made on the proposal:

- We already have a good relationship with the primary school – for example, they use our facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change.
- In terms of the impact on pupils with ALN, whilst there could be a benefit in terms of having one tutor throughout their time in school, they can also be supported successfully by transferring information from one school to the next. There is already quite a strong SEN hub in the school, so teachers can work with pupils from an earlier age. Would like this to continue and to be developed.

The pupils were thanked for their contributions. It was explained that the consultation period ends on the 31st January, and if pupils have any further comments, they were encouraged to submit them before the closing date.

4. CONSULTATION MEETINGS WITH STAFF AND GOVERNORS

Consultation meetings were held with the staff and governors of both schools. The issues raised at these meetings are summarised below:

i) Consultation meeting with Staff of Llanfyllin C.P. School and Llanfyllin High School – 17th December 2019

- Will the change happen from September 2019?
- How much will the staffing change – have you got an idea of how many staff will be needed?
- There has been talk in the past about a new build, and possible 21st Century Schools funding. Is there a possibility of money coming to help with the schools coming together?
- The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would the catering have to go back to Powys Catering?
- Will staff jobs be ring-fenced as part of the process?
- LSAs are employed on temporary contracts, which only become permanent after 2 years – would they lose this security when moving to the new school?
- Could LSA's be put on a short term contract?
- Are secondary teachers likely to be teaching primary pupils and vice versa?
- Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.
- Would be interested to see how through schools have incorporated the new curriculum across the school – would you be able to recommend schools where this has been done well that we could go to?
- Has there been any feedback to the consultation from feeder primary schools?
- Why isn't there an invitation for some of the other feeder schools to join in this amalgamation?
- Is there going to be a feasibility study on the impact on feeder schools?
- Concern that some parents may think the all-through school may become oversubscribed, and so may want to get the children in early – this would have an impact on the small schools
- What will be the make up of the governing body – how many members will there be?
- The two schools have governing bodies that know their schools well, would be a shame to lose this expertise.

ii) Consultation meeting with Governors of Llanfyllin C.P. School and Llanfyllin High School – 17th December 2019

- Could you share some information with us about the themes raised in the meeting with staff held earlier today?
- Many are concerned that the primary school is currently more Welsh than the high school. We don't want to lose the Welsh ethos of the

primary school. The consultation document mentions 'improve the ethos', but doesn't say how.

- Propose that more Welsh is offered in the primary phase – that all children are taught in Welsh – this could be implemented gradually over 5-10 years. All children in the area would then have the opportunity to be bilingual. This would ensure a stronger Welsh stream in the secondary phase
- Have some concerns about the finances, viability of the proposition – still waiting for the new formula to come through
- Concerned that we're not being ambitious enough – need to look beyond 5-18 education and look to encompass more, as this would bring more funding in from other areas
- Suggestion that the school could look at offering apprenticeships, could run libraries within the cluster, could work with social services to provide services
- Should be looking at something more transformational in Llanfyllin which also serves the surrounding villages
- As governing bodies, have capacity now to start taking forward some of these elements before the new school potentially opens in September 2020
- Would be useful for governors to visit some schools that are doing this kind of thing very well – would be useful if you could let us have a list
- The governing body will need support from the local authority and the transformation lead to move forward
- Suggestion that the governing bodies could work with local communities to sell their vision whilst the consultation is ongoing
- Concern that some catchment schools won't contribute to this consultation, however it's important that we do get them to contribute
- What will happen with transition arrangements if a decision is made to proceed with the proposal?
- Will there be another round of VSS?
- Everything we as a governing body are talking about sits within the School Organisation Plan and the Delivery Plan
- The status quo is unsustainable – post-16 for example is a concern. There has always been strong sixth form provision in Llanfyllin, we need to maintain this
- From a Welsh language perspective, the document talks about provision being no worse than it is now – that isn't good enough.
- The aim for us as governing bodies is to improve bilingual education – whether that is the quality or the quantity
- What is the timescale for the fair funding formula? When will we know the outcome?

5. ESTYN

Estyn's response to the consultation is provided below:

Estyn's response to the proposal to close Llanfyllin C.P. School and Llanfyllin High School, and establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia, which deliver school improvement services to the schools within the proposal.

Introduction

This proposal is submitted by Powys County Council to close Llanfyllin C.P. School and Llanfyllin High School, and establish a new bilingual allthrough school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School.

Summary/Conclusion

The proposer has provided useful information that explains the rationale behind this proposal. This proposal corresponds with the county's School Organisation Policy and Secondary and Post-16 Delivery Plan. The primary and secondary schools' governing bodies have facilitated the discussion and are keen to implement the proposal of establishing a new bilingual all-through school by 01 September 2019.

Estyn is of the opinion that the proposal is likely to maintain the current standards in terms of education, provision, and leadership and management.

Description and benefits

The rationale for this proposal is coherent and the considerations are identified clearly. Evidence is based on facts and valid considerations.

The proposer has identified the expected advantages and disadvantages in comparison with the status quo. They have considered:

1. The status quo – the primary school and secondary school continue to operate independently
2. All-through federation – the primary school and secondary school federate to create a federated all-through school in Llanfyllin

3. All-through school – the primary school and secondary school amalgamate to create a new all-through school in Llanfyllin.

Officers from Powys County Council have conducted a SWOT analysis of these three proposals. The result of this activity is that the first two proposals have been disregarded, and the third option provides the best standards, provision and leadership for the two existing schools.

The advantages of this proposal, namely the third of the proposals above, outline important issues, which include improving educational outcomes, educational provision, and leadership and management, to ensure more efficient educational provision and provide a seamless transition between the two key stages. Overall, the considerations are firmly in favour of this proposal.

The disadvantages of not accepting this proposal include important issues, such as a significant decrease over time in pupil numbers, challenging financial pressures, the need to provide attractive post-16 education, a relatively small Welsh-medium stream in the secondary sector, the need to improve the quality of education, in addition to difficulties appointing a headteacher in the primary sector. These issues are key and ones that are in need of an immediate response. This proposal responds well to these issues.

The proposer has outlined the profound challenges both schools face currently, and the prospects that are based on sound facts do not provide a valid solution for the future. The strengths of this proposal outweigh its weaknesses consistently with nearly all considerations. However, all stakeholders would need further information in order to ensure that the two schools merge smoothly.

Educational aspects of the proposal

The proposer has given appropriate consideration to the proposal's effect on the quality of outcomes, provision, and leadership and management.

Educational Aspects of the proposal

The proposer suggests that there will not be much change for pupils who attend the two schools currently, as they will continue to be taught in the same buildings. There would be better opportunities to use facilities on both sites and the use of staff expertise would be beneficial to pupils' educational experiences. The school would continue to provide a broad curriculum, from the foundation phase throughout all stages at the school.

It is suggested that there would not be a negative effect on pupils from other primary schools in the catchment area who would attend the all-through school in Year 7. There would be no unnecessary disruption and the transition process would be co-ordinated carefully and sensitively.

Overall, the proposer suggests that the standards and progress of all pupils, including those who belong to specific groups, would improve and would have a positive effect over time.

It is suggested that the proposal complies with the Council's Welsh in Education Strategic Plan for 2017-2020 and provides continuous access to Welsh-medium and English-medium primary and secondary education in Llanfyllin. It is anticipated that Welsh-medium provision at the new school would be at least as good as the existing

provision in the two schools, as a result of the potential to share resources, staff and specialist facilities between the key stages. Implementing the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational stages and improve the secondary school's Welsh language ethos.

The proposer states that the governing body of the new all-through school would appoint a headteacher, who would then appoint the school's teaching and support staff. As part of this process, the governing body would have an opportunity to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance. The new staffing structure would be implemented in line with the relevant Human Resources policies for all members of staff. However, there is not enough rigorous information with a tight timescale about the way in which this proposal will affect all staff, particularly the teaching staff.

It appears that this proposal would save a deficit of approximately £100k - £150k for both schools by 2020. Such a total is not sustainable and does not align with the county's financial policies. The result of establishing an all-through bilingual school would be to ensure one budget that would be run by one headteacher and one governing body. This would enable the school to operate more effectively in comparison with the current arrangements, and this should lead to financial savings by sharing staffing and other resources.

It is suggested that there would be no need for any construction work in the short term, as pupils would be taught in the current buildings. It is identified that the quality of the buildings would need to be improved in the long term, in line with the process that is outlined in the county's Asset Management Plan 2018.

In terms of transport, it is claimed that the Home to School Transport Policy would continue to operate, and it is anticipated that no changes or adaptations would be needed in order to implement this proposal.

Both schools are in the amber category in terms of support capacity. Estyn judged outcomes to be 'Adequate' (Llanfyllin C.P. School – October 2014, Llanfyllin High School – February 2016), and both schools were placed in followup categories. Ysgol Gynradd Llanfyllin was removed from Estyn monitoring in January 2016. However, Llanfyllin High School continues to be in need of significant improvement.

No pupil attainment data was included for either school as part of this consultation.

6. ISSUES RAISED DURING THE CONSULTATION PERIOD

The following tables list the issues raised during the consultation period, and provides the local authority's response to these issues.

1. GENERAL COMMENTS IN SUPPORT OF THE PROPOSAL		
1.1 Would ensure continued provision in Llanfyllin		
1.1.1	I believe the proposal will secure primary and secondary education in the area	The Council notes these comments which support the establishment of an all-through school in Llanfyllin.
1.1.2	An extremely positive step which will secure dual stream education for 4-18 year olds in the area.	
1.1.3	The proposal will secure secondary education in Llanfyllin, and will ensure the provision of Welsh education in the area	
1.1.4	The proposal would secure Welsh secondary education in the catchment	
1.1.5	Feel that this is the only option we have to safeguard the schools in Llanfyllin – something must be done or we will lose them altogether, which would be devastating for the town, community and surrounding villages and towns in the catchment area.	
1.1.6	Hope the through school will strengthen the 2 schools and secure their future	
1.1.7	The proposal will ensure continued secondary provision in Llanfyllin, which is important.	
1.1.8	An all-through school will provide greater security through greater numbers	

1.1.9	Vital to maintain 4-18 education in Llanfyllin, in whatever form	
1.1.10	Proposal is positive in terms of securing the future of Llanfyllin High School and ensuring that the provision for bilingual education remains local to the community served by the school	
1.1.11	A sensible solution in view of lower pupil numbers	
1.2 Opportunity to improve provision		
1.2.1	Could offer excellent opportunities for shared resources and maximising funding	The Council notes these comments which supports the establishment of an all-through school in Llanfyllin.
1.2.2	Through school could be constructive if done well, supported with time and money to make it a positive growing experience for the school, not a negative cut money saving exercise.	
1.2.3	An all-through school will help with the new Donaldson Curriculum	
1.2.4	The primary school has been unable to recruit a Headteacher, this proposal would mean that they would have a permanent Headteacher.	
1.3 Support for the all-through school model		
1.3.1	It won't be confusing when pupils go to high school as they will know where to go	The Council notes these positive comments regarding the all-through school model.
1.3.2	Year 6 can go to the high school to have lessons so they will know where to go when they go to high school	
1.3.3	It would be good if primary pupils could go to the high school to use their facilities e.g. for PE	

1.3.4	Could save money as wouldn't need to buy things the high school already has	
1.3.5	There could be more clubs – primary pupils could use the gym for Dragon Sports if it was raining	
1.3.6	There is already a good relationship between the primary school and the secondary school – the primary school already use the high school's facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change	
1.4 Would offer more choice to parents		
1.4.1	Would help to provide more choice to parents – the current choice for primary schools in the catchment are one village school or another, the only real choice is Welsh or English medium – an all through school would add to the choice	The Council notes this comment with supports the establishment of an all-through school in Llanfyllin.
1.5 General comments		
1.5.1	A positive step for our area and our children	The Council notes these comments which support the establishment of an all-through school in Llanfyllin.
1.5.2	Generally in favour of the proposal	
1.5.3	This is an exciting proposal	
1.5.4	Wonderful news for the education system in the area	
1.5.5	Makes total sense	
1.5.6	Look forward to continuing to champion and support Llanfyllin as a Through School and to celebrating its success and innovative approach as it becomes a centre for authentic lifelong bilingual education that offers and creates opportunities for all	

1.5.7	Hope that these plans will lead to a bright future for Welsh-medium education in the area and an increase in the number of Welsh speakers in the area.	
1.5.8	If this doesn't go through, there will be no focus to improve things in the future	
1.5.9	The status quo is unsustainable – post-16 for example is a concern	Comment noted. It is acknowledged that the two schools in Llanfyllin are currently facing a number of challenges, as outlined in the Consultation Document.
1.5.10	Provides opportunities to access capital investment	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, therefore no capital investment is required in order to implement the proposal.</p> <p>However, as outlined in the Consultation Document:</p> <p>'The Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:</p> <ul style="list-style-type: none"> - <i>Condition; Suitability; Sustainability</i> - <i>Sufficiency; and</i> - <i>Health & Safety issues.</i> <p><i>Consideration is also given to whether a school is part of a current or future strategic school reorganisation development'.</i></p>

		If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21 st Century Schools Programme.'
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2. GENERAL COMMENTS NOT IN SUPPORT OF THE PROPOSAL		
2.1 Doubts that the proposal will lead to improvements		
2.1.1	Concern that this will be done as a cost cutting exercise rather than with the aim of improving the education offered to pupils	The proposal is not a cost cutting exercise. The reasons for the proposal are outlined on page 19 of the Consultation Document. The first reason listed is 'To improve educational outcomes <ul style="list-style-type: none"> ○ More opportunities for staff to move between key stages, to further develop expertise in specific areas ○ Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas ○ Improved curricular and extra-curricular opportunities for pupils in all key stages.'
2.1.2	Joining the schools will not solve the problem – dual stream schools are the most expensive, this model will not change that	Comment noted.
2.1.3	I'm not sure that the proposal does what it claims it will do – save money (how?), increase pupil numbers (how?), strengthen the Welsh ethos and Welsh-medium education (how?).	The consultation does not claim that the proposal will save money for the Council, or increase pupil numbers in Llanfyllin. However, as indicated on page 28 of the Consultation Document, 'it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.'

		<p>In respect of the Welsh ethos and Welsh-medium education, as outlined on page 33 of the Consultation Document in the summary of the Welsh language impact assessment carried out:</p> <p>‘As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.</p> <p>It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.’</p> <p>The Welsh language impact assessment will be updated to reflect comments received during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p>
2.1.4	Concerned that there will not be enough money, there will be no new buildings, there will be no development of Welsh-medium education and the high school’s English ethos will damage the Welsh ethos which exists in the primary school.	Comment noted.
2.2 Concerns about the all-through school model		
2.2.1	Strongly disagree with it – do not like the idea of young children being surrounded by teenagers	The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and

		Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.' Therefore, it is unlikely that young children would find themselves surrounded by older children.
2.2.2	Concern that there will be less resources to share between all ages and departments	Implementation of the proposal would enable the new school to operate more efficiently compared with the current arrangements, and should result in some efficiencies through shared staffing and sharing of other resources. The ability to use resources across the whole school should mean that there are more resources available, and that in particular, primary pupils can access specialist secondary facilities and resources.
2.2.3	Some parents will take their children out of Llanfyllin schools if this goes ahead – don't want 4 year old children going to school with children up to the age of 18.	<p>Comment noted. The Council identified 'Parents don't want their children to attend an all-through school, so choose for them to move to alternative schools' as a Risk on page 20 of the Consultation Document.</p> <p>Should the Council proceed with the proposal to establish a new all-through school in Llanfyllin, it would hope that pupils currently attending Llanfyllin C.P. School and Llanfyllin High School would transfer to the new school. However, ultimately, this is a decision for parents. Parents are entitled to apply for a place for their child in any school they choose, and the Council will deal with any applications for places in other schools in accordance with the Council's Admissions Policy.</p>
2.2.4	Concern about high school aged pupils being mean to primary aged pupils	The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the

2.2.5	Concern about bullying	consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.'
2.2.6	Concern that some pupils might get lost	
2.2.7	Unsure how the model would work	<p>Comment noted. Should an all-through school be established in Llanfyllin, it is acknowledged that this would be a new model for Llanfyllin, however this is a model which is operating successfully in other areas, and is growing in popularity across Wales.</p> <p>An overview of the all-through school model is provided on page 18 of the Consultation Document, as well as examples of some all-through schools currently operating in Wales.</p>
2.2.8	Concern about the operational management – what would happen if different groups of pupils wanted to use the facilities at the same time e.g. primary pupils wanted to use the drama studio at the same time that year 11 pupils wanted to use it	Comment noted. Should the proposal be implemented, the operational management of the school and the facilities would be a matter for the school's Headteacher and Leadership Team.
2.3 Concern about the impact on the Welsh language / Welsh-medium education		
2.3.1	Concern that changes will damage the Welsh language in the local area	<p>The Council notes these concerns in relation to the impact of the proposal on the Welsh language / Welsh-medium education.</p> <p>The Council carried out a draft Welsh language impact assessment which was published as part of the consultation. As indicated on page 33 of the Consultation Document, this assessment concluded that:</p> <p>'As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a</p>
2.3.2	This is an attempt by the Council to keep things exactly as they are in terms of Welsh-medium provision	
2.3.3	The scheme does not understand the needs of Welsh-medium education	

		<p>significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.</p> <p>It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.'</p> <p>This draft impact assessment will be updated to reflect comments raised during the consultation period, and will be considered by Cabinet when determining how to proceed in respect of this proposal.</p>
2.4 No need to change the current model		
2.4.1	Current situation works well and contributes to a vibrant community	Llanfyllin C.P. School and Llanfyllin High School have successfully delivered primary and secondary provision in Llanfyllin over a number of years. However, similarly to other schools across Powys, these two schools are currently facing a number of challenges, which are outlined on pages 8-12 of the Consultation Document. The Council's view is that a new all-through school will be better equipped to meet these challenges, and will be better placed to continue to improve the educational opportunities that can be offered pupils in Llanfyllin.
2.4.2	Think this is the worst thing you could do to the school and would 100% ruin it	
2.4.3	Another sorry day for rural education	

3. ISSUES RELATING TO THE IMPACT ON PUPILS		
3.1 Positive impact on pupils currently attending the two schools		
3.1.1	A positive step for our children	The Council notes these comments which outline the proposal's positive impact on pupils currently attending the two schools in Llanfyllin.
3.1.2	Will be a great benefit to the pupils	
3.1.3	Proposal will assist children to achieve a smooth transition from primary to secondary and allow increased integration and interaction	
3.1.4	An all-through school will help with primary to secondary transition	
3.1.5	All-through school will enable primary pupils to access subject expertise	
3.1.6	All-through school will help with ALN	
3.1.7	Going forward, felt that an ATS will enable and ensure that pupils have a high quality learning environment	
3.1.8	Opportunity for older pupils to work with younger pupils on some things – would be especially useful for students wanting to do teaching, social work or work with children in other ways	
3.1.9	Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV	
3.1.10	Opportunity for older pupils to run extra-curricular activities with younger pupils	
3.1.11	More opportunities for the sixth form to gain experience	

3.1.12	Opportunities for years 5 and 6 – they could use facilities such as science labs in the high school.	
3.1.13	Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School.	
3.1.14	Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children.	
3.1.15	Opportunity for primary schools to take part in extra-curricular activities e.g. Lonely Tree – the primary pupils could be involved in the plays	
3.1.16	Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school	
3.1.17	Opportunity for pupils to start learning languages sooner – for example, pupils could start learning French when they are still in the primary phase	
3.2 Negative impact on pupils currently attending the two schools		
3.2.1	Concern about the impact on current pupils during the transition phase	<p>These comments regarding the impact of implementation of the proposal on pupils currently attending the two schools during the transition period are noted. As the proposal is to establish the new school in the buildings currently occupied by the two schools, it is anticipated that there would be very little change to pupils currently attending the two schools during the transition phase.</p> <p>The Council would work with the temporary governing body throughout the transition process, with aim of ensuring that any impact on pupils during the transition period is minimised.</p>
3.2.2	Concern about impact on children's education during the transition phase, as my children will be in critical years of their education.	

3.2.3	Concern about young children being surrounded by hundreds of teenagers, some of which are troublesome and use foul language.	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.' Therefore, it is unlikely that young children would find themselves surrounded by older children.</p> <p>However, one benefit of an all-through school is the ability for pupils from the primary sector to use facilities in the secondary school and primary pupils would be fully supervised at all times.</p>
3.2.4	It would be terrifying for younger pupils to be around so many 'big' children.	
3.2.5	Some of the older pupils might be scary to the younger pupils.	
3.2.6	Classrooms will be double the size, which will mean less attention to each individual child.	Should the Council proceed with the proposal to establish a new all-through school in Llanfyllin, the new school's class structure would be determined by the temporary governing body. However, as the proposal is to merge one primary school with one high school, it is unlikely that class sizes would be significantly different to their current sizes.
3.2.7	Concern that our children won't have the care nurturing and attention that they need to help them grow into the amazing adults they will surely become.	The proposal is to merge one primary school and one high school to create one all-through school in the buildings currently occupied by the two current schools. It is not anticipated that this will have a negative impact on the care and nurturing provided to pupils. Implementation of the proposal could also have a positive impact on the care provided to pupils, as they will be supported by and have links to the same staff throughout their time in school.
3.3 Impact on pupils attending other primary schools in the Llanfyllin catchment		

3.3.1	Hope that opportunities for primary aged pupils to access more specialised areas of the curriculum can also be extended to other primary school children within catchment schools.	<p>The Council acknowledges on pages 23-24 of the Consultation Document that implementation of the proposal would impact on pupils attending other primary schools in the Llanfyllin catchment as they would be transferring to an all-through school in year 7 rather than transferring to a high school. However, the Council does not anticipate that the impact on them would be negative.</p> <p>As indicated in the Consultation Document:</p> <p>‘The transition arrangements for pupils attending other primary schools in the catchment area would need to be carefully managed, to ensure that the pupils are fully integrated into the school, and are not disadvantaged in any way compared with pupils that attended the primary phase of the all-through school.</p> <p>The proposal to establish a new all-through school in Llanfyllin also provides an opportunity to strengthen the current relationship with other primary schools in the catchment area, in order to provide improved opportunities to pupils attending these schools, and to provide improved transition arrangements for these pupils.’</p>
3.3.2	Understand the benefits of the all-through school model, but what about pupils attending the other feeder primaries?	
3.3.3	Some concern as a parent of a pupil attending a feeder school in the catchment – don’t see any benefits for pupils in the feeder schools, in fact I am concerned that our children will be under a disadvantage compared with primary pupils in Llanfyllin.	
3.3.4	Must have strong support in place for children coming to the high school from feeder primary schools – the children already attending the all through school will be settled and used to school practices, which will be daunting for some children from the feeder schools integrating into a larger school	
3.3.5	Whilst the high school already works closely with other primary schools in the cluster to provide an excellent transition experience, this might need to be developed further so that pupils joining the ATS in year 7 don’t lose out compared with those already in the school	
3.3.6	Important that consideration is given to all feeder schools so that there is no perception that the primary aged pupils at the all through school have advantages denied to pupils at other feeder schools	
3.3.7	Concern that pupils attending other schools in the catchment might not feel as comfortable when they start in the school	
3.3.8	Would pupils that go to other primary schools in the area still be able to come to the school?	

3.3.9	Opportunity to improve links with other feeder schools	The Council agrees that implementation of the proposal would provide an opportunity to improve links with other feeder schools.
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4. ISSUES RELATING TO THE IMPACT ON STAFF		
4.1 Positive impact on staff		
4.1.1	Acknowledge the opportunities for teachers to develop their teaching skills in different sectors or in new curricular areas	Comment noted.
4.1.2	Wouldn't be much change for staff, but would be opportunities for them to come together for staff meetings etc.	Comment noted.
4.1.3	Would provide opportunities for staff to have responsibility for areas of work across the whole age range	Comment noted.
4.2 Negative impact on staff		
4.2.1	Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases	Should the proposal be implemented, no staff member would be expected to teach beyond their level of expertise. In accordance with the Education Workforce Council Code of Professional Conduct and Practice, Registrants are required to take responsibility for maintaining the quality of their practice, including seeking support, advice and guidance where necessary.
4.2.2	Concern about overstressing staff by adding to their workload if they were subject leaders across the all-through school	As above, staff need to seek support, advice and guidance where necessary. The school would be signposted to the Estyn publication "Reducing Workload – A Guide for Teachers and Headteachers" to support managing workloads for teachers.

4.2.3	Concern about putting more pressure on teachers generally by adding to their teaching timescale to include teaching primary pupils too	It is intended that teachers working across both campuses would be doing so in the interests of their own development.
4.3 Queries about the impact on staff		
4.3.1	How much will the staffing change – have you got an idea of how many staff will be needed?	It is not anticipated that there would be big changes to the numbers and types of staff needed for the new school, especially amongst teachers and teaching assistants. There may be some small changes in staffing for administrative and leadership staff.
4.3.2	Will staff jobs be ring-fenced as part of the process?	This would be a decision for the Temporary Governing Body once it was established.
4.3.3	LSAs are employed on temporary contracts, which only become permanent after 2 years – would they lose this security when moving to the new school?	Any temporary staff with two or more years' service would be treated the same as permanent staff. Service with predecessor schools would count as continuous service with the new school.
4.3.4	Could LSA's be put on a short term contract?	There may be some fixed term posts in the new structure (e.g. to cover maternity leave or grant funded posts), however the majority of posts would be permanent. Staff not successful in gaining a permanent post in the new structure may consider a temporary role as suitable alternative employment and would retain any redundancy rights in this situation.
4.3.5	Are secondary teachers likely to be teaching primary pupils and vice versa?	Teachers would undertake the majority of their teaching role in the area they have qualified for. However, some "cross teaching" is envisaged as a development opportunity for interested staff.
4.3.6	Will there be another round of VSS?	There have been initial discussions about the potential for a further wave of VSS, and this may be taken forward during the 2019/20 financial year. It is too soon to know whether there

		will be a wave operating in 2020/21. It is important to note that a member of staff can only be released under VSS where the post is being made redundant and there is no suitable alternative employment available for the member of staff. It is anticipated that there would only be a small number of redundancies as a result of the establishment of the new school.
4.3.7	Would welcome confirmation that all teachers in the two schools will keep their jobs in the new school, and will continue with continuous service within the authority	Arrangements for the appointment of staff to the new structure would be agreed by the Temporary Governing Body once established. All members of staff appointed to posts within the new school would have their continuity of service protected.
4.3.8	The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would the catering have to go back to Powys Catering?	This would be a decision for the Temporary Governing Body.
4.3.9	How will high school staff feel about working some of their time in primary?	Some “cross teaching” is envisaged as a development opportunity for interested staff.
4.4 Other comments regarding impact on staff		
4.4.1	Restructure should be done in consultation with staff	Should the Council proceed with the proposal, consultation would be carried out with staff, which would include an opportunity for staff to comment on the proposed structure for the school.
4.4.2	Any restructure should be done sensitively	The Council agrees. During each stage of a School Transformation review, the Local Authority pledges to take all reasonable steps to ensure that this process is managed sympathetically, fairly and in a way that minimises disruption and uncertainty to staff, governors, pupils and the community.
4.4.3	Any redundancies should be voluntary if possible	The Council agrees. Measures will be introduced to avoid or minimise compulsory redundancy.

4.4.4	Concern that it will be harder to find staff – especially a headteacher	It is anticipated that many staff will see greater development opportunities within a Through School and this, together with the safeguarding of local education provision the proposal would bring, is expected to improve recruitment and retention of staff rather than having a negative impact.
4.4.5	The schools employ extremely dedicated staff that deserve a successful future as well as the students.	The Council agrees. Both existing governing bodies have acknowledged the professionalism and excellence of the current staff.
4.4.6	New head could have extra support staff with extra responsibility	The staffing structure (including the leadership team structure) will be developed by the Temporary Governing Body.
4.4.7	Important that teachers receive full support, appropriate training and the necessary resources to develop their careers to teach different age groups of different areas of the curriculum	See answer to 4.2.1 above.
4.4.8	If the Council establishes a school for pupils aged 3 to 18, important that the school's leadership has specialism in the primary and secondary sectors	The Council agrees. This will be aspect to be considered by the Temporary Governing Body when establishing the staffing structure for the new school.

5. QUERIES REGARDING THE IMPACT ON FEEDER SCHOOLS		
5.1	Concern about potential impact of the ATS on other primary schools in the cluster	The Council notes these concerns about the impact of establishing an all-through school on other primary schools in the Llanfyllin catchment. There is currently one other all-through school in Powys – Ysgol Bro Hyddgen in Machynlleth. Establishment of this school has not had a negative impact on pupil numbers at other primary schools in the catchment.
5.2	Ultimately this will bring about the demise of other local primaries	
5.3	A number of other feeder schools feed the current high school, any plans will need to safeguard these schools to ensure that enough pupils transfer to the secondary sector in Llanfyllin.	

		Any changes to the organisation of any other schools in the catchment area would be subject to the requirements of the School Organisation Code, including the appropriate consultation and decision-making processes.
5.4	Has there been any feedback to the consultation from feeder primary schools?	Information about the consultation was provided to all feeder primary schools. Some feedback was received from stakeholders associated with these schools, the issues raised in these responses are reflected in this report.
5.5	Concern that some catchment schools won't contribute to this consultation, however it's important that they contribute.	
5.6	Is there going to be a feasibility study on the impact on feeder schools?	
5.7	Why isn't there an invitation for some of the other feeder schools to join in this amalgamation?	<p>As outlined in the Consultation Document, the proposal was developed following an invitation from the governing bodies of Llanfyllin C.P. School and Llanfyllin High School for the Council to meet with them to discuss the all-through school model. No requests were received to extend these discussions to other schools in the catchment.</p> <p>Should any feeder schools express a wish to be part of the all-through school model, the Council would consider any such requests. However, the Council's current focus is on working with communities to develop proposals.</p>
5.8	Concern that some parents may think the all-through school may become oversubscribed, and so may want to get the children in early, so they will want their children to attend the primary phase of the all-through school not the other feeder schools in the area – this would have an impact on the small schools	This concern is noted, however this does not reflect what happened in the Bro Hyddgen area. In that area, numbers in the two smallest schools in the catchment have increased since the establishment of an all-through school in Machynlleth.

6. COMMENTS REGARDING THE WELSH LANGUAGE / WELSH-MEDIUM EDUCATION		
6.1 Need to retain dual stream provision in Llanfyllin		
6.1.1	Some years ago a survey was carried out to get a better understanding of the communities preference in terms of Welsh-medium education – in Llanfyllin most families expressed a preference for dual stream education	Comments noted. The proposal is to establish a new dual stream all-through school in Llanfyllin, which would continue to provide access to Welsh-medium and English-medium primary and secondary provision in the town.
6.1.2	Essential to reflect the bilingual nature of the local population – the Council must avoid any move towards a single medium school	
6.1.3	The Council must avoid any move towards any single medium education in Llanfyllin	
6.1.4	Need to maintain dual stream education at both schools – I do not want my daughter taught in Welsh.	
6.1.5	Support trying to encourage parents and pupils to learn through the medium of Welsh, but fear that lack of choice, particularly at secondary level, might drive some potential pupils over the border	
6.1.6	Llanfyllin is a bilingual area and bilingual education is needed in the town (possibly with the aid of Trisgol for A levels)	
6.2 All Foundation Phase / Primary pupils should be taught in Welsh		
6.2.1	Every child in the Llanfyllin Through School should benefit from the opportunity to be fully bilingual through an education that begins in the pre-school provision and continues throughout the school. This would link with Welsh Government target to increase the number of Welsh speakers to one million by 2050. Such provision could be introduced over a number of years to steadily increase the number of fully bilingual places being offered in the foundation phase, so that eventually the school becomes fully bilingual	<p>The Council fully recognises that early immersion in the Welsh language is the best way of creating fluent Welsh speakers.</p> <p>The Council the currently has no plans to introduce bilingual foundation phase classes across Powys. Should the Council wish to introduce this provision, either across the whole of Powys or in some areas, this would need to be approved by Cabinet, and the Council would need to carry out the statutory</p>

		process as outlined in the School Organisation Code.
6.2.2	The primary school should be fully bilingual which would feed into the high school and increase numbers there – this would benefit the children, parents and the area generally.	
6.2.3	Focussing the efforts of staff, governors and officers on providing bilingual education i.e. Welsh-medium education for all children in Llanfyllin primary school would save more money (cheaper than maintaining dual stream), would increase learning standards (easier for teachers to prepare lessons for a smaller age range) and would improve social unity.	
6.2.4	Need to normalise bilingualism urgently, and Welsh-medium education for all starting in the early years is the only way to ensure this.	
6.2.5	Should use this as an opportunity to put right the situation where a huge number of children in Powys have very little knowledge or experience of the Welsh language because their parents and schools withhold this opportunity from them.	
6.2.6	Opportunity for the new school to play a key role in revitalising the bilingual nature of Montgomeryshire, whilst reducing the polarity between people who do and do not speak Welsh	
6.3 References to ‘Trochi’ provision		
6.3.1	Trochi model was successful in increasing the number of Welsh speakers in the High School when it had been in operation, would be a good model to use in encouraging pupils coming from English-medium primary schools to speak Welsh.	Comment noted. The Trochi provision at Llanfyllin High School was previously funded by the Welsh in Education Grant, however this grant ended some years ago.
6.3.2	Stopping the Trochi provision was a huge backwards step as it took away the opportunity for children to access the Welsh	The Council’s WESP for 2017-20 includes a commitment to ‘identify opportunities to establish late immersion provision’. Whilst there are no definite plans for this as yet, consideration

	language unless they were already fluent in Welsh before they were 11 years old.	will be given to the need to reintroduce provision in Llanfyllin when planning this.
6.3.3	Need strengthen the Welsh stream by reintroducing Trochi – this should be a priority and central to any developments you take forward	
6.4 Reference to the Welsh language in the area		
6.4.1	Statistics for the school's catchment area show that the status quo is having a very negative impact on the number of Welsh speakers in the area – in order to maintain the number of Welsh speakers, all pupils need to have the opportunity to be bilingual, and only 'Welsh medium education' offers this opportunity.	Comments noted.
6.4.2	Census figures show that the percentage of Welsh speakers in the catchment have decreased from 44% to 33% in 20 years – if the decline continues at this rate, nobody will be able to speak Welsh in the area in less than 60 years. The decline has been greater in areas where the Welsh language was strongest.	
6.4.3	Concern that changes would damage the Welsh language in the local area	<p>The Council notes this concern about the proposal's impact on the Welsh language. However, as outlined on page 32 of the Consultation Document:</p> <p>'It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin high School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'</p>
6.5 Concern about the impact on primary provision		

6.5.1	The primary school is strong in promoting use of the Welsh language as first and second language, concern that this may become diluted.	<p>The Council notes this concern about the proposal's impact on the Welsh language in the primary sector. However, as outlined on page 32 of the Consultation Document:</p> <p>'It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin high School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'</p> <p>In addition, as outlined on page 33 of the Consultation Document:</p> <p>'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.'</p>
6.5.2	All staff in the primary school are Welsh speaking and the school has a Welsh ethos – concern that this will be weakened by merging	
6.5.3	The primary school is currently more Welsh than the high school – we don't want to lose the Welsh ethos of the primary school.	
6.6 The proposal won't improve Welsh-medium provision		
6.6.1	The quality of the Welsh medium provision won't change just by adding on the primary school	Comment noted.
6.6.2	Concern that the Welsh language will suffer – there is no vision in the plan as it is that the proposal will strengthen the Welsh stream.	<p>The Council notes this comment regarding the proposal's impact on the Welsh language. However, the Council's view is that the proposal is also an opportunity to develop Welsh-medium education in the area. Should the Council proceed with implementation of the proposal, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with the new school in</p>
6.6.3	The authority has acknowledged for a number of years that improvement is needed to Welsh-medium provision in Llanfyllin, this raises doubts about the value and purpose of the proposed	

	plan to establish an all-through school, as there are no details about how this will improve the provision	order to encourage the further development of Welsh-medium education in the school.
6.6.4	Need a more ambitious vision to increase the number of pupils that are fully bilingual when leaving education in Powys	The Council's view is that the proposal does provide an opportunity to develop Welsh-medium education in the area. Should the Council proceed with implementation of the proposal, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with the new school in order to encourage the further development of Welsh-medium education in the school.
6.6.5	The new governing body will be responsible for Welsh-medium primary education as well as secondary – this is a huge threat to the future of Welsh-medium education in Llanfyllin due to the lack of understanding of Welsh-medium education shown by the governing body of Llanfyllin High School.	Should the proposal be implemented, one new single governing body would be responsible for the school, which would replace the two existing governing bodies. A temporary governing body would initially be established to oversee the strategic and operational transition to the new school. The temporary governing body would be appointed from the current members of the two governing bodies, and every effort would be made to ensure a balance in terms of representation from the two current governing bodies.
6.6.6	The council and the Llanfyllin governors want to keep the situation as it is, meaning that it will never be possible for Welsh-medium pupils to achieve their full potential.	Following the establishment of any new school, a permanent governing body would be established, and governors would be appointed in accordance with The Government of Maintained Schools (Wales) Regulations 2005. The Council notes the comments which suggest that implementation of the proposal would be a threat to the future of Welsh-medium education, however the Council's view is that this is also an opportunity to develop Welsh-medium education in the area. Should the Council proceed with the proposal to establish an all-through school in Llanfyllin, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with

		the new school, and to take any opportunities to be a member of either the temporary governing body or the permanent governing body.
6.7 Opportunity to improve Welsh-medium provision		
6.7.1	An opportunity to strengthen and improve the provision of a fully bilingual education for all pupils.	Comment noted.
6.7.2	The ATS could lead to an improvement in the provision of an ethos around Welsh-medium provision in the secondary phase as it would be able to learn from and replicate the success achieved at primary level by the existing primary school.	Comment noted. The Council agrees that implementation of the proposal could improve the Welsh ethos in the secondary sector – as outlined on page 33 of the Consultation Document, ‘It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.’
6.7.3	An opportunity to increase the provision of education through the Welsh language from reception through to Sixth Form	Comment noted.
6.7.4	Hope that the plans will increase the numbers transferring from the primary sector to the Welsh stream in the high school – this could lead to a more Welsh ethos in the school	Comment noted. The Council’s aim is that implementation of the proposal would provide an opportunity to improve this – as indicated on page 33 of the Consultation Document,
6.7.5	It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.	‘Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases’ and ‘It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to

		access Welsh-medium provision on transfer from the primary sector to the secondary sector.'
6.8 Need to increase Welsh-medium pupil numbers		
6.8.1	Need to strengthen the Welsh stream in Llanfyllin by increasing the number of primary aged children educated in Welsh	Comment noted.
6.8.2	Numerous pupils currently move from the bilingual stream to the English stream when transferring to secondary school because there are more opportunities available to them in the English stream.	<p>Comment noted. The Council's aim is that implementation of the proposal would provide an opportunity to improve this – as indicated on page 33 of the Consultation Document,</p> <p>'Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases'</p> <p>and</p> <p>'It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.'</p>
6.9 Reference to benefits of Welsh-medium education		
6.9.1	The opportunity to speak Welsh opens up incredible cultural, social and work opportunities and is within all or most children's capabilities	Comment noted.
6.10 General comments about the impact on Welsh-medium education		
6.10.1	Concern that people's understanding of 'bilingual' school varies – for some it means a Welsh language school where English is taught as a second language, for others it is dual stream.	Comment noted.

6.10.2	Not felt that the ATS would have a negative impact on the Welsh language provision within the schools	<p>Comment noted.</p> <p>As indicated on pages 32-33 of the Consultation Document, the Council's view is that the Welsh-medium provision in the new school 'would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin High School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'</p>
6.10.3	Welsh language and Welsh medium teaching need to be considered in the decision making process	Impact on the Welsh language and Welsh-medium education is one of a range of issues to be considered by Cabinet when determining how to proceed in respect of this proposal.
6.11 Criticism of the dual stream model		
6.11.1	Dual stream schools are the most expensive, this model will not change that	<p>The dual stream model is an integral part of the authority's provision of Welsh-medium education, and many pupils have benefitted from being part of this system over a number of years.</p> <p>However, the Council recognises that the model does cause some difficulties, and states in its WESP for 2017-20 that 'the current method of delivering Welsh-medium education in Powys has led to a situation where access to this provision is a 'postcode lottery', where the type and level of provision available to pupils at each phase of their education varies significantly depending on where they live. This does not provide equality for Welsh-medium learners compared with English-medium learners.'</p> <p>The WESP goes on to state that 'The authority fully agrees</p>
6.11.2	The dual stream model does not work – either make it English and stop pretending that children are getting a truly bilingual education or make it possible to do most or all subjects in Welsh at all levels	
6.11.3	The Powys policy of community dual stream schools is not sustainable, financially or educationally	

		<p>with the view of Welsh Government that pupils are more likely to become fully bilingual after attending Welsh-medium schools, particularly when they come from non-Welsh speaking homes, and acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education.</p> <p>The Council has also recognised that ‘it is desirable to establish a category 2A school’, and work is proceeding towards achieving this, as outlined in the Council’s Welsh in Education Strategic Plan for 2017-20.</p> <p>However, even if a category 2A school was established, it is not anticipated that this would replace the current dual stream provision, and dual stream schools would continue to be an important element of the Welsh-medium provision offered in Powys. The Council and the Welsh Government’s intention is that all schools develop along the Welsh language continuum, therefore the expectation is that all schools, in particular dual stream schools, would continue to develop their Welsh language provision in order to provide the best possible opportunities to pupils. Funding will be provided to support this provision in accordance with the new funding formula.</p>
6.11.4	<p>Powys’ policy of providing Welsh-medium secondary education in community dual stream schools is a way of maintaining pupil numbers in less viable schools for the benefit of English-medium pupils at the cost of Welsh-medium pupils by offering them a limited inferior provision in a school with an English ethos, and that this is acceptable because it is a community school.</p>	<p>Comment noted. The Council acknowledges in its Welsh in Education Strategic Plan for 2017-20 that ‘the current method of delivering Welsh-medium education in Powys has led to a situation where access to this provision is a ‘postcode lottery’, where the type and level of provision available to pupils at each phase of their education varies significantly depending on where they live. This does not provide equality for Welsh-medium learners compared with English-medium learners.’</p>
6.11.5	<p>Welsh-medium all-through schools want to protect pupils’ linguistic standards during transition from KS2 to KS3. However, the small</p>	<p>The Council notes this concern, and acknowledges that the proposal to establish an all-through school in Llanfyllin would</p>

	Welsh stream in Llanfyllin does and will 'lead to a challenge in terms of providing a comprehensive Welsh-medium curriculum to learners, particularly when they move through the school' (page 10) – here is the authority acknowledging that they know that the situation is totally different, and that the comparison with other all-through schools is not valid.	not change the number of pupils currently being educated through the medium of Welsh and English. The consultation document outlines a number of challenges currently facing the schools in Llanfyllin, and whilst it is acknowledged that implementation of the proposal would not address all of these challenges, the Council's intention would be that implementation of the proposal would enable the more efficient delivery of education in Llanfyllin.
6.11.6	The main problem in terms of failure to provide full Welsh-medium and English-medium education is that Llanfyllin is a 'community' dual stream school with a small number of pupils, and creating a dual stream all-through community school won't make any difference.	Implementation of the proposal could also have a positive impact on the number of Welsh-medium pupils in the secondary phase in particular, as it could lead to a reduction in the number of pupils transferring to the English-medium stream on transition between Key Stage 2 and Key Stage 3.
6.12 Criticism of the Council's actions regarding Welsh-medium education		
6.12.1	Powys has made numerous promises to parents of Welsh-medium pupils over the years, and the statutory requirements following the introduction of the Education Act 2013 show the authority's failure to show that it is serious.	The Council is committed to developing and improving access to Welsh-medium education in Powys, as outlined in its Welsh in Education Strategic Plan (WESP). The Council's latest WESP for 2017-20 was prepared in accordance with Welsh Government requirements, and was approved by the Welsh Government in March 2018.
6.12.2	Concern that the council's officers said during the consultation event on the school site that subject specialism wasn't important for key stage 3 teachers. With the difficulty to provide some Welsh-medium subjects because of a lack of teachers, the school and the authority are obviously willing to accept that any teacher who can speak Welsh is acceptable – this isn't the way to improve the quality of education.	It is not true that the school and the authority are willing to accept that 'any teacher who can speak Welsh is acceptable'. Schools are currently planning for the introduction of the new curriculum, which will see the introduction of 6 areas of learning, including areas such as humanities and science & technology. This will provide opportunities for experienced and qualified teachers to teach across subjects within these areas, particularly in key stage 3. This would apply to teachers teaching through the medium of Welsh and teachers teaching through the medium of English.

		<p>Even when a teacher has a particular specialist subject which was the focus of their own studies, they often have second or third subjects which they are also qualified to teach, and it is not uncommon for teachers in secondary schools to teach more than one subject – this applies to teachers teaching through the medium of Welsh and teachers teaching through the medium of English.</p>
6.12.3	<p>Unacceptable that Council officers think it's acceptable that Powys' plans means that not all pupils will have a practical opportunity to attend a Welsh-medium secondary school</p>	<p>Powys is the only area in Wales where pupils are unable to access designated Welsh-medium secondary provision in Powys. The Council has acknowledged that this is an issue, and is working on plans to establish provision in Powys.</p> <p>There are a number of considerations with regard to where this provision should be located, however unfortunately, given the size and rurality of Powys, it will be impossible to establish a single provision in a location which will be convenient for all Powys pupils.</p> <p>Based on the current timescales, it is anticipated that provision could be established by approximately 2022/2023.</p> <p>Should Welsh-medium secondary provision be established in Powys, consideration would then need to be given to any further opportunities to develop this provision, to ensure that it becomes more accessible to pupils across Powys.</p>

7. FINANCIAL QUERIES

7.1 Reference to need for transition funding		
7.1.1	Sufficient funding needs to be provided for the transition period	<p>As indicated on page 29 of the Consultation Document, 'The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'</p> <p>Support would also be provided by HR, finance and other service areas as appropriate.</p>
7.1.2	SLT of both schools will need to devote time to planning and preparation work as soon as plans are approved, therefore funding will be needed for backfilling.	
7.1.3	The success of the ATS will be dependent on having sufficient transition funding to support heads and other members of the SLTs who will need to invest significant time in setting up the new school, so their current posts would need backfilling.	
7.1.4	Given that the proposal is in line with the Council's School Organisation Policy and Delivery Plan 2018-21, hoped that adequate funding will be provided to support the schools during transition to new governance models and to support the additional work needed to develop new staffing structures and curriculum planning, especially in view of the wholesale changes in the curriculum facing the schools.	
7.1.5	Funding for any restructuring will need to be identified and additional support from PCC might be required to cover issues such as finance and HR.	
7.2 Reference to need for financial support		
7.2.1	Proposal needs to be supported with time and money to make it a positive growing experience for the school, not a negative money saving exercise.	<p>The Council does not consider this proposal to be a money saving exercise, although should the proposal be implemented, the Council would expect the school to be able to operate more efficiently compared with the current arrangements.</p>
7.2.2	Need money and resources to create quality bilingual education.	
7.2.3	Support the proposal as long as it is constructively done with funding	<p>As indicated on page 29 of the Consultation Document, 'The Council provides funding to support schools during transition</p>

7.2.4	Hope that the Council will provide the funding and resources needed over a number of years to ensure the success of these plans.	to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'
7.2.5	Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.?	
7.3 Reference to new funding formula		
7.3.1	Many questions remain unanswered re the move to the new fair funding formula	It is expected that the funding to be provided based on the new formula will be released to schools before the end of the February 2019 half term break. Llanfyllin C.P. School and Llanfyllin High School will each receive information on the funding that would be provided to them based on the new formula.
7.3.2	A comparison of the new fair funding formula with existing budgets for both schools would be useful	
7.3.3	Would like to see the fair funding formula run for both schools independently and compared with existing budgets to gauge the degree of challenge the new school would face in staying within budget	Once the figures have been released to schools, the Council will re-run the new formula based on establishing an all-through school in Llanfyllin. This information will be included in the report considered by Cabinet when determining whether or not to proceed with this proposal.
7.3.4	Would be helpful if the implications for each school in financial terms of the Fair Funding Formula review could be provided at the earliest opportunity as well as the figures based on the ATS proceeding – this will enable detailed budget and financial planning to happen at the earliest opportunity, avoiding difficulties or queries at a later stage.	

7.3.5	Have some concerns about the finances, the viability of the proposition – still waiting for the new formula to come through	
7.3.6	What is the timescale for the fair funding formula? When will we know the outcome?	
7.4 References to cost cutting		
7.4.1	Concern that this will be done as a cost cutting exercise	<p>This proposal is not a cost cutting exercise. The 'financial impact' section on pages 28-29 of the Consultation Document does not refer to any anticipated savings to the Council from implementing this proposal, however the Council is currently carrying out a review of its fair funding formula, and as stated in the document: 'As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be.'</p> <p>The Consultation Document goes on to state that 'Regardless of whether or not implementation of the proposal would result in a financial saving to the Council, it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.'</p>
7.4.2	Seems like another LEA cost cutting exercise	
7.5 Other queries		
7.5.1	More information regarding finances is needed sooner rather than later	Comment noted.
7.5.2	Concerns from the high school about lack of knowledge of the primary school's current financial status	As indicated on page 9 of the Consultation Document, Llanfyllin C.P. School is projected to be in a deficit budget position by the 2019/20 financial year.

		Should the Council proceed with the establishment of a new all-through school in Llanfyllin, any budget deficits would be written off in line with the Council's Scheme for Financing Schools, therefore any deficit in the budget of either school would not be carried over to the new school. However, the new school would be expected to operate within the budget allocated to it based on the new fair funding formula.
7.5.3	Reassurance needed that any deficit budgets the individual existing schools have if the ATS proceeds will be written off by the Council	As indicated on pages 28-29 of the Consultation Document, 'It is currently estimated that there would be a net deficit position of approximately £100k-£150k for both schools by September 2020, which would need to be written off in line with the Council's Scheme for Financing Schools should the current proposal be implemented.'
7.5.4	5.2 has to be reviewed in the context of Brexit and revoked by the Council as it clearly impacts on numbers and therefore budget and quality of provision at secondary level	The Scheme for Financing Schools is regularly reviewed as required.

8. NEED FOR INVESTMENT IN BUILDINGS		
8.1	Current primary building is in poor condition, this is an opportunity to invest for the future.	The current proposal is to establish a new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, therefore as indicated on page 29 of the Consultation Document, 'no capital funding would be required in order to implement the proposal'. However, the Council also acknowledges that there is a need to improve the quality of accommodation at both schools, particularly the primary school. As outlined on page 30 of the Consultation Document:
8.2	Issues with the primary school building e.g. sellotape on the carpet, doors don't shut properly, paint being picked off the walls, issues with the toilets, plaster coming off the walls, had a burst water pipe in the library	
8.3	Issues with Primary and Secondary building condition	

8.4	Concern that the school buildings, particularly on the primary school site, are not fit for purpose, and that some capital investment is essential	<p>'The Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:</p> <ul style="list-style-type: none"> - <i>'Condition; Suitability; Sustainability</i> - <i>Sufficiency; and</i> - <i>Health & Safety issues.</i> <p><i>Consideration is also given to whether a school is part of a current or future strategic school reorganisation development'.</i></p> <p>If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21st Century Schools Programme.'</p>
8.5	Primary school is barely fit for purpose and the high school needs updating.	
8.6	Hoped that PCC will provide funding for a new primary school building which could be incorporated into the high school site.	
8.7	Imperative that funding is provided for a new primary school due to the condition of the present buildings	
8.8	Acknowledge that the primary school needs capital investment, consultation document also acknowledges the need to improve the quality of accommodation at both schools.	
8.9	Would like to know whether either school will be invested in – new buildings and refurbished	
8.10	Need money to sort building/heating issues	
8.11	Hoped that the ATS will be able to work with the Council to seek to access capital investment in line with the Council's schools asset management plan priorities as detailed in the consultation, in particular as the proposed ATS would be part of a strategic school reorganisation development.	
8.12	Whilst no capital funding is required to implement the proposal, hoped that the ATS may be able to take advantage of the Council's Delivery Program priority of improving the schools estate using 21 st Century Schools Welsh Government funding programme and the County's Asset Management programme.	

8.13	Would wish to work with the Council to put forward a business case to Welsh Government as part of the 21 st Century Schools programme.	
8.14	There has been talk in the past about a new build, and possible 21 st Century Schools funding. Is there a possibility of money coming to help with the schools coming together?	
8.15	Whilst investment in the primary school is the most urgent, piecemeal developments can lead to future problems and consideration needs to be given to further development of buildings and facilities at the high school – will need a long term view with well thought out plans for the future	Comments noted.
8.16	Appreciate that funding for building work on the High School might not be immediately available, however hope that plans can be drawn up for the whole site which would take account of potential future needs and prevent buildings being incorrectly sited.	
8.17	Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus.	The Council notes these concerns regarding the open nature of the campus.

9. ISSUES RELATING TO POST-16 PROVISION		
9.1 Opportunity to improve post-16 provision		
9.1.1	Would hope that the ATS would provide education right through to post 16, and are interested in providing a wide ranging curriculum that might include some less academic subjects for post 16 where there is an identified demand.	Comment noted.
9.1.2	Aim that the ATS would offer access to high quality post 16 provision, which expands the existing provision and could be	Comment noted.

	extended to HE provision locally, including vocational subjects, working in partnership and minimising learner travel and retaining young learners in the county.	
9.1.3	The proposal will provide an opportunity for the new school to explore more post 16 qualifications and to become a centre for learning for all in North Montgomeryshire	Comment noted.
9.1.4	Post-16 collaborative working arrangements already exist, but felt that these can be developed further in conjunction with existing partnership schools and other partners, including private sector business to ensure that the Council's stated priority can be met within the catchment.	Comment noted.
9.1.5	Desire to explore the use of IT (distance learning) to increase the range of subjects available	The Council is in the process of developing a digital learning strategy for all schools in Powys, which will enable courses to be taught via technology.
9.2 Don't agree that the all-through school should include post-16 provision		
9.2.1	Agree with forming a 3-16 all-through school for Llanfyllin, however the 6 th form component should align with the outcome of the current strategic study	The current proposal is to establish an all-through school for pupils aged 4-18 in Llanfyllin, which would continue to provide access to sixth form provision in Llanfyllin.
9.2.2	Don't agree that the school should be up to 18 – the figures show clearly that post 16 education is not sustainable at Llanfyllin – the 4-16 element is fine.	However, a key priority of the Council's School Organisation Delivery Plan is to 'Develop a new county-wide sixth form delivery model...'
9.2.3	The current proposal includes a small (and decreasingly small) 6 th form – to continue with all secondary phase schools having separate 6 th forms is economically eroding the system, is not competitive with out of county schools, and is denying our A level students the breadth and quality of education they deserve.	Should any changes to sixth form provision across Powys be proposed in the future which would affect the provision in Llanfyllin, these would be subject to a separate consultation exercise.

9.2.4	The proposal was developed without a coherent view of the whole structure – the inclusion of post 16 education is ridiculous.	
9.3 Other comments / queries regarding post-16 provision		
9.3.1	There has always been a strong sixth form provision in Llanfyllin, we need to maintain this	The proposal is to establish a new all-through school providing education for pupils aged 3-18, therefore continuing to provide access to sixth form provision in Llanfyllin.
9.3.2	Will there be less security for sixth form?	
9.3.3	Pupils attending Llanfyllin High School often travel an hour or more before they reach the school campus, to travel further for post-16 education is completely impractical.	Comment noted. The proposal is to establish a new all-through school providing education for pupils ages 3-18, which would continue to provide access to post-16 education in Llanfyllin, therefore there would be no requirement to travel any further.

10. COMMENTS ABOUT LLANFYLLIN HIGH SCHOOL		
10.1 Comments outlining challenges faced by Llanfyllin High School		
10.1.1	Pupil numbers at the high school dropped due to the bus fiasco, and the fact that The Marches is now an academy and offering A levels instead of North Shropshire	Comment noted. It is acknowledged that these factors have contributed to the decrease in pupil numbers at Llanfyllin High School.
10.1.2	Dropping numbers is cited as a major reason for combining the schools. However, this is at least in part due to the uncertainty which has hung over the high school for many years, and the implementation of 5.2 which has been detrimental to all years but particularly the sixth form	Decreasing pupil numbers is listed in the Consultation Document as one of 6 challenges facing the two schools in Llanfyllin to explain why change is needed in Llanfyllin. It is acknowledged that a number of factors have contributed to the decrease in pupil numbers at Llanfyllin High School.
10.2 Criticism of Welsh-medium provision at Llanfyllin High School		

10.2.1	The current ethos of Llanfyllin High School is English – no Welsh is spoken by pupils in the corridors, and Welsh-medium pupils are heard answering questions asked by staff in Welsh in English.	Comment noted. The Council's view is that establishment of a new all-through school in Llanfyllin provides an opportunity to improve the Welsh ethos across the school – as indicated on page 33 of the Consultation Document, 'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.'
10.2.2	Welsh-medium provision in the high school has gone backwards over the last decade – this is seen by the reduction in the number of Welsh-medium lessons in key stage three, the fact that there is no choice of subjects to be studied through the medium of Welsh for GCSE and the fact that there are almost no A level subjects available fully through the medium of Welsh.	The Council notes these concerns about the current Welsh-medium provision at Llanfyllin High School.
10.2.3	Acknowledge that the current leadership at Llanfyllin High School wish to reverse the decline in Welsh-medium provision at Llanfyllin High School, it is important that they are fully supported with this.	Comment noted.
10.2.4	The influence of English has an impact on the deterioration of pupils' standards in Wels within one term of starting at the high school in year 7 – this isn't the type of transition seen in single stream all-through schools.	Comment noted. The Council's view is that the establishment of a new all-through school in Llanfyllin provides an opportunity to improve transition between key stages, to ensure that pupils' Welsh language skills continue to improve throughout their time in the school. As indicated on page 33 of the Consultation Document, 'Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'
10.2.5	How many Welsh-medium teachers in Llanfyllin have specialist qualifications to teach Welsh subjects? Using Welsh speaking teachers without specialist qualifications will impact on the quality of provision.	All teachers in Llanfyllin High School are appropriately qualified.

10.3 Comments about Llanfyllin High School's Governing Body		
10.3.1	For decades, Llanfyllin's governors have not shown that they can offer true support for Welsh-medium education	The Council notes these comments regarding the governing body of Llanfyllin High School.
10.3.2	Governors of Llanfyllin High School have used incorrect information to claim that the Welsh-medium provision at Llanfyllin High School is much better than it is	Should the proposal be implemented, one new single governing body would be responsible for the school, which would replace the two existing governing bodies.
10.3.3	The lack of information, understanding and prioritisation of Llanfyllin High School's governors is evidence that the future of Welsh-medium education won't be safe in their hands	A temporary governing body would initially be established to oversee the strategic and operational transition to the new school. The temporary governing body would be appointed from the current members of the two governing bodies, and every effort would be made to ensure a balance in terms of representation from the two current governing bodies.
10.3.4	Llanfyllin High School's governors aren't qualified to be responsible for Welsh-medium education	Following the establishment of any new school, a permanent governing body would be established, and governors would be appointed in accordance with The Government of Maintained Schools (Wales) Regulations 2005.
10.4 Other comments / queries		
10.4.1	The canteen at Llanfyllin High School is run by the school not by Powys catering – this is the major asset of the school and should continue.	Comment noted. Whether or not the canteen is run by the school or Powys Catering would be a decision for the temporary governing body of the new school.

11. REFERENCE TO COUNCIL POLICIES / PRIORITIES		
11.1 School Organisation Policy and Delivery Plan		
11.1.1	The proposal for an All Through School sits within the Council's School Organisation Policy and its aspiration for developing	Comment noted. It is true that the proposal meets the Council's aspirations for the schools infrastructure in Powys,

	educational infrastructure in Powys together with the Delivery Plan for 2018-21 adopted by Cabinet and the Council.	as outlined in the School Organisation Policy, and the priorities outlined in the Council's School Organisation Delivery Plan, which are outlined on pages 7 and 8 of the Consultation Document.
11.1.2	Long term aim that the ATS will be able to be assessed as condition A or B, will enable improved access to early years provision, and enable high quality post 16 provision to be offered, which meets the aspirations outlines in the School Organisation Policy	
11.1.3	Proposal allows communities to take advantage of the Council's priority as outlined in the Delivery Plan of placing a greater focus on working in partnership with schools and the communities they serve, enabling the ATS model to capitalise on and expand the support and collaboration with the catchment schools within the cluster and progress towards a new localised and sustainable Post 16 and Early Years provision.	Comment noted.
11.2 Reference to Welsh in Education Strategic Plan		
11.2.1	The Council's WESP for 2014-17 reported that the intention was that high schools like Llanfyllin would offer 80% of Welsh-medium subjects in key stages 3 and 4 by 2020, however this was not achieved and there is no reference to it in the document – the WESP was misleading and the authority failed to acknowledge the problem.	<p>It is true that the Council's WESP for 2014-17 included a Strategic Aim to 'provide robust linguistic continuity of Welsh-medium provision across all key phases of education', and stated that 'Within the current context of secondary education in the county, it is expected that all six dual-stream schools will maximise their Welsh-medium provision, with the aim that they will all become Category 2B schools by 2020 in order to ensure that Welsh-medium pupils have an equal choice of subjects as English-medium pupils.'</p> <p>However, this became increasingly challenging due to the financial pressures faced by the Council, and it became necessary to identify alternative options in order to improve the opportunities available to Welsh-medium and English-medium pupils through all stages.</p>

		<p>In March 2015, the Council's Cabinet agreed a new Secondary Reorganisation Programme, which would be taken forward based on four priorities, one of which was 'Review of Secondary Education in North Powys, with a focus on Welsh medium provision'. Initial work on this took place during the summer of 2015, and in September 2015, Cabinet determined that it was 'desirable to establish a bi-lingual, category 2A school or schools in North Powys'. The Council's latest WESP, for 2017-20, reflects this aim.</p> <p>The WESP for 2017-20 was produced in accordance with Welsh Government guidelines, and was approved by Welsh Government in March 2018.</p>
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12. ALL-THROUGH SCHOOL MODEL		
12.1 Queries about the model		
12.1.1	Can't see what would change apart from having 1 headteacher	
12.1.2	Will there be separate areas and facilities for different aged children?	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.'</p> <p>Therefore, whilst it is likely that there would be some opportunities for primary aged pupils to access specialist</p>

		secondary facilities, they would mainly be in separate areas and have access to separate facilities.
12.1.3	Will the school be on one building or two separate schools	They will be on separate sites – primary pupils would continue to go to Llanfyllin Primary School and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school.
12.1.4	Would high school pupils be able to come down and look after primary children?	Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.
12.1.5	Would school dinners be at the same time? The high school have burgers on the menu	The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.
12.1.6	Where will primary school pupils go at break time? Will they stay as they are?	Yes, they will probably continue to have separate areas for break times, in order to ensure that everyone is safe.
12.1.7	Will we have assemblies together?	This would need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together.
12.1.8	Would there be one Headteacher or two Headteachers?	There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.
12.1.9	What would happen when Estyn come to inspect the schools?	It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.
12.1.10	Would everyone have the same school uniform?1	This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the

		new school. They would need to think about the school name, logo, uniform etc. However, there would be opportunities for pupils to contribute to these discussions.
12.1.11	Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?	The Headteacher would probably have space on both sites. However, as the schools are on one campus, the Headteacher would be on the campus anyway.
12.2 Reference to other all-through schools		
12.2.1	Cannot compare the all-through schools listed in the consultation document to Llanfyllin as they are all either English-medium schools or schools with a majority of Welsh-medium pupils – with only approximately 20% Welsh-medium pupils in Llanfyllin High School, there are different implications	Comment noted. It is acknowledged that the linguistic make up of Llanfyllin High School is different to the schools listed on page 18 of the consultation document, however some dual stream schools are included on the list.
12.2.2	Single stream Welsh-medium or English-medium all-through schools provide transition benefits and seamless progression for pupils between key stages 2 and 3, however there is no evidence that this would happen in Llanfyllin because the English stream in the high school is so much bigger than the Welsh stream.	Establishing an all-through school in Llanfyllin will provide an opportunity to shape the school which meets the needs of pupils in Llanfyllin, and the Council will work with the temporary governing body to ensure that consideration is given to the needs of Welsh-medium pupils.
12.2.3	Would be interested to see how other through schools have incorporated the new curriculum across the school – would you be able to recommend schools where this has been done well that we could go to?	It is agreed that it would be useful for stakeholders associated with the school to visit other through schools across Wales and further afield. Should the Council proceed with implementation of the proposal, the Council would make suggestions to the school.
12.2.4	Would be useful for governors to visit some schools that are doing this kind of thing very well – request for the local authority to provide a list.	

13. COMMENTS ABOUT THE CONSULTATION DOCUMENTATION		
13.1 General comments about the Consultation Document		
13.1.1	ATS option as outlined in the consultation document provides an opportunity to access capital investment, develop and inclusive model and share best practice for and in accordance with the reasons set out in section 8.	Comment noted.
13.1.2	As outlined in the document, pleased to note that if Cabinet proceeds with the proposals, opportunities will be provided for parents to contribute to the process of establishing the ATS, and that other primary schools will be fully engaged in the process.	Comment noted.
13.1.3	Both governing bodies are keen to ensure that the risks identified in Section 9 are mitigated or avoided entirely.	Comment noted.
13.1.4	Assurances in the consultation document that the Council will continue to provide advice and support to both schools and the shadow governing body to ensure continued improvements in standards and performance during the transition process is reassuring – it is assumed that funding is available within the Council's central budget to achieve this in accordance with its stated priorities and policies.	Comment noted. As outlined on page 29 of the Consultation Document: 'The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'
13.1.5	Establishment by the Council of a 'Management of Change' workstream as detailed in the consultation document is welcomed as part of this support – adequate funding for these areas is crucial if the Council wishes such proposals to be brought forward and successfully progressed in accordance with their stated priorities.	Comment noted.
13.2 Queries about the rationale for the proposal		

13.2.1	The rationale for change does not marry up with the apparent drivers for change	Section 3 of the Consultation Document, 'Why Change is Needed in Llanfyllin', outlines the current challenges facing the two schools in Llanfyllin – 6 challenges are listed, which are as follows: i) Decreasing pupil numbers, particularly in the secondary sector ii) Budget pressures iii) Need to provide an attractive post-16 curriculum iv) Relatively small Welsh-medium stream in the secondary sector v) Need to improve quality of provision vi) Difficulties with appointing a headteacher in the primary sector The Council does not claim that implementation of the current proposal would address all of the challenges outlined in section 3. The reasons for the proposal are outlined on page 19 of the Consultation Document: - To improve educational outcomes - To improve educational provision - To improve leadership and management - To improve efficiency in the delivery of education - To provide more seamless transition between key stages
13.2.2	The document presents 4 reasons why the all-through scheme was presented, however the document doesn't explain how the plan will address the issues raised	
13.2.3	The strategic introduction refers to 'increasing demand for Welsh-medium education' and states that one of the Council's priorities is to 'establish new Welsh-medium provision', however there is nothing in the document that explains how the authority will implement this or offering a strategy to meet these strategic promises.	The 'Strategic Context' outlined on page 7 outlines the aspirations set out in the Council's School Organisation Policy, as well as the priorities outlined in the Council's Delivery Plan. It is true that these include 'Increases demand for Welsh-medium provision...' and 'New Welsh-medium

		<p>provision to be established'. However, not all proposals will reflect all of the aims / priorities.</p> <p>The move towards establishing an all-through school in Llanfyllin was initiated by the governing bodies of the two current schools following the introduction of the new School Organisation Policy and Delivery Plan. This proposal is focussed on the Delivery Plan priority of: 'Secondary schools to become 'all-through schools', or part of multi-sited arrangements'.</p> <p>The Council's priorities for developing Welsh-medium education are outlined in its Welsh in Education Strategic Plan for 2017-20. It is acknowledged that the current plans do not outline any specific plans for the Llanfyllin catchment, however the need to develop Welsh-medium provision in this area will be considered the Council's next WESP.</p>
13.2.4	Any plan of any substance must consider the implications on the English stream and the Welsh stream. As the consultation document doesn't do this, it is not valid.	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p> <p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p>

		<p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p>
13.2.5	<p>The arguments presented in favour of an all-through school are so poor, inconsistent, incorrect, unfair that I am astonished that the Council has been so cheeky as to present them in the same document as the strategic promises.</p>	<p>The reasons for the proposal are outlined on page 19 of the Consultation Document:</p> <ul style="list-style-type: none"> - To improve educational outcomes - To improve educational provision - To improve leadership and management - To improve efficiency in the delivery of education - To provide more seamless transition between key stages <p>The Council's view is that implementation of the proposal would lead to these outcomes.</p>
<p>13.3 Impact on Welsh stream / Welsh-medium provision</p>		
13.3.1	<p>Apart from section (20) Welsh in Education Strategic Plan, there is no reference to Welsh-medium education or the existence of the Welsh stream in Llanfyllin High School in the consultation document between pages 11 and 46. The authority is ignoring the reality of the situation because it doesn't have the answers.</p>	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p>

		<p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p> <p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p>
13.3.2	The document refers to the school's pupils as though streaming of two languages doesn't exist in the school – for example 'Opportunity to create one culture and ethos' on page 15	The Consultation Document makes clear on page 5 that 'Llanfyllin C.P. School and Llanfyllin High School are two bilingual (dual stream) schools located in the town of Llanfyllin, in north Powys.' This is also noted in the table on page 5, which specifies that the language category of Llanfyllin C.P. School is 'Dual Stream' and the language category of Llanfyllin High School is 'Bilingual Dual Stream – Category 2C'.
13.3.3	By presenting the arguments on the basis of the existence of a community school, the authority has avoided giving any serious consideration in the consultation document to the rights and needs of Welsh-medium pupils in Llanfyllin.	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p>

		<p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p> <p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p> <p>A meeting with the School Council of both schools took place during the consultation period. Pupils from both the Welsh-medium stream and the English-medium stream were represented at both of these meetings.</p>
13.3.4	The consultation document mentions 'improve the ethos' with regard to Welsh language, but it doesn't say how.	As stated on page 33 of the Consultation Document, 'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.'
13.3.5	The consultation document talks about provision being no worse than it is now – that isn't good enough.	Comment noted.
13.4 Reference to impact assessments		

13.4.1	Disappointing to see that the Equality Impact Assessment (21.i) considers maintaining Welsh-medium and English-medium education as 'equality'. Equality is ensuring that all children can access fluency in both languages, and can choose which language to use in life, not be limited to using one language because the child can only speak one language or because one of the audience only speaks one language. To provide equality, you must have bilingual education for all – this means Welsh-medium education for all in the early years, because the school is the only place in the lives of the majority of children in the area where the Welsh language can hold its ground.	<p>The full draft equalities impact assessment, which was published with the consultation documentation, considers the proposal's impact on pupils belonging to the protected characteristic groups, which are as follows: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation.</p> <p>As outlined on page 33 of the consultation document, the assessment concluded as follows:</p> <p>'The proposal aims to improve the educational opportunities offered to all pupils in Llanfyllin, including any pupils that belong to the protected characteristic groups. Whilst the proposal would impact on some pupils belonging to these groups, primary and secondary Welsh-medium and English-medium provision would be retained in Llanfyllin, therefore it is not anticipated that the proposal would have a negative impact.'</p>
13.4.2	Community impact assessment (21.ii) – chapels and societies that operate in Welsh are declining because of a lack of numbers of people that can speak Welsh. Clubs that claim to be bilingual actually operate in English.	Comment noted. The draft community impact assessment which was published with the consultation documentation will be updated to take account of issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.
13.4.3	Welsh language impact assessment (21.iii) – Llanfyllin High School's catchment area was expanded to attract pupils that would have previously attended high schools in Welshpool or Oswestry. The school grew from 500 to well over 800. Although the Welsh-medium/bilingual stream grew, the school's Welsh ethos didn't. Concern that the deterioration seen over the last few years in the Welsh medium provision reflects the priorities of the high school governors – much more emphasis is given to English-medium education than Welsh-medium education. Concern that merging	Comment noted. The draft Welsh language impact assessment which was published with the consultation documentation will be updated to take account of issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.

	<p>the two schools now will mean that the high school's ethos of maintaining the status quo of dual stream education in the primary school will prevail, rather than developing bilingual education for all.</p>	
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<p>14. OTHER OPTIONS</p>		
<p>14.1 Status Quo</p>		
<p>14.1.1</p>	<p>Remain the same with better funding, wide creative curriculum, strong leadership</p>	<p>Llanfyllin C.P. School and Llanfyllin High School have successfully delivered primary and secondary provision in Llanfyllin over a number of years. However, similarly to other schools across Powys, these two schools are currently facing a number of challenges, which are outlined on pages 8-12 of the Consultation Document. The Council's view is that a new all-through school will be better equipped to meet these challenges, and will be better placed to continue to improve the educational opportunities that can be offered pupils in Llanfyllin.</p> <p>'Status Quo' is considered as an option in the Consultation Document, however as indicated on page 16:</p> <p>'Option 1 (Status Quo...)' has been discounted for the following reasons:</p> <ul style="list-style-type: none"> - There is currently no permanent leadership in place at the primary school - Would not lead to any financial efficiencies - Two separate schools, therefore there is no strategic overview of the provision in Llanfyllin - Financial threat - Declining pupil numbers in the secondary school
<p>14.1.2</p>	<p>Improved funding for the high school</p>	
<p>14.1.3</p>	<p>Funding to be made available so that more subjects can be taught through the medium of Welsh at the High School, including GCSE and A level.</p>	
<p>14.1.4</p>	<p>Maintain the status quo without consistently undermining the high school with threats to its future (main school and sixth form) with regard to consulting on mergers and closures and with regard to undermining student numbers with a farcical bus policy.</p>	
<p>14.1.5</p>	<p>Leave it as it is</p>	
<p>14.1.6</p>	<p>It's perfect as it is, it needs to be left alone</p>	

		- Relatively small Welsh-medium stream in the secondary school'
14.2 More use of technology		
14.2.1	Use of technology to deliver lessons across multiple school sites where class sizes don't allow delivery of subjects that would be uneconomic, and avoid transporting children miles across country at huge cost in terms of finance, time and the environment	The Council is in the process of developing a digital learning strategy for all schools in Powys, which will enable courses to be taught via technology.
14.3 Need a more ambitious plan		
14.3.1	The simple and binary plan to establish an all-through school is not transformational or ambitious enough to secure quality bilingual education in North Powys. The Council should consider a hub (on the Llanfyllin site) catering for and addressing social, community and educational needs from birth to death. This should include, but not be limited to, pre & anti natal support, nursery, early years, vocational training, distance learning (including and beyond post-GCSE & tertiary education), libraries, Welsh language courses, social care and services all beyond the normal school day and terms (ie breakfast/lunch clubs and community learning during non-term periods)	Comments noted.
14.3.2	New all-through school should become a centre for lifelong learning, providing education for post-16 and into adulthood – the school campus is spacious, and although it requires investment to realise such plans, it is geographically convenient for a huge part of North Powys.	
14.3.3	Would be fantastic to see an extension of the all through school model to incorporate nursery provision and post 16 education (other than A levels) for young people who are on apprenticeships and currently travelling long distances for the 'classroom' components.	

14.3.4	Include the youth and community centre as part of the plans, ensuring the future of early years education and the library services.	
14.3.5	We're not being ambitious enough – need to look beyond 5-18 education and look to encompass more, as this would bring more funding in from other areas	
14.3.6	The school could look at offering apprenticeships, could run libraries within the cluster, could work with social services to provide services	
14.4 Changes to 6th form provision		
14.4.1	A decent 6 th form in the north of the county on a single site	<p>The current proposal is to establish an all-through school for pupils aged 4-18 in Llanfyllin, which would continue to provide access to sixth form provision in Llanfyllin.</p> <p>However, a key priority of the Council's School Organisation Delivery Plan is to 'Develop a new county-wide sixth form delivery model...'</p> <p>Should any changes to sixth form provision across Powys be proposed in the future which would affect the provision in Llanfyllin, these would be subject to a separate consultation exercise.</p>
14.4.2	Formation of a 3-16 school is fine, but there are better options for regional provision of 6 th form education, of which Llanfyllin may or may not be a part	
14.4.3	Should be 4-16 only, not up to 18.	
14.5 Increase Welsh-medium pupil numbers		
14.5.1	Primary school has been successful in offering Trochi type opportunities for pupils from non Welsh speaking homes – many have become fluent in Welsh. This is not available at all feeder schools. Funding should be made available for Trochi classes at	The Council's WESP for 2017-20 includes a commitment to 'identify opportunities to establish late immersion provision'. Whilst there are no definite plans for this as yet, consideration will be given to the need to reintroduce provision in Llanfyllin when planning this.

	the High School for those pupils who wish to transfer to Welsh medium education later in their school career.	
14.5.2	Need to increase the number of Welsh-medium pupils to ensure the development of Welsh-medium provision at Llanfyllin HS – need to start in the primary school. It would be good if Powys were to provide support for Welsh-medium pre school provision, and that Llanfyllin Primary School became a Welsh-medium school. Then there would be growth in numbers, and more demand for Welsh-medium secondary education.	Comment noted.
14.6 Introduce bilingual foundation phase / primary		
14.6.1	Focus on making primary education bilingual for all	<p>The Council fully recognises that early immersion in the Welsh language is the best way of creating fluent Welsh speakers – this is acknowledged in the Council's Welsh in Education Strategic Plan for 2017-20, which states that: 'The authority fully agrees with the view of Welsh Government that pupils are more likely to become fully bilingual after attending Welsh-medium schools, particularly when they come from non-Welsh speaking homes, and acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education.'</p> <p>The WESP also outlines the Council's objectives in order to develop Welsh-medium education during the period 2017-20, which include establishing Welsh-medium provision in the primary and secondary sectors.</p> <p>The Council the currently has no plans to introduce bilingual foundation phase classes across Powys. Should the Council wish to introduce this provision, either across the whole of Powys or in some areas, this would need to be approved by Cabinet, and the Council would need to carry out the statutory process as outlined in the School Organisation Code.</p>
14.6.2	Offering bilingual education for all would save money which is being wasted every year subsidising English medium streams – all children in Powys should have the opportunity to be bilingual.	
14.6.3	Need to concentrate on creating a stronger foundation for the Welsh/bilingual stream first. Need to prioritise the whole foundation phase being fully bilingual before moving on to the rest of the primary school – Powys County Council could be innovating, and setting an example for other counties. This is the only way to safeguard the Welsh language in our communities.	

		The Council would be happy to work with the governing body of any new all-through school established in Llanfyllin to work towards increasing the bilingual teaching in the foundation phase, if that was the wish of the new school's governing body.
14.7 Establish Welsh-medium schools		
14.7.1	Welsh medium secondary for north Powys – Grangetown in Cardiff recently opened its most recent Welsh medium school! The quality and accessibility of proper Welsh medium education in Powys is shameful	Since 2016, the Council has recognised that 'it is desirable to establish a category 2A school', and work is proceeding towards achieving this, as outlined in the Council's Welsh in Education Strategic Plan for 2017-20.
14.7.2	There is no consideration of a designated Welsh-medium school in the document – this is the option that would best meet the needs of Welsh-medium pupils, especially pupils from non Welsh speaking homes	The options considered were based on establishing an all-through school model in Llanfyllin, and not a change of language category. If there was a need to change language category, this would be subject to another consultation.
14.7.3	Alternative proposal that the Welsh-medium stream of Llanfyllin Primary School becomes a Welsh-medium primary school, and the English-medium stream of Llanfyllin Primary School merges with Llanfechain to create a new English-medium primary school	Llanfechain Primary School is not currently under review, and has recently federated with another nearby Church in Wales School.
14.8 Should include other feeder schools		
14.8.1	Should be looking at something more transformational in Lanfyllin which also serves the surrounding villages	As outlined in the Consultation Document, the proposal was developed following an invitation from the governing bodies of Llanfyllin C.P. School and Llanfyllin High School for the Council to meet with them to discuss the all-through school model. No requests were received to extend these discussions to other schools in the catchment. Should any feeder schools express a wish to be part of the all-through school model, the Council would consider any such

		requests. However, the Council's current focus is on working with communities to develop proposals.
14.9 Other		
14.9.1	Not all options have been considered as consideration has only been given to community schools	As both current schools are community schools, this was considered to be the most suitable category for the proposed new school. The alternative would be to have proposed opening a new Voluntary Aided or Voluntary Controlled School, however schools of these categories are usually Church in Wales schools.

15. OTHER QUERIES								
15.1	What will happen to the provision for the playgroup and the cylch who have recently moved into the primary school to deliver early years education from age 3?	Any decision to establish an all-through school in Llanfyllin would not directly impact the current arrangements for early years provision, which would continue as per the existing contract.						
15.2	Request for confirmation of the timelines for key decisions within the process	<p>The Council is continuing to work to the indicative timescale outlined in the Consultation Document:</p> <table border="1"> <tr> <td>Consultation Report to be published, and considered by Full Council and Cabinet</td> <td>February / March 2019</td> </tr> <tr> <td colspan="2">If Cabinet decide to proceed:</td> </tr> <tr> <td>Publish Statutory Notice (28 days objection period)</td> <td>April / May 2019</td> </tr> </table>	Consultation Report to be published, and considered by Full Council and Cabinet	February / March 2019	If Cabinet decide to proceed:		Publish Statutory Notice (28 days objection period)	April / May 2019
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New school opens	1 st September 2020															
15.3	Will the change happen from September 2019?	The current proposal is to establish the new school from September 2020.														
15.4	What will be the make up of the governing body – how many members will there be?	<p>As indicated on page Consultation Document, the new Governing Body is likely to include the following number of governors:</p> <ul style="list-style-type: none"> Parent Governor – 6 LEA Governor – 5 Tacher Governor – 2 Staff Governor – 1 Community Governors – 5 Headteacher – 1 														

15.5	The two schools have governing bodies that know their schools well, it would be a shame to lose this expertise.	<p>Should the proposal to establish an all-through school proceed, a temporary governing body would initially be established. The temporary governing body would be formed from current members of the two governing bodies, which would ensure that the expertise of current members of the two governing bodies is retained.</p> <p>A permanent governing body would be established once the new school was open, and members would be appointed in accordance with the Regulations. However, there is no reason why current members of the two governing bodies could not be members of the new school's governing body, should they wish.</p>
15.6	What would the name of the new school be?	The temporary governing body would need to decide the name of the new school. However, it is likely that there would be opportunities for pupils to take part in this.

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Appendix C - Minutes of meetings with Staff, Governors and School Councils

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1. Meeting with staff of Llanfyllin C.P. School and Llanfyllin High School

Consultation meeting with staff of Llanfyllin CP School and Llanfyllin High School

17th December 2018

Present

Staff:

Llanfyllin CP School:

Ann Davies
Beth E. Jones
Bethan Jones
Emma Richardson
Elin Roberts
Martin Roberts
Rhian Tomlinson

Llanfyllin High School:

Jean Brown	Dewi Owen
Sally Browne	Rob Parry
Jennifer Hughes	Ann Roberts
Carys Jones	Kirsten Roberts
Ceri Jones	Mel Roberts
Rachel Jones	Lindsey Watson
Rhiannon Molyneux-Tyrer	Lauren Williams
Brenda Morris	

(The number of staff in attendance at the meeting was greater than the number listed below, therefore it is likely that not all staff present signed the attendance sheet)

Officers:

Dr Alec Clarke, Head of Learning
Marianne Evans, Senior Manager School Transformation
Richard Waggett, Schools Finance Manager
Catherine Cottle, HR Business Partner
Sarah Astley, Programme Manager, School Transformation

Dr Alec Clark welcomed everyone to the meeting, and explained that he was representing the Challenge Advisors, who were attending training today and therefore unable to attend, and also Ian Budd, Director of Education, who is unavailable.

Alec thanked everyone for coming, and explained that this meeting is an opportunity for staff to ask any questions about the process, and what might happen.

Marianne explained that consultation on a proposal to merge Llanfyllin C.P. School and Llanfyllin High School started at the end of November, and will continue until the 31st January 2019. This meeting with staff will be followed by a meeting with governors, then 2 drop in sessions will be held in January for anybody who wants to attend. Views can also be submitted via the online questionnaire or in writing. At the end of the consultation period, the team will pull together the responses, and will produce a consultation report which includes the issues raised and the council's response to them. The consultation report will be presented to full council, probably in March, then to Cabinet, who will decide whether or not to proceed with the proposal. The next stage of the process would be to publish a statutory notice, and there would be 28 days for people to submit objections. Then a report will be produced outlining the objections received, and there will be a final decision making point when Cabinet will make a decision on whether or not to implement. If they approve this, we would then move into the implementation phase.

Catherine Cottle explained that she had produced a flowchart summarising the process for staff, from where we are now to where we hope to get to if the process goes ahead. Some staff will have been involved in the restructure process before, and will know that consultation takes place as part of those processes. However, this isn't that sort of consultation. If the proposal were to go ahead, that sort of consultation would happen later on. This current stage is the public consultation stage, which is to get feedback from everyone involved as to whether the proposal is a good idea or not. We want to hear what you think about these plans, because you are the experts – you are educating the children. The purpose of this meeting is to get your feedback as professionals on whether this is a good thing for the school or not.

Marianne invited questions on the proposal.

Question: Do you envisage this happening from September this year?

Catherine Cottle – the expectation is that the new school would be implemented from September 2020 not September 2019. It takes a long time to go through the various processes. The temporary governing body, who would be responsible for the staffing processes, can only be formed once a final decision has been made, and time would then be needed to go through the staffing processes.

Question: How much do you see the staffing changing? Have you got an idea of how many staff will be needed?

Richard Waggett – the purpose of the proposal is not a cost saving exercise. However, it is likely that you will be able to realise some efficiencies as you come together.

Alec Clark – there is a change in terms of children aged 10-14 years under the new curriculum. The new curriculum will affect pupils of those ages in particular, so there is an opportunity to use staff to their strengths in that age range. In terms of the financial impact, we will have a new funding formula, which will be auditable and within what the Welsh Government expects. Going forward, it should be easier for governing bodies to work within this formula. However, this is not a cost saving exercise. In terms of the staffing structure of the new school, this would be determined by the temporary governing body.

Question: There has been talk in the past about a new build, and possible 21st Century Schools funding. Is there a possibility of money coming to help with the schools coming together?

Marianne Evans – In the consultation document, we say that the all-through school can happen here without any building work and without spending money on the buildings. However, that is not to say that there would be no investment here in the future. As part of our 21st Century Schools programme, we rank schools on their condition – Llanfyllin High School and Llanfyllin Primary School are both not in the best of conditions, particularly the primary school, so we would want to help to facilitate the development of an all-through school by putting money in to improve the stock. With all-through schools, we do think they work better when the whole school is on one site. So in the future, we would be looking at how to make an all-through school work more effectively, with some shared resources and shared areas.

There is no money allocated for this yet – to access funding, we would have to make a case to Welsh Government for 21st Century Schools funding. 21st Century Schools is part funded by Welsh Government and part funded by Powys County Council. Currently, funding is available until 2025-6, and at the moment Welsh Government want to continue with this programme beyond that. However, a lot is changing politically.

If we wanted to go forward with capital investment in Llanfyllin, we would want to bring in our property colleagues to look at what would be needed, by commissioning some early feasibility work. This isn't a guarantee of funding, however the schools in Llanfyllin do meet the criteria in terms of the condition of the buildings – particularly the primary school.

Alec Clark – With a £10 million build, we would also need Councillors within Powys to agree to a spend of £3.5 million. It's no secret that Powys has a financial problem, so your local politicians would need to support this and make a case. What you have done by coming to us to move forward with merging the two schools is a good thing – it's better when these things grow organically rather than being forced on schools. You tick a lot of boxes in terms of population numbers, Welsh language, rurality.

Marianne Evans – when we are looking at which capital projects to fund, we look at a number of things, including condition, sufficiency, sustainability and also health and safety. We have talked before about issues with the openness of the campus. Also the other criteria is whether the project is linked to any school organisation proposals. So you are meeting many criteria.

Dewi Owen (Headteacher – Llanfyllin High School) – We have had a meeting with Dave Thompson on the openness of the campus, however we are still waiting for barriers to be installed – we have now had to pay for this ourselves. I am concerned about how long it would take for the feasibility etc to happen – I would like some reassurance that the feasibility work would happen quickly.

Marianne Evans – The plan is that the feasibilities happen soon – in the new year. The schools in Llanfyllin are number one on the list of schools to be remodelled.

Question: The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would we have to go back to Powys Catering?

Catherine Cottle – That would be a decision for the temporary governing body. In most schools in Powys, catering staff are employed by Powys Catering. The temporary governing body would need to look at the pros and cons of each solution. What is the arrangement for the primary school?

A response was received that the catering staff at the primary school are employed by Powys Catering, and that Llanfyllin High School is the only school where catering isn't provided by Powys Catering.

Catherine Cottle – In that case, this is probably something the temporary governing body would want to look at fairly quickly, and a decision would need to be made as to what model best meets the needs of the school going forward.

Alec Clark – there is nothing stop to the staff continuing to be employed by the school rather than Powys Catering. However, that is a decision for the Temporary Governing Body – they will still be able to make their own arrangements as Llanfyllin High School do currently if they choose to do so.

Catherine Cottle – If I was you, I would start to think about what the benefits are to the school of having the staff employed by the school rather than Powys Catering, so that when someone asks, you have a list. The same for the primary school – if you think it's better to be part of the central Powys Catering, you can also start to think about why.

Question: A lot of staff are wondering about job security – will jobs be ringfenced as part of the process or not?

Catherine Cottle – That would be a decision for the temporary governing body. There are regulations regarding appointments of the Headteacher and Deputy Headteacher – these make it very clear that schools that are part of any reorganisation process can elect to either ringfence or advertise nationally for head and deputy roles. There is nothing in the regulations about all other staff. However, my experience of managing transformation in schools is that the authority is accepting to a degree that a Governing Body may want to test the market nationally for a Headteacher and Deputy, but the local authority would be very much encouraging the temporary governing body to ringfence the rest of the posts to existing staff. One reason for this is that it makes good business sense – you are experienced staff who know the pupils, the area etc. Why would anyone want to unsettle that? There would be concern from the local authority and from Trade Union representatives if posts weren't ringfenced.

Question: LSAs are employed on temporary contracts, which only become permanent after 2 years. Would we lose this security when moving to the new school?

Catherine Cottle – No you wouldn't. Your contract is with Powys County Council, and your contract would continue to be with Powys County Council, so all of the continuous service would still count.

Alec Clark – the continuous service would still count if you moved to any local authority school, even if the school wasn't in Powys. Although you would be taking a new role, the continuous service would continue.

Question: Could LSAs be put on a short term contract?

Catherine Cottle – No. If you're on a permanent contract now, this would continue. The only situation I can think of where you could be offered a short term contract would be a situation where you were unsuccessful in securing employment in the new school initially when ringfencing for jobs was being carried out, and someone who was successful was going on maternity leave. You could then be offered this short term maternity cover post rather than redundancy. But even then, you would still be entitled to redundancy based on your full continuous service at the end of the fixed term period. There is no proposal to make everyone redundant and give everyone short term contracts.

Alec Clark – We're not in an area where it's that easy to recruit. It would be very foolish to suggest starting again from scratch, as you may not get enough people to fill the posts.

Question: Are secondary teachers likely to be teaching primary pupils and vice versa?

Alec Clark – In the all-through schools I know of, this happens to some extent. If I was headteacher of an all-through school, I can't see why this wouldn't happen. There is a lot of crossover, particularly between years 4 to 8. But this isn't something I would want to force on a headteacher anywhere – it is a decision for the head / governing body to make. Having said that, I know of primary staff who could successfully transfer to teach secondary aged pupils and vice versa. I wouldn't expect a Headteacher to totally rule this out, however I also wouldn't expect a Foundation Phase teacher to be teaching Year 11 any time soon.

Catherine Cottle – When we met in the summer, there was discussion about maybe years 5 and 6 having the opportunity to use some of the specialist secondary facilities e.g. science labs – to share resources in the best way for everyone.

Marianne Evans – There is a lot of good practice out there that you can go out and look at – to learn from existing all-through schools. There is a list of all-through schools in the consultation document. We have had discussions with many of these. There is a Wales All-through Schools Forum which we have attended. There are a number of different models within All-through schools, and a lot of talking to each other and learning from each other. We already have one all-through school in Powys, Ysgol Bro Hyddgen in Machynlleth. When the school was established, the majority of secondary staff stayed in secondary and vice versa. However, as time has gone on, there is more overlap now, with some secondary teachers teaching in the primary phase and vice versa. For example, the assistant head in charge of the primary phase is a former secondary teacher and former head of 6th form. There are cross phase leadership roles, e.g. ALNCo, Leader of Literacy etc.

If the proposal for Llanfyllin goes forward, I would suggest going to visit some of the schools that are already operating as all-through schools, and also bringing people here to see what you are doing in Llanfyllin.

Alec Clark – We have changes in ALN coming as well, which will put a lot more pressure on the ALNCo across the school. So there is an opportunity that you could increase capacity, and have a more freed up role to carry out this more substantial role.

Question: Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.?

Alec Clark – Not a lot has been said yet about additional inset days to work towards these changes – if you're not a pioneer school, not much money has come in to free up time. However there definitely needs to be opportunities. Now isn't a bad time to considering merging schools so that you can work through these things organically now.

Question: I had the opportunity to go to the teaching and learning conference held by Anwen Orrells. I came away thinking that what we are looking to do here is the magic answer. However, I would be interested to see how through schools have incorporated the new curriculum across the school – nobody seems to have done this. I was impressed with the presentation from Ysgol Bro Hyddgen – this was the most advanced in terms of 'middle school'. If we were going out to schools to see where this has been done well, would you be able to recommend schools to go to?

Alec Clark – there are some other through schools that aren't named in the document. But yes, we would certainly be able to recommend schools to you.

Marianne Evans – with regard to Ysgol Bro Hyddgen. They are currently located on separate primary and secondary sites, however they will soon be moving to one new campus, which will be phased – early years, foundation phase, middle school, and the more senior pupils. By coming together and being physically located in one place, this will help with advancing the thinking around the curriculum.

Alec Clark – some of these changes can be scary. However, it's an exciting time. And being in one school will help with this. As an all-through school, you would be inspected as one school and governed as one school. There is much more collective responsibility when you are all part of one school. I think all-through schools are the most interesting and have the highest chance of success.

Question: Has there been any feedback to the consultation from feeder primary schools?

Marianne Evans – not yet, but I would expect there to be some concerns. There are always concerns from the other schools, these concerns include being seen as second class, and concerns about the impact on their pupils. I don't think these concerns are insurmountable. It's an opportunity to develop the relationship with the feeder schools – I know Bro Hyddgen do a lot with their feeder schools, bringing the children in very early to take part in joint projects. However, Bro Hyddgen has a much smaller catchment – yours is much larger. You already have a relationship with your feeder schools, however there is an opportunity to develop that further.

Question: Why isn't the invitation out there for some of the other feeder schools to join in this amalgamation?

Alec Clark – If the heads of any of those feeder schools approached us and said that they wanted to be part of this, I think we would probably be open to this.

Marianne Evans – In some circumstances, all-through schools have been established by closing a number of small schools, in order to build a new school. However this was often hard, and was difficult for the communities involved. The process we are required to go through already takes a long time, even though we are in a situation where the two governing bodies are supportive of the proposal. In the past, we have been in a position

where the local authority has wanted to go in and force changes on communities. Now, we want to work with communities to develop proposals. That's not to say that things won't change in the future due to the challenging financial situation the council is in, but that's where we are now.

Question: Is there going to be a feasibility study on the impact on feeder schools? Some parents may think the all-through may become oversubscribed, and so they may want to get the children in early – this would have an impact on the small schools.

Marianne Evans – this hasn't happened in Bro Hyddgen. In that area, numbers in the two smallest schools in the catchment have increased. What would encourage parents to move their children would be if the quality of education was much better. I daresay that we will receive responses from feeder schools raising these queries as part of the consultation. These concerns will then be reflected in the consultation report, and considered by Cabinet when deciding whether to proceed.

Question: What will be the make up of the new governing body? How many members will there be? The two schools have governing bodies that know their schools well, it would be a shame to lose this expertise.

Catherine Cottle – The temporary governing body would be made up of existing governors. It does set out on page 32 of the consultation document what the make up of the temporary governing body would be. Not all current governors at both schools would be able to be part of the temporary governing body for the new school. However, we do try to get a reasonable representation of the two schools – sometimes the Chair of the temporary governing body will be from one school, with the Vice Chair being from another school. All current governors would be written to, to ask whether they would be interested in being part of the temporary governing body. However, the temporary governing body wouldn't be established until September 2019.

Marianne Evans – it's incredible how quickly the two governing bodies become one and come together, even in circumstances where the governing bodies have been totally against each other, and against the proposal. Within a couple of meetings, the focus changes from 'we don't want this to happen' to 'I'm part of this now, I want to make this happen'. Once this happens, the business for the temporary governing body comes quite quickly – there is a job to do to get the school established. Then you're on to a quite specific timetable of activity. The downside is that members of the temporary governing body are members of the current governing body at the same time – so are serving two governing bodies – this is a significant workload. However it is very exciting at the same time.

Catherine Cottle – Everyone is here because they want the best for the children of Llanfyllin. It would be the same in the case of a new all-through school.

Marianne summarised the process going forward. The consultation closes on the 31st January. We will then be analysing the responses, and producing a consultation report. This will then need to go to Full Council for consideration, before going to Cabinet. We expect that it will be around March by the time it gets to full council.

Then, if the Cabinet decided to proceed, we would publish statutory notices, and there would be an objection period of 28 days – this is likely to be April/May time. We would then need to

analyse the objections, then go back to Cabinet for a final decision. This would probably be in June/July.

The temporary governing body would then be set up in approx. September, which would give three terms before the new school opened. The first job would be to consider the leadership of the all-through school, and appoint the headteacher. Then, they would move on to developing the staffing structure with the involvement of the headteacher. Until we get to that point, we don't know what the staffing structure will be.

It's likely that the staffing structure would be agreed in the spring term, with appointments being made in the summer term, ready for the new school to open on the 1st September 2020.

Staff were encouraged to send any further comments / queries / responses to the School Transformation Team using the 'school.consultation@powys.gov.uk' e-mail address. All responses need to be received by the 31st January 2019. Staff were also advised that officers would be available after the meeting for staff to discuss any particular concerns with them.

2. Meeting with the Governors of Llanfyllin C.P. School and Llanfyllin High School

Consultation meeting with Governors of Llanfyllin CP School and Llanfyllin High School

17th December 2018

Present:

Governors:

Llanfyllin C.P. School:

Jane Carrington
Sarah Hunter
Harri Jones
Meinir Jones
Peter Lewis
Eleri Llwyd Jones
Mark Prust
Sioned Vaughan
Jo Williams

Llanfyllin High School:

Aled Davies
Emma Hale
Graeme Hunter
Peter Missen
Peter Lewis
Huw Llwyd Jones
Darren Mayor
Bethan Page
Ann Roberts
Lucy Roberts
Gwynfor Thomas
Lynne Walters

Officers:

Cllr Myfanwy Alexander, Portfolio Holder for Education
Dr Alec Clark, Head of Learning
Marianne Evans, Senior Manager School Transformation
Richard Waggett, Schools Finance Manager
Sarah Astley, Programme Manager, School Transformation

Alec Clark welcomed everyone to the meeting and introduced the officers. He explained that a meeting with staff has already taken place today.

Marianne Evans outlined where are in terms of the statutory process. The current proposal is to establish a new all-through school by closing Llanfyllin CP School and Llanfyllin High School. The target date is that the new school would open in September 2020. Consultation will end at the end of January. Two drop in sessions will be held in the new year for parents and community members, and we will also be consulting with school councils. Responses to the consultation can be provided by filling in an online questionnaire, or by writing or e-mailing the School Transformation Team.

When the consultation period ends, a consultation report will be produced. This has to be considered by Full Council and by the Cabinet. Cabinet will decide whether or not to proceed with the proposal. If they decide to proceed, the next stage would be to publish a statutory notice, and there would be 28 days for people to submit objections. Then a report will be produced outlining the objections received, and there will be a final decision making point

when Cabinet will make a decision on whether or not to implement. If they approve this, we would then move into the implementation phase.

Questions were invited on the proposal.

Governor: To start with, could you share with us some of the themes from the meeting with staff held earlier today?

Alec Clark – There were quite a few questions relating to the staffing structure and the impact on jobs. It was explained that there was a possibility that all posts in the new school could be opened up, however in reality that would be frowned on, by unions in particular. Sometimes there are difficulties with recruitment in this area, so the temporary governing body would need to consider this. The staff were pleased to hear that there wasn't an agenda for having a clear out.

Staff from both schools were asking about the possible strengths of moving to an all-through school. It was explained that we are moving to a new time in education where it will be a through curriculum, and moving to a middle school feel. Much more collaboration will be needed between primary and secondary, so this is a good time to become an all-through school.

They also wanted to be sure that it wasn't about savings – it was explained that there would be some savings, however this isn't the reason for the proposal. There was also some concern about the impact on other schools in the catchment area and about governance – will there be less governors. We spoke a bit about how governing bodies come together in these situations.

Marianne Evans – There were also questions around capital funding, and some concerns were raised after the meeting by some of the primary school staff about the Welsh-medium transition and how we can develop Welsh-medium provision across the board. A flowchart for staff was circulated, this was only available in English, however we accept that this should have been available in Welsh as well. We will circulate a Welsh version as soon as possible.

Governor: Many are concerned that the primary school is currently more Welsh than the high school. We don't want to lose the Welsh ethos of the primary school. The consultation document mentions 'improve the ethos', but doesn't say how.

Marianne Evans – This is an opportunity – we're talking about a new school, one school. There are strengths in the primary school which could influence the development of the Welsh language in the secondary phase. For one thing, there would be an opportunity to share resources and staffing between the two phases to strengthen the Welsh ethos.

Myfanwy Alexander – Welsh as a subject is changing – Welsh as a second language will disappear. To ensure progress in linguistic skills continue throughout their time in school, it's important to know where pupils are on the Welsh language continuum. Parents choose Welsh-medium or English-medium, but there are pupils in the middle – their skills have improved, but sometimes these skills don't develop any further. This development could result in more opportunities to develop the skills of those children in the middle.

Marianne Evans – It will be the same cohort of pupils throughout – they are currently in a minority when they move to high school – the situation will be the same as it is now. However, the opportunities to collaborate across the school and across the age ranges would be stronger than they are as two separate schools.

Governor: I would propose that much more Welsh should be offered in the primary phase – that all children are taught in Welsh, this could be implemented gradually over 5-10 years – all children in the area would then have the opportunity to be bilingual. This would then feed into the secondary age range, and would ensure a stronger Welsh-medium stream.

Myfanwy Alexander – This could be an opportunity to develop provision in the new school. For example, the new school could establish Welsh-medium childcare. Parents contact us to say that there is a lack of childcare generally, but particularly through the medium of Welsh. There is an opportunity here to introduce something to normalise the Welsh language.

Marianne Evans – In terms of new proposals, any new proposals suggested during the consultation have to be included in the consultation report. However, the current proposal is to establish a dual stream school, which is the same as the current provision in Llanfyllin. If there was a change following new proposals suggested during the consultation period, it's likely that this would need to be a new proposal, so we may need to consult again.

Alec Clark – Welsh language categorisation of schools is likely to change in the not too distant future. There have been discussions for a while about moving away from the current categorisations. In order to achieve Welsh Government's aim of a million Welsh speakers, a commitment is needed that all children are more exposed to both languages when they are very young.

Governor: The opportunity to create something very special in Llanfyllin in a dual streams school was one of the driving factors for pursuing this. The opportunities of what we can do here. I understand that it won't be plain sailing, but securing dual stream, quality education in this area far outweighs anything else.

I am completely on board with this, but have some fundamental concerns around the finances, and the viability of the whole proposition. The figures now don't quite add up. We're still waiting for the formula to come through, the implication is that Powys will realise savings through economies of scale. I'm not worried about the amalgamation, I'm worried that we're not being ambitious enough. When you look at the cost of running the two sites we have, they are expensive. We need to think about the cost of staffing. I think that the way to make it work is to look beyond 5-18 education and look to encompass more, as this would bring in more funding from other areas, so that it becomes more practical. We would be reducing our cost and improving our product. My concern is that we make this change now, and by 2022 the school would be in financial difficulty. We don't want to have had our bite of the cherry. We need to look at early years, drive the fact that we are bilingual. Even with an 80/20 split, the system for funding bilingual education isn't linear – it's difficult to do if your split is not quite right. We should be looking at offering apprenticeships etc. There is a library in the town but the school doesn't have a library – the school could run libraries within the cluster. That would give us the finance of the library, and would mean that there weren't two libraries within 100m.

We could also look at working with social services to provide services. If we can get a bit of the social services budget, we become a much more viable option as we have more fingers in more pies. The more we can change the ratio in terms of the Welsh-medium/English-medium so that it works better, the better.

The building is closed 10 weeks a year. We have this amazing facility which could be used 365 days a year – that would bring in revenue, and would mean that we could pay for part of the building through different means. At this moment in time, I'm concerned that on the 1st September 2020 when the new all-through school opens, the spotlight will come off. From today, I think we need to be thinking about what is truly transformational – amalgamation of schools happens all the time. I think we should be looking at something more transformational which also serves the surrounding villages.

Alec Clark – When you get to a stage of establishing a temporary governing body, you will have the opportunity to look at some of these things.

Governor: We are almost too low down to make that difference – we are losing the potential for the momentum – we should be supporting this as a concept. The school governing body should be sitting within the consortium – this needs to be led by the school, the local authority, county councillors.

Alec Clark – As a governing body you are able to invite experts to your meetings.

Governor: If you were to hand this as a concept to the governing body as something that had come through the consultation, it would be more achievable.

Alec Clark – There is work ongoing in Newtown where all stakeholders are working together to develop a hub. I'm not saying that the authority won't assist, but my feeling is that really, this needs to come from you in order to be successful.

Governor: Are you saying that the people in this room should be pushing for this now?

Alec Clark – My feeling is that the majority of stakeholders will support this development. There is a logic to it. If that was the case, I would be surprised if it wasn't supported by Cabinet. If it was to move forward, on day one of the interim arrangements of making it happen, some members of the temporary governing body could be tasked with looking at some of the things that have been suggested. You are going to have to diversify from 'school' to survive, there is no doubt about that. Schools are going to have to become a community function.

Myfanwy Alexander – The concern is that if a project like this is made potentially more complicated than it needs to be, you slow it down. If you can start doing the background work to this now, you could be in a position to move forward with some of these elements very soon after the establishment of the new school. If I was looking for a job here, having a crèche would be important, so perhaps this is something you could start talking about now – will this be Welsh-medium, will this be a private crèche or some other arrangement? If we try and cover all of these elements now, we could still be talking about establishing an all-through school in 5 years time – there is a danger of complicating matters. Immediately,

there would be issues with governance. The proposal is to establish a 4-18 school, however we probably should be looking at 0-25 or beyond.

Governor: We don't want September 2020 to come and go without us having moved forward with some of these elements. We currently have capacity to start looking at some of these elements – we have at least 12 months before the new school starts to be developed. Because we have a start date, we can fit in as much as we want. What I would like is for the consultation phase to identify that there is a bigger project here than just establishing an all-through school.

Alec Clark – ideally we would like you to have a new school. There is capital funding available until 2025 as part of Band B of 21st Century School, however we would have to make a case for this and it would become a political decision.

Marianne Evans – A number of all through schools are sometimes badged as lifelong learning campuses. What you're articulating isn't a lifelong learning campus, it's a lifelong learning cluster.

Governor: If we have the capacity now to start working on this, and can bring it to the table in small chunks as we move towards September 2020, we would like to be pushing at an open door.

Marianne Evans – We have a legal process to get through, and we need it to be as robust as possible. However, this doesn't mean that you can't have conversations and work on some of the suggestions whilst this is happening. I realise that the consultation document that has been published in relation to this proposal isn't the visionary document you had wanted to see, however it is what is needed to get through this stage of the process. We have to follow Welsh Government guidance in terms of the process, and what information is included in the consultation document.

Alec Clark – The fact that you came to us with the initial request is a positive thing.

Marianne Evans – To go back to the climate we are working in, we need transformational things. What you're talking about sounds like it fits in with that. Anything you can do to help move this along would help with this.

Governor: It would be very useful if the governors could visit some schools that are doing this kind of thing very well – it would be useful if you could let us have a list.

Alec Clark – I know of a number of schools, and would be happy to share this information with you. It isn't always the case that these are new buildings.

Myfanwy Alexander – With regard to capital funding, transforming the school isn't a guarantee of capital, however not transforming the school is a guarantee of not having it. Welsh Government would consider the bid, and if there was no transformation, they would ask why are we doing this? I would suggest that you include the ideas you have suggested in your responses to the consultation – both as a governing body and as individuals.

Alec Clark – There are changes ahead in Powys – there will be a Director of Transformation – he or she will need to realise the need to use what we have got – as you have said, we

have buildings that we don't use all year which could be used more. There is a lot of money out there in the way of grant funding, but you need to know where to go to look for it.

Going forward, we will have one Director covering Education and Children's Services, this is potentially a good thing as these two areas need to work together and currently, there is some reluctance to get together. Children don't spend that much time in schools, and currently if they leave school at 16, Powys isn't a great place to be – this is something we need to work on.

Governor: It's right that we should be serving the whole community. I'm concerned that if we are one school, we need to be one, and we need to be located in one building. I'm also concerned that we on the governing body are volunteers, and that you as officers are stepping away.

Marianne Evans – We have to step away whilst we are going through the legal process – we don't want to be accused of any pre-determination. We take you through the technical process, then once we have a final decision, we will work with you to take this forward.

Governor: The issue then is that you don't have all the information to make the decision.

Marianne Evans – Put those ideas in your consultation responses. The responses will be submitted to Cabinet, they will see everything and will make a decision based on that information.

Alec Clark – Having a transformation lead will help to push this forward.

Governor: The difficulty is that we are in a chicken and egg situation. If we stay as we are, we're not going to get any capital funding. I'm concerned about the outcome of the fair funding formula – we will probably get less money, but will still both be hit anyway if we stay as we are. Nothing solid can be done about these transformational ideas unless / until a decision is made to move forward. Once a decision is made, we can make a case to push forward, but the governing body would need support from the local authority and the transformation lead to achieve this. There is funding available, but you need to know where to get it. There has to be a push to ensure that the information is available to us as a governing body. We will be looking to the local authority to steer us in the right direction – but I accept that you can't do that until this consultation is concluded and a decision has been made. However, we as governing bodies could look at these areas in parallel to this process, with a view to having a case to put to the shadow governing body.

Alec Clark – There would be nothing to stop either current governing body moving forward with this.

Governor: But where do we start is the question? At the moment, we can't come to you and ask for this.

Governor: As two governing bodies, we're not bound by the consultation protocol – we can sell this to the local communities – we could sell it to the communities during the consultation period so that the vision was coming back through them as well. I think we can do something between now and the decision being made.

Governor: We're talking about a community school, but we should be thinking about a catchment school. I'm concerned that some catchment schools won't contribute to the consultation, however it's important that we do get them to contribute. We're already losing pupils to the Marches from some parts of the catchment – people travel to Oswestry to work etc. We have to get out to our catchment to sell this vision.

Governor: If we as governing bodies can agree a vision that goes beyond the current proposal, that's great. I'm slightly nervous about how we sell it to people – we could come under criticism if we can't deliver on what we promise. As far as saying this is a first stage of transforming this catchment, that's a brilliant message. But until this consultation process has been completed, I don't want to be making promises.

Governor: You wouldn't have to make promises though, it could be a case of presenting ideas

Governor: If we could bring money in from other areas, we could offer more – more appropriate teaching, bilingual education where we haven't been able to previously. If we could fund this from elsewhere, this would become self-sustaining.

Alec Clark – Significant sums of money go into some schools across Wales because they know where to go to find it. Those schools who develop and do best are the schools that will succeed.

Governor: The one way to save small schools in small communities is to have them as part of a larger entity – this would be a much easier way to share costs etc. This could potentially be the one thing that could keep those schools open. If you could take the leadership time from the small schools and put it into something central, the cost wouldn't matter – it could become a loss leader.

Governor: Individuals that are doing 1 day of leadership out of 5, and are teaching the other 4 days, most of the time they don't want to be doing that one day of leadership anyway – they want to be teaching.

Marianne Evans – Going back to how do you get the views of the wider community, if we were in a position that the Council was proposing to do something that you weren't happy with, what would be happening? You would have formed a committee, there would be work going on to look at how to respond. Turn it on its head – if you are in support of it, do the same thing – you can do that without tainting the process.

Governor: We only have a fixed amount of time. The two governing bodies need to be selling the same message. We as a group need to decide what it is we want to sell. As two governing bodies, we probably need to decide tonight how we are going to do that – it needs to be done pretty rapidly to have any effect. When are the public meetings?

Sarah Astley – There are no public meetings in the traditional sense. There are drop in sessions, which will be held on the 10th January in Llanfyllin CP School and the 16th January in Llanfyllin High School.

Alec Clark – We have held drop in sessions as part of another consultation that has taken place recently. These have been more successful than public meetings – you hear more of the middle ground.

Governor: Between now and those dates, we could put together a video presenting our vision. This could be presented at the drop ins.

Governor: Conversations are already happening. On the whole, people think this makes sense. We did proactively come to you and say that this is what we want to do. However, I feel slightly exposed – it is a bit of a leap of faith. I'm concerned that we will get through the process, and will then be asking you what comes next. In particular, what will happen with transition arrangements?

Alec Clark – Historically what has happened when schools have been part of reorganisation is that they have spent madly then capitalised the debt. That can't happen here. However, we have to be sensible – processes cost money.

Governor: Will there be another round of VSS?

Alec Clark – This is being looked at. There was a discussion that transformational change would be capitalised – the onus of it goes from being held by the governing body and is held by the local authority who then holds the risk. In the past, things weren't done for the right reason. There are much bigger problems in Powys e.g. superannuation for staff, teachers' pensions. There is an argument that where we have transformation like this, we should be sensible. But, we can't have a situation where teachers have VSS on Monday and are back on a supply teacher contract on the Wednesday. We can't do much about situations where this happens, but we can think about whether we would support VSS.

Governor: We're all taking a bit of a leap of faith in supporting this. However, I would say that everything we have talked about sits totally within the Council's School Organisation Plan and the Delivery Plan. Personally speaking, it would look pretty bad on the local authority if, having had governing bodies come up with a proposal that sits within those documents, they don't see the transformation through.

Governor: We as governing bodies need to agree what we are going to do next – come up with a mission statement to make a video, put something out on social media

Alec Clark – You have County Councillors on your governing body, community councillors etc. You have plenty of people to draw on. I've heard a lot of sense here tonight, at a level that I haven't heard across Powys / Wales for many years.

Marianne Evans – You were the first school that came to us once the new policy was published. You came with an emerging vision. We have been in the process of engaging with a range of secondary schools in north Powys over the last 6 months, however you are by far ahead of the game in terms of where you feel you want to go, which is very refreshing. Everything you have articulated as a vision is in the council's policy – the more supportive words that come through, the Council / Cabinet will need to take notice.

Governor: The way things are going, the status quo is unsustainable. Post-16 for example is a concern – the document says that funding will decrease. We've always had a strong sixth form here, we need to maintain this.

Alec Clark – You are already working with other schools as part of the Trisgol partnership. Do you think this should be formalised further?

Governor: There is a will here and in Caereinion. If we as governors can get the message out to the communities in terms of where we think this can lead in the future, if the decision is being made by Cabinet, they are essentially saying that they approve the vision. That then gives us, as a new governing body of an all-through school, more strength when we go back to Welsh Government / the local authority wanting support to see it through.

Governor: I agree with the vision that has been talked about. But from a Welsh language perspective, the document talks about provision being no worse than it is now. Frankly though, it's not good enough. You need to be able to show the community that the basics are there.

Alec Clark: The perception that this is a takeover by the secondary is wrong – this is the opportunity for the primary to make clear what isn't good enough in the secondary.

Governor: If we want to put forward a more far reaching vision, that is something the governing bodies should be putting forward. We need to get together and agree how to sell it to people – the aim is to improve bilingual education, whether that is the quality or the quantity.

Governor: What is the timescale for the fair funding formula? When will know the outcome?

Richard Waggett – It is going to Cabinet / Mgmt Team on Thursday. Then it is going to Scrutiny on the 4th January and Cabinet on the 15th January, so a decision on the formula should hopefully be taken before the end of the consultation period.

Marianne Evans reminded everyone that the consultation period ends on the 31st January, therefore all responses will need to be received by that date.

3. Meeting with the School Council of Llanfyllin C.P. School

10th January 2019

Officers from the School Transformation Team met with Llanfyllin C.P. School Council on 10th January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 15 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Llanfyllin C.P. School?

- We have a fun education
- We can learn new things
- We have good teachers
- We can make lots of friends
- We have lots of opportunities – school trips, opportunities to take part in sport.

2. Is there anything you dislike about Llanfyllin C.P School?

- Issues with the building
 - There is sellotape on the carpet
 - The door doesn't shut properly so there is lots of mud in our classroom
 - People pick the paint off of the walls
 - The toilets
 - Corridors where the pegs are haven't been painted for a long time
 - The plaster is coming off of the walls
 - We had a burst water pipe in the library
- Would like to be able to do more activities/games, e.g. basketball, ballet, drama club, acrobatics
- There is hardly any Wi-Fi in the school

Pupils were asked if they had any further comments/questions. The following comments were asked:

- ***Will it be on building or two separate schools?***

It was explained that they would be separate to start with – primary pupils would continue to go to Llanfyllin Primary School, and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school, such as science labs.

- ***Would the high school pupils be able to come down and look after primary children?***

Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.

- ***Would school dinners be at the same time? The high school have burgers on the menu?***

The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.

- ***Where will primary school pupils go at break time? Will they stay as they are?***

Yes, they will probably continue to have separate areas for break times, in order to keep everyone safe.

- ***What will happen with assemblies? Will we have assemblies together?***

This will need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together

- ***Would we have our own Headteacher?***

There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.

- ***When would the change happen?***

The current intention is that the new school opens in September 2020, so for example, pupils in year 4 now would be starting year 6.

- ***What would the name of the new school be?***

The temporary governing body would need to decide the name of the new school. However, it was explained that there would be opportunities for pupils to take part in this.

Pupils were asked what they thought about the idea of establishing a new all-through school in Llanfyllin. They were asked to put their hands up if they thought establishing a new all-through school was a good idea. Most agreed that it was a good idea, 2 thought it was a bad idea, 2 were unsure.

The following advantages were noted:

- It won't be so confusing when pupils go to high school as they will know where to go
- Year 6 can go to the high school to have lessons so they will know where to go when they go to high school
- It would be good if primary pupils could go up to the high school to use their facilities to do PE
- We could save money as we didn't have to buy things the high school already has
- There could be more clubs – we could go and use the gym for Dragon Sports if it was raining

The following concerns were raised:

- Concern about high school children being mean to primary school children
- Unsure how it would work
- Some pupils might get lost
- Concern about what would happen to staff
- Concern about bullying

The following suggestions were also made:

- Maybe we could connect the two schools to make one big school
- Perhaps there could be a competition to name the school

To conclude the session, the officers explained that the consultation will close on the 31st January, and if pupils have any further comments, they were encouraged to write them down and hand them to their teachers, who would ensure that they were passed on to the Council/School Transformation Team, or to their teachers who will be able to arrange for them to be sent on.

4. Meeting with the School Council of Llanfyllin High School

16th January 2019

Officers from the School Transformation Team met with Llanfyllin High School Council on 16th January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 12 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The School Council were asked whether they had any questions on the proposal. The following questions were raised:

- **Would we all share a building?**

Not at the moment. The current proposal is that the primary pupils would continue to go to the primary school and secondary pupils would continue to go to the secondary school. However, there would be an opportunity to share facilities, so primary pupils may have the opportunity to use the facilities at the secondary school for some subjects.

- **Would pupils that go to other primary schools in the area still be able to come to the school?**

Yes, pupils from the feeder schools would still be able to join the school in year 7 as they do now.

- **What would happen when Estyn come to inspect the schools?**

It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.

- **Would everyone have the same uniform?**

This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the new school. They would need to think about the school name, logo, uniform etc. However, there would be opportunities for pupils to contribute to these discussions.

- **Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?**

The Headteacher would probably have space on both sites. However, here you are on one campus, so the Headteacher would be on the campus anyway.

The pupils were asked to consider the Strengths and Weaknesses of the proposal. The following were suggested:

Advantages / Strengths:

- The primary school has been unable to recruit a Headteacher, so this proposal would mean that they would have a permanent Headteacher. The acting head would be able to teach more, which is what she wants to do. Hopefully this would lead to better teaching and learning
- There could be an opportunity for older pupils to work with younger pupils for some things
- Could be useful for students that want to do teaching, social work or work with children in other ways to have a direct link with the primary school
- More opportunities for years 5 and 6 – they would be able to use facilities such as science labs in the high school
- Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School Wouldn't be much change for staff, but they could come together for staff meetings etc.
- Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children
- It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.
- Can involve the primary schools in extra-curricular activities e.g. Lonely Tree, the primary pupils always come and watch the plays, so would be able to get them involved in the plays.
- Opportunity for older pupils to run extra-curricular activities with younger pupils
- Primary pupils could use the sports hall at the high school as it is bigger than the hall in the primary school
- More opportunity for the primary school to come and practice their concerts in the hall
- Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school

Disadvantages / Weaknesses:

- Concern about the impact on feeder schools – children from the other schools in the catchment might not feel as comfortable when they start here
- Some of the older pupils might be scary to the primary pupils
- Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus

- Concern about different groups of pupils wanting to use facilities at the same time e.g. if year 11 wanted to use the drama studio but primary pupils wanted to use it at the same time – concern about the operational management
- Not sure what it would solve – can see the benefits for the primary school but not sure what the benefits would be for the high school. But at the same time, there aren't really many negatives for the high school – don't think there would be that much change.
- Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases

It was also noted that there were some opportunities linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Opportunity to work more with primary aged pupils, in particular with regard to options e.g. for DT could make something for primary aged pupils
- Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV
- Opportunity to start learning languages sooner – for example French, pupils could start learning when they are still in the primary phase
- Opportunity to improve the links with other feeder primary schools
- Opportunity to have responsible for areas of work across the whole age range
- More opportunities for the sixth form to gain experience

It was also noted that there were some concerns / threats linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Concern about overstressing staff by adding to their workload by being subject leaders across the all-through school
- Concern about putting more pressure on teachers generally by adding to their teaching timescale to teach primary pupils too

The following general comments were also made on the proposal:

- We already have a good relationship with the primary school – for example, they use our facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change.
- In terms of the impact on pupils with ALN, whilst there could be a benefit in terms of having one tutor throughout their time in school, they can also be supported successfully by transferring information from one school to the next. There is already quite a strong SEN hub in the school, so teachers can work with pupils from an earlier age. Would like this to continue and to be developed.

The pupils were thanked for their contributions. It was explained that the consultation period ends on the 31st January, and if pupils have any further comments, they were encouraged to submit them before the closing date.



**Llanfyllin Community Primary School
and
Llanfyllin High School**

Updated Impact Assessments

February 2019

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Proposals relating to Llanfyllin Community Primary School and Llanfyllin High School

Updated Impact Assessments

1. Introduction

Powys County Council has consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

In-line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2013) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

Draft impact assessments were prepared and published with the consultation documentation. These impact assessments have now been updated to reflect issues raised during the consultation period.

2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Proposal	To amalgamate Llanfyllin C.P. School and Llanfyllin High School to create a new all-through school in Llanfyllin. This will be achieved by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school providing education for pupils aged 4-18 on the current site of the two schools
Outline Summary / Description of Proposal	
The Council carried out consultation on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows: <ul style="list-style-type: none"> - To close Llanfyllin C.P. School and Llanfyllin High School - To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School 	

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£None	£None	£None	£None

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	29/10/18
3	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	26/02/19

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)	
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.	
Service Area informed:	Contact Officer liaised with:
Mitigation	

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal 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
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	The proposal would provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in Llanfyllin, and would have a positive impact on the quality of education provided to pupils.	Good		
Residents and Communities We will support our residents and communities	The proposal would have a positive impact on residents in the Llanfyllin area as it would provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in the town.	Good		
Source of Outline Evidence to support judgements				

Council Priority	How does the proposal 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
Initial engagement with governing bodies, consultation responses / report				

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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.	N/A	Choose an item.		Choose an item.
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).	N/A	Choose an item.		Choose an item.

<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	N/A	Choose an item.		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	N/A	Choose an item.		Choose an item.
<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>	n/a	Choose an item.		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.

Opportunities to promote the Welsh language	<p>Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin, and would provide improved opportunities to promote the Welsh language and to promote progression within Welsh-medium education</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.
Welsh Language impact on staff	<p>Implementation of the proposal would provide more opportunities for all staff, including Welsh-speaking staff, as a result of being part of a larger organisation.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
Age	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin	Good		Choose an item.
Disability	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, including any pupils with disabilities	Good		Choose an item.

Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, regardless of their race	Good		Choose an item.
Religion or belief	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, regardless of their religion or belief	Good		Choose an item.
Sex	The proposal would provide improved educational opportunities for male and female pupils.	Good		Choose an item.
Sexual Orientation	The proposal would provide improved educational opportunities for all pupils, regardless of their sexual orientation.	Good		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
Initial discussions with the two governing bodies, PLASC, consultation responses / report				

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal 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
Sustainable Development Principle (5 ways of working)				

Principle	How does the proposal 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
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The proposal would provide a more sustainable model of delivering education in Llanfyllin, which will ensure that education can be delivered more efficiently, therefore safeguarding the provision of Welsh-medium and English-medium primary and secondary education in Llanfyllin</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Good		Choose an item.
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>This proposal has been developed in collaboration with the governing bodies of Llanfyllin C.P. School and Llanfyllin High School, and consultation on the proposal has been carried out with stakeholders in accordance with the requirements of the School Organisation Code.</p> <p>All Powys schools are expected to collaborate with other schools in order to provide the best possible opportunities for pupils. Should this proposal be implemented, the new school would be expected to continue to collaborate with other schools, including other primary schools in the Llanfyllin catchment area and other secondary providers across Powys and beyond, in order to maximise the opportunities available to its pupils.</p>	Good		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>The proposal has been developed in discussion with the governing bodies of Llanfyllin C.P. School and Llanfyllin High School. A letter was received from the two governing bodies asking the Council to proceed with the statutory process in order to establish a new all-through school in Llanfyllin.</p> <p>Consultation has been carried out with stakeholders in accordance with the School Organisation Code which has provided an opportunity for all interested parties to give their views. A consultation report has been produced which summarises the findings of the consultation, which will be considered by Cabinet when determining how to proceed. This impact assessment has also been updated to reflect any feedback received.</p>	Good		Choose an item.
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>Pupil numbers in Llanfyllin are declining, particularly in the secondary sector. The intention is that establishing a new all-through to serve the town would provide a more efficient delivery model, which would safeguard the provision of Welsh-medium and English-medium primary and secondary education in Llanfyllin.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Good		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Good		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools. Some concerns were raised during the consultation about younger, primary aged pupils mixing with older, secondary aged pupils, however as the current proposal is to establish the new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that this will be an issue.	Neutral		Choose an item.

Principle	How does the proposal 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
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at Llanfyllin C.P. School and Llanfyllin High School. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff governors of the two schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school. The staffing procedures required include an opportunity for staff to be redeployed. However, it is acknowledged that there would be a period of uncertainty for staff whilst these processes are taking place which could have a negative impact on them.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Poor	Ensure that processes are carried out as swiftly as possible to minimise the period of uncertainty.	Neutral
Source of Outline Evidence to support judgements				
PLASC, Consultation Responses / Report				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Parents don't want their children to attend an all-through school, so move them to alternative schools	Low	Engagement with parents throughout the process. Should the Cabinet decide to proceed with the proposal, opportunities to be provided for parents to contribute to the process of establishing the new school.	Low
Lack of support for the proposal from other primary schools in the Llanfyllin catchment area	Low	Other primary schools in the Llanfyllin catchment to be fully engaged throughout the process.	Low
Difficult for both current schools to focus on improving outcomes due to the uncertainty caused by the proposal – may affect standards	Medium	Council to continue to provide advice and support to both schools and the shadow governing body of the new school to ensure that standards and performance continue to improve during the transition period	Medium
Negative impact on staff motivation during the transition period, may lead to some staff leaving before the new school is established	Low	Hoped that transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation. It is also hoped that the prospects of being part of a transformational development may help to mitigate this risk. Should the proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well.	Low
Changes resulting from new council initiatives e.g. new funding formula, ALN transformation	Medium	Support to be provided to the two schools during the transition period	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk

			x
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10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in November, and to continue until late December.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	Spring 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to take forward the establishment of the new school	September 2019	Shadow governing body established	
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	Various stages during the process
Council decision required	No	Date required	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
N/A	

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

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

N/A

14. On-going monitoring arrangements?

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

N/A

Please state when this Impact Assessment will be reviewed.

This impact assessment will be reviewed at each stage of the process.

3. Equalities Impact Assessment

Powys County Council

Equality Impact Assessment (EqIA)



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Proposal	To establish a new all-through school for pupils aged 4-18 in Llanfyllin.	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Alec Clarke
Date of Assessment	October 2018 Updated February 2019		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:</p> <p>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</p> <p><i>The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.</i></p> <p>The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.</p>			
1. AIM or PURPOSE			
Briefly describe the aim or purpose of the change	The Council has consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:		

proposal being assessed.	<ul style="list-style-type: none"> - To close Llanfyllin C.P. School and Llanfyllin High School - To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School
2. OBJECTIVES	
Please state the current business objectives of the change proposal.	<p>The Council is proposing to establish a new all-through school in Llanfyllin for the following reasons:</p> <ul style="list-style-type: none"> • To improve educational outcomes <ul style="list-style-type: none"> ○ More opportunities for staff to move between key stages, to further develop expertise in specific areas ○ Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas ○ Improved curricular and extra-curricular opportunities for pupils in all key stages • To improve educational provision <ul style="list-style-type: none"> ○ Opportunities to develop a broader curriculum to meet the needs of pupils in all key stages ○ Opportunity to improve the range and quality of facilities and learning resources available to the benefit of pupils in all key stages ○ Improved opportunities for continuity of support for vulnerable groups of pupils ○ Improved opportunities for more able and talented pupils • To improve leadership and management <ul style="list-style-type: none"> ○ Opportunity for high quality, robust leadership across all key stages ○ Improved opportunities for the headteacher to distribute key leadership tasks to a greater number staff across all phases of education ○ Improved governance as the school would be run by one governing body • To improve efficiency in the delivery of education

	<ul style="list-style-type: none"> ○ Potential for the school to operate more efficiently through more efficient deployment of staff ○ Potential for sharing of resources across all key stages <ul style="list-style-type: none"> ● To provide more seamless transition between key stages <ul style="list-style-type: none"> ○ Opportunity to provide seamless progression between each phase of education ○ Improved opportunities for continuity of support for vulnerable groups of pupils throughout their school careers
3. BENEFITS and OUTCOMES	
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> - Would enable staff expertise and good practice to be shared across all key stages - Would improve transition between each key stage - Minimal disruption for pupils and parents - Would improve the ability to provide an appropriate curriculum to pupils - Would enable the school to run more efficiently through shared staffing, shared resources etc - One governing body which would have strategic overview over the provision for pupils/learners in all key stages - Would provide permanent leadership arrangements for all pupils
4. CORPORATE RELEVANCE	
How does this change proposal relate to Vision 2025?	Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'
5. DATA USED	
5.1. What data has been used to	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics. ✓

conduct this assessment? Tick/shade boxes as appropriate.	Service user satisfaction rates, broken down by the protected characteristics.	
	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.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	Yes <input type="checkbox"/> <input checked="" type="checkbox"/> Please state the gaps: No qualitative data is currently available How will the gaps be addressed going forward? Qualitative data will be collected as part of the forthcoming consultation process.	No <input type="checkbox"/>
6. DATA ANALYSIS		
6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline	<u>PLASC January 2018</u> <u>Llanfyllin C.P. School</u>	

statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Based on the information provided in the school's PLASC return in January 2018, the following pupils belong to the protected characteristic groups:

- Free school meals: 11.5% of pupils are eligible for Free School Meals
- SEN: 13.7% of pupils have special educational needs. Of these, 11.1% are on School Action, 2.6% are on School Action Plus and 0% have statements
- Disabilities: 13.7% of pupils have additional learning needs
- English as an Additional Language: 3.9% of pupils are identified as EAL pupils.
- Ethnicity: The ethnic group of 95.4% of pupils in the school is White British. 3.9% of pupils belong to ethnic groups other than White British.
- Looked after Children: There are no Looked After Children in the school

Llanfyllin High School

Based on the information provided in the school's PLASC return in January 2018, the following pupils belong to the protected characteristic groups:

- Free school meals: 7.3% of pupils are eligible for Free School Meals
- SEN: 24.5% of pupils have special educational needs. Of these 18.7% of pupils are on School Action, 4.7% of pupils are on School Action Plus and 1.1% of pupils have statements
- Disabilities: 24.5% of pupils have additional learning needs
- English as an Additional Language: 1.1% of pupils are identified as EAL pupils
- Ethnicity: The ethnic group of 97.7% of pupils in the school is White British. 2.0% of pupils belong to ethnic groups other than White British.
- Looked after Children: 0.9% of pupils are Looked After Children

This information shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular, this includes pupils with additional learning needs, as well as pupils eligible for free school meals. A small number of pupils belong to ethnic groups other than White British, have English as an Additional Language or are Looked After Children.

The proposal to establish an all-through school in Llanfyllin would impact on all pupils currently attending

	Llanfyllin C.P. School and Llanfyllin High School, including those pupils belonging to protected characteristic groups. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the town, including any pupils belonging to the protected characteristic groups.
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change affect this position? iv) What has consultation on your proposals revealed about impact on the protected characteristics? 	<p>Consultation has been carried out on the proposal to establish an all-through school in Llanfyllin, which included consultation with the school councils of the affected schools.</p> <p>The following issues were raised regarding the proposal's impact on pupils belonging to the protected characteristic groups:</p> <p><u>Age</u>: Some concerns were raised about the impact of younger pupils attending the same school as older pupils.</p> <p><u>Additional Learning Needs</u>: It was suggested that implementation of the proposal could have a positive impact on pupils with ALN as they would have the same tutors throughout their time in school.</p>
7. EqIA RESULT	
	The proposal does not present any adverse impact

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The proposal will impact on a number of pupils with additional learning needs, and a small number of pupils that belong to ethnic groups other than White British, have English as an Additional Language or are Looked After Children.</p> <p>ii) 11.5% of pupils attending Llanfyllin C.P. School and 7.3% of pupils attending Llanfyllin High School are eligible for Free School Meals.</p> <p>iii) Llanfyllin C.P. School and Llanfyllin High School are both dual stream schools, therefore the proposal will affect Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</p>	
<p>9. EQUALITY IMPROVEMENT</p>		
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p>	<p>Should the proposal be implemented, a new dual stream all-through school would be established, and all pupils currently attending Llanfyllin C.P. School and Llanfyllin High School would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to all pupils in Llanfyllin, including any pupils belonging to the protected</p>	

<p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>characteristic groups.</p> <p>There is no reason to believe that the proposed new school would be unable to meet the needs of pupils belonging to the protected characteristic groups that would be affected, including pupils with Additional Learning Needs, pupils belonging to Ethnic Groups other than White British, EAL pupils, pupils eligible for Free School Meals and Looked After Children. The aim of the proposal is to improve the educational opportunities available to all pupils, including pupils belonging to protected characteristic groups.</p> <p>Some comments received during the consultation period expressed concerns about younger, primary aged pupils attending the same school as older, secondary aged pupils, however as the proposal is to establish the new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, it is unlikely that there were be any significant change compared with the current position.</p> <p>Many concerns were raised during the consultation period about the proposal’s impact on the Welsh language / Welsh-medium education. These concerns are addressed in the Consultation Report itself, the Welsh Language Impact Assessment and the Integrated Impact Assessment.</p>	
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not: Need was not identified at time of writing Service Strategy</p>

4. Community Impact Assessment

4.1 Llanfyllin C.P. School

i) Other facilities or services provided by the school

The school provides 3 different after-school clubs each week, which rotate during the year. The following clubs are held:

- Busy Hands Club
- Clwb y ddraig (Games)
- Urdd Club
- Gardening Club
- Cookery Club
- Bobol Bach
- Coding Club
- Reading Club

In addition, the following extra-curricular activities are provided:

- Running Club
- WASPS (Welshpool Area Sports for Primary Schools)

ii) Other services accommodated by the school

A number of other activities take place in the school. These include the following:

- Cylch Meithrin
- Cylch Ti a Fi
- Playgroup
- SoccerholicsRus

iii) Other use by the community of the school building

The school building is also used by the community for the following:

- Young Farmers Club
- Cylch Meithrin / Ti a Fi meetings

iv) Other links between the school and the community

- Strong links with MENCAP and STADCO
- Arts Connections
- Dewi Morris – nature
- Impact bus

- Links with the Church and the Chapel

v) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

Should the proposal be implemented, a new all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School, therefore the current Llanfyllin C.P. School site would continue to be available.

vi) Distance and travelling time involved in attending an alternative school of the same language category

Should the proposal be implemented, a new dual stream all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School. Primary aged pupils would continue to be able to access Welsh-medium and English-medium provision on the same site, therefore no additional travel would be required.

vii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

N/A

viii) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.2 Llanfyllin High School

i) Other facilities or services provided by the school

The following after-school clubs are provided:

- Revision sessions
- Homework catch up / extension lessons
- Lonely Tree Theatre Company
- Sports activities / fixtures (e.g. football, rugby, netball, hockey)
- Educational visits e.g. Bodfach Hall
- Weekly youth club

A range of other extra-curricular activities are provided. These include the following:

- Urdd Club

- Duke of Edinburgh (Silver and Gold Awards)
- Sporting activities (e.g. hockey, netball, rugby, squash, multi gym, gymnastics)
- Musical instrument tuition
- Singing group
- African Drumming
- Youth Theatre
- IT/Computing club
- French club
- Art club
- Book club
- Chess club / Games club
- Climbing wall
- Debate society
- DT club
- Homework club
- Lonely Tree Youth Theatre
- Mountain Bike Club
- School Band
- Science Club
- Table Tennis
- Web Development Club

ii) Other services accommodated by the school

A number of other activities take place in the school. These include the following:

- CAIS Counselling
- Youth Intervention Service
- Thrive Counselling
- Youth worker run 'Llogy' after school youth club
- Careers Wales interviews
- Young Carers club
- Hub services for students and parents
- Yoga for staff
- LGBT student group (facilitated by youth worker)
- Cynnydd work
- School Nurse drop ins on a Thursday
- Hope House support work for bereaved students
- Severn Hospice support work for students
- Montgomeryshire Family Crisis Centre support for students
- EFT Practitioner to come and support voluntarily in Hub
- ELSA practitioners from SEN dept
- Mentoring programme for KS4
- Link with Montgomeryshire Wildlife Trust – currently working on

- installing a Worry Tree in the Hub
- Eco and SNAG meet in the Hub
- Break and lunchtime activities in Hub i.e. raising self esteem sessions with Helen Coleby
- Responding to national events e.g. Macmillan Coffee Morning, Wear Red for Anti Racism, Mental Health Awareness Day

iii) Other use by the community of the school building

The school building is also used by the community for the following:

- The Theatre is used for functions by outside community groups such as The Urdd, Powys Eisteddfod, Llanfyllin Football Club, Mid Wales Opera, Dolen Ffermio, Penybont fawr male voice choir, Llanfyllin Primary School for theatre productions, S4C recording (Cyw) TV programme, Arts Connection, Local Young Farmers group, the NFU, Welsh Border Rally, Yoga for adults
- The Swimming pool is used by local primary schools
- The School Gym is used by local primary schools
- The Red Gra is used by local sports teams

iv) Other links between the school and the community

- Llanfyllin Football Club
- Monty Tracks Mountain Biking Group
- Impact Team
- COBRA Rugby Club
- Links with local churches e.g. Tabernacle Chapel and IMPACT team
- Links with local colleges e.g. assemblies and drop in sessions in Hub
- Big Ideas Wales – inspiring stories from local business owners during assemblies in KS4
- School Police Liaison Officer PC Gayle Jones – workshops across the key stages
- Rev Darren Mayor assemblies every term
- Link with other secondary 6th forms through TRISGOL and Seren student network
- Link with the Dolydd Workhouse on various projects
- Severn Rivers Trust
- Town Council joint meetings with Pupil Parliament

v) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

Should the proposal be implemented, a new all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School, therefore the current Llanfyllin High School site would continue to be available.

vi) Distance and travelling time involved in attending an alternative school of the same language category

Should the proposal be implemented, a new dual stream all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School. Primary aged pupils would continue to be able to access Welsh-medium and English-medium provision on the same site, therefore no additional travel would be required.

vii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

N/A

viii) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.3 Issues raised during the consultation period

No comments were received during the consultation period which related to the impact of the proposal on the community.

4.4 Conclusion

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that the proposal would have a significant impact on the community.

5. Welsh Language Impact Assessment

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

5.1 Llanfyllin C.P. School

i) Standards in the Welsh language

Language, literacy and communication skills in Welsh (LCW)

Foundation Phase

	Number of Year 2 pupils	No. Outcome 5+	% Outcome 5+	No. Outcome 6+	% Outcome 6+
2014	14	13	92.9%	4	28.6%
2015	21	21	100.0%	11	52.4%
2016	9	9	100.0%	5	55.6%
2017	7	6	85.7%	4	57.1%
2018	14	12	85.7%	3	21.4%

Welsh First Language

Key Stage 2

	Number of Year 6 pupils	No. Level 4+	% Level 4+	No. Level 5+	% Level 5+
2014	9	6	66.7%	3	33.3%
2015	13	13	100.0%	4	30.8%
2016	5	4	80.0%	2	40.0%
2017	16	16	100.0%	7	43.8%
2018	11	11	100.0%	4	36.4%

Welsh Second Language

Key Stage 2

	Number of Year 6 pupils	No. Level 4+	% Level 4+	No. Level 5+	% Level 5+
2014	12	9	75.0%	1	8.3%
2015	17	11	64.7%	3	17.6%
2016	18	16	88.9%	10	55.6%
2017	9	7	77.8%	3	33.3%
2018	16	15	93.8%	3	18.8%

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

The Welsh language is promoted in all after school activities provided by school staff.

The following additional activities provide opportunities for pupils to use the Welsh language:

- Visits by 'Mewn Cymeriad' company
- Activities to support the Welsh language charter, including Jambori, Shwmae Su'mae day, Welsh gigs
- Christmas concerts / Harvest Festivals – children in the English stream use Welsh

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

- Cylch Meithrin
- Cylch Ti a Fi
- Welsh for Adults lessons have taken place at the school in the past
- Young Farmers Club

iv) Other links between the school and the Welsh language community

N/A

5.2 Llanfyllin High School

i) Standards in the Welsh language

Welsh First Language

End of Key Stage 3

	Number of Year 9 pupils assessed in Welsh 1st lang	No. Level 5+	% Level 5+	No. Level 6+	% Level 6+
2014	25	24	96.0%	14	56.0%
2015	19	19	100.0%	9	47.4%
2016	21	19	90.5%	13	61.9%
2017	30	30	100.0%	19	63.3%
2018	33	32	97.0%	22	66.7%

End of Key Stage 4

	Total number of GCSE Welsh 1st lang. entries	Number of pupils that achieved grades A* - C	% of pupils that achieved grades A* - C
2014	18	13	72.2%
2015	21	16	76.2%
2016	25	14	56.0%
2017	18	14	77.8%
2018	20	13	65.0%

Welsh Second Language

End of Key Stage 3

	Number of Year 9 pupils assessed in Welsh 2nd lang	No. Level 5+	% Level 5+	No. Level 6+	% Level 6+
2014	116	108	93.1%	64	55.2%
2015	107	96	89.7%	51	47.7%
2016	94	88	93.6%	53	56.4%
2017	118	111	94.1%	86	72.9%
2018	105	99	94.3%	79	75.2%

End of Key Stage 4

	Total number of GCSE Welsh 2nd lang. entries	Number of pupils that achieved grades A* - C	% of pupils that achieved grades A* - C
2014	101	68	67.3%
2015	81	66	81.5%
2016	90	61	67.8%
2017	93	68	73.1%
2018	70	49	70.0%

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

As a bilingual school, the school endeavours to provide activities / extra-curricular activities bilingually.

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

- Welsh language activities take place in the Theatre, including Urdd activities, Powys eisteddfod, Penybont fawr Male Voice Choir, use by Llanfyllin Primary School, S4C recordings, Cyswllt Celf, Young Farmers groups, NFU

iv) Other links between the school and the Welsh language community

- Links with RhAG (Rhieni dros Addysg Gymraeg), S4C, the Urdd
- Siatr Iait
- Links with Welsh-medium primary schools
- Links with community organisations e.g. COBRA rugby club, churches/chapel, Police liaison officer
- Pupils take part in numerous Welsh language activities in the Llanfyllin area

5.3 Issues raised during the consultation period

A number of comments received during the consultation period related to the proposal's impact on the Welsh language. These included comments expressing concern about the proposal's impact on the Welsh language / Welsh-medium education as well as comments which recognised that the proposal offered opportunities to improve the Welsh-medium provision available in Llanfyllin. These comments are listed in full in the consultation report published in respect of this proposal, however a summary is provided below:

i) Comments expressing concern about the impact

- Concern about the impact on the Welsh language ethos of Llanfyllin C.P. School, as the primary school has a stronger Welsh ethos than Llanfyllin High School
- Concern that the proposal won't improve the Welsh-medium provision in Llanfyllin
- Criticism of the dual stream model
- The Council should reintroduce 'Trochi' provision in the secondary phase
- Suggestions that the Council should be considering alternative models which would promote the Welsh language, such as fully bilingual foundation phase or establishing designated Welsh-medium provision
- Concern that the status quo is having a negative impact on the number / percentage of Welsh speakers in the Llanfyllin area, and that the proposal will not help to mitigate this

ii) Comments recognising opportunities offered by the proposal

- It's important that dual stream provision is retained in Llanfyllin
- The proposal provides an opportunity to improve Welsh-medium provision
- The proposal could lead to an increase in the proportion of pupils continuing to access Welsh-medium provision when transferring from primary to secondary

5.4 Conclusion

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.

It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.

During the consultation period, concerns were raised about the proposal's impact on the Welsh language, in particular on the Welsh ethos of Llanfyllin C.P. School. Whilst these concerns are noted, the Council's view is that implementation of the proposal provides an opportunity to improve and

strengthen the Welsh-medium provision in Llanfyllin, and to strengthen the Welsh ethos across the primary and secondary phases.

CYNGOR SIR POWYS COUNTY COUNCIL.**POWYS COUNTY COUNCIL****7 March 2019**

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance, Countryside and Transport

SUBJECT: Banw C.P. School and Llanerfyl C. in W. (Foundation)
School

REPORT FOR: Discussion by Full Council

1. Summary

- 1.1 On the 13th July 2016, the County Council debated a motion proposing that Full Council should meet to discuss recommendations relating to Primary and Secondary School proposals prior to a decision being taken by Cabinet, and resolved the following:

‘That Full Council meets to discuss recommendations relating to Primary and Secondary School proposals that are affected by the Council’s Transformation Policy and Schools Reorganisation Policy 2015, to inform the Cabinet of Council’s views prior to any decision being taken by Cabinet.’

- 1.2 The purpose of this report is to inform members of the responses received to the recent consultation carried out in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School, and to enable members to discuss the recommendations relating to establishing a new school in the area, to inform Cabinet prior to a decision being taken by Cabinet, in accordance with the motion outlined in 1.1 above.
- 1.3 Further to the decision made by Cabinet on the 18th July 2018, the Council has carried out consultation on the following proposal:
- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
 - To establish the new school either
 - a. On the current site of Banw C.P. School or
 - b. On the current site of Llanerfyl C. in W. Foundation School
- 1.4 Subject to any views expressed by Full Council, it is proposed that Cabinet will consider the Consultation Report in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School, and determine whether or not to proceed with the proposal through the publication of a

statutory notice, on the 12th March 2019. The current proposed recommendation to be considered by Cabinet is as follows:

“To approve the publication of a statutory notice to close both Banw C.P. School and Llanerfyl C. in W. (Foundation) School on the 31st August 2020, and to open a new Welsh-medium Voluntary Aided Church in Wales Primary School on the site currently occupied by Banw C.P. School from the 1st September 2020.”

1.5 The report is supported by the following appendices:

- **Appendix A** – Consultation Document
- **Appendix B** – Consultation Report
- **Appendix C** – Minutes of meetings with School Councils, Governors and Staff
- **Appendix D** – Updated Impact Assessments

2. **Proposal**

Background

The Consultation Period

2.1 On the 18th July 2018, Cabinet considered a report relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School. At this meeting, Cabinet determined the following:

‘To carry out consultation as required by the School Organisation Code on a proposal to close Banw C.P. School and Llanerfyl C. in W. Foundation School and to open a new Welsh-medium Church in Wales Voluntary Aided School on either the Banw site or the Llanerfyl site, with a target date of closing the two schools on the 31st August 2020 and opening the new school on the 1st September 2020.’

2.2 Consultation on the proposal to close the two schools and establish one new school on one of the two sites commenced on the 24th September 2018 and ended on the 5th November 2018.

2.3 The consultation document was available on the Council’s website throughout the consultation period. The document was also distributed to stakeholders as required by the School Organisation Code (2013). The consultation document that was issued is attached as Appendix A.

2.4 Consultees were asked to respond to the consultation by either completing the online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team, or by writing to the School Transformation Team.

2.5 During the consultation period, meetings were also held with the following:

- Staff and governors of Llanerfyl C. in W. (Foundation) School
- Staff and governors of Banw C.P. School
- School council of Llanerfyl C. in W. (Foundation) School
- School council of Banw C.P. School

The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the Consultation Report (Appendix B).

- 2.6 In addition, two drop in sessions were held during the consultation period, to give people the opportunity to discuss the proposals with officers and county councillors. One session was held in Llanerfyl Village Hall, and the second was held in Banw Community Centre.

Consultation Responses

- 2.7 250 respondents completed the consultation response form which was included in the consultation document, including paper copies and responses submitted using the online response form. In addition, 51 written responses were received.
- 2.8 The consultation response form asked respondents to answer a number of questions. The findings are provided in full on pages 7 and 8 of the Consultation Report (Appendix B).
- 2.9 The written responses received included a response by Estyn, which is provided on page 17 of the Consultation Report (Appendix B).

Consultation Findings

- 2.10 As part of the consultation, a consultation response form was issued, which was completed by 250 respondents. 40% of respondents indicated that they were associated with Banw C.P. School, whilst 44% of respondents indicated that they were associated with Llanerfyl C. in W. (Foundation) School.
- 2.11 The consultation response form asked respondents whether or not they agreed that each of the two sites options was a suitable way forward. The findings are outlined in the full on pages 7-8 of the Consultation Report (Appendix B), however the main findings are also provided below:
3. *Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?*

Yes	189	83%
No	33	14%

<i>Don't know</i>	7	3%
<i>Total responses</i>	229	

4. *The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?*

Yes	105	46%
No	48	21%
<i>Don't know</i>	74	33%
<i>Total responses</i>	227	

5. *If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?*

Yes	140	61%
No	81	35%
<i>Don't know</i>	8	4%
<i>Total responses</i>	229	

6. *If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?*

Yes	81	36%
No	130	57%
<i>Don't know</i>	16	7%
<i>Total responses</i>	227	

- 2.12 Written comments were also provided in the consultation response form. These comments, as well as issues raised in written responses and those raised in the consultation meetings, are listed in the Consultation Report (Appendix B) from page 21 onwards, along with the Council's response to these issues. The issues raised relate to the following headings:

1. Comments on the principle of merging the two schools
2. Comments about Banw C.P. School
3. Comments about Llanerfyl C. in W. School
4. Category of any new school
5. Impact on pupils
6. Pupil numbers
7. Impact on staff
8. Impact on the community

- 9. Impact on the Welsh language
- 10. Reference to Early Years provision
- 11. Financial considerations
- 12. Other options
- 13. Reference to documentation
- 14. Comments relating to the process

2.13 The findings of the consultation, as summarised in 2.10 above, suggest that the respondents' preferred option is to establish a new school on the site currently occupied by Banw C.P. School.

The Proposal

2.14 Based on the findings of the consultation, the current proposal to Cabinet is as follows:

- i) To receive the Consultation Report in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- ii) To approve the publication of a Statutory Notice proposing the following:
 - To close Banw C.P. School and Llanerfyl C. in W. Foundation School
 - To establish a new Welsh-medium Voluntary Aided Church in Wales Primary School on the current site of Banw C.P. School

2.15 A financial analysis of the two options was carried out, and details were included in the Consultation Document (Appendix A). This analysis estimated that the proposal to close the two schools and establish a new Voluntary Aided Church in Wales School on the current site of Banw C.P. School would result in an annual saving of £49,226.

2.16 This will be recalculated using the Council's new funding formula. This information will be available during February half term, so will be updated in the paper to be considered by Cabinet on the 12th March.

2.17 It is anticipated that Statutory Notices would be published before the end of March 2019, and that a further report, summarising any objections received, would be considered by the Council's Cabinet before the end of the academic year.

2.18 The target would be for the new school to open in September 2020.

3. Options Considered / Available

- 3.1 A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. These are outlined in the consultation document in respect of this proposal (Appendix A).
- 3.2 Two options were outlined in the consultation document, which were to open a new school on the site currently occupied by Banw C.P. School or to open a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School. Consultees were asked for their views on the two options. The findings of the consultation exercise are outlined in the Consultation Report (Appendix B).

4. Preferred Choice and Reasons

- 4.1 As outlined in section 2 above, the outcome of the consultation exercise carried out suggests that the preferred option is to establish a new school on the site currently occupied by Banw C.P. School.
- 4.2 Therefore, the preferred choice is to proceed with the option to establish a new Welsh-medium Voluntary Aided Church in Wales School on the site currently occupied by Banw C.P. School.
- 4.2 The reasons for this are as follows:

- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
- Would minimise surplus places in the Dyffryn Banw area
- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
- The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site
- The Banw building has been assessed as being more suitable for curriculum delivery purposes
- There is access to a hall on site
- This outcome of the consultation carried out suggests that this is the preferred option.

5. Impact Assessment

- 5.1 Is an impact assessment required? Yes
- 5.2 If yes is it attached? Yes

A range of draft impact assessments were produced as part of the consultation documentation. These included a Single Integrated Impact Assessment, an Equalities Impact Assessment, a Community Impact Assessment and a Welsh Language Impact Assessment.

These draft impact assessments have been updated to reflect issues raised during the consultation period, and are attached in Appendix D.

6. Corporate Improvement Plan

- 6.1 Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'

7. Local Member(s)

7.1

8. Other Front Line Services

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

9. Communications

Have Communications seen a copy of this report? Yes

Have they made a comment? 'The report is of public interest and requires news release and appropriate social media action to publicise the outcome.'

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 Legal: The recommendation can be supported from a legal point of view

10.2 Finance: Establishing one new school to replace the two current schools would provide an opportunity for the new school to work more effectively and efficiently. Finance and Schools Service would continue to work closely with the two current schools and the proposed new school to ensure the financial position is managed within the requirements of the Scheme for Financing Schools.

Upon implementation of the proposal, the existing balances for each school would cease, and the balance would be retained / met by the authority. The current projected balance for March 2019 is Banw CP School = £18k, Llanerfyl C. in W. (Foundation) School = £9k. The proposed new school would be funded in line with the new formula as a single school.'

11. Scrutiny

Has this report been scrutinised? No

12. Statutory Officers

12.1 The Solicitor to the Council (Monitoring Officer) commented as follows: "I note the legal comments and have nothing to add to the report."

12.2 The Head of Financial Services (Deputy Section 151 Officer) notes the comments of Finance. It is critical that both schools manage their budget within the requirements of the Scheme for the Financing of Schools to ensure that they maintain a positive budget position through to closure.

13. Members' Interests

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To discuss the proposed recommendation to Cabinet in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School as set out in paragraph 1.4 of this report, to enable Cabinet to take the views expressed by Council into account when making a decision.	To inform the Cabinet of Council's views prior to a decision being taken by Cabinet.

Relevant Policy (ies):	School Organisation Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Myfanwy Alexander
----------------------------------	-------------------------------

Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	End of March 2019

Contact Officer:	Sarah Astley
Tel:	01597 826265
Email:	sarah.astley@powys.gov.uk

Background Papers used to prepare Report:
CABINET REPORT TEMPLATE VERSION 5

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POWYS COUNTY COUNCIL

CONSULTATION DOCUMENT

**Banw Community Primary School
and
Llanerfyl Church in Wales Foundation School**

Consultation dates: 24th September 2018 – 5th November 2018

Consultation on proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School

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Most of the pupil related data used in this document is based on the latest PLASC data available to the Council, which reflects pupils attending the schools in January 2018.

This document and an online version of the consultation response form is also available on the Council's website via the following link: <https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>

If you require a copy of the document in a different format, please contact the School Transformation Team on 01597 826265, or e-mail school.modernisation@powys.gov.uk.

Consultation on proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School

Overview of the Consultation

1. The Proposals

Powys County Council is consulting on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
 - a. on the current site of Banw C.P. School **or**
 - b. on the current site of Llanerfyl C. in W. Foundation School

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

2. How to respond

You can respond to this consultation by completing the online questionnaire which is available on our website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

A paper copy of the questionnaire is also available at the back of this document.

Alternatively, you can respond in writing, using the contact details below.

All responses must be received by the **5th November 2018**.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

Drop in session for parents of pupils attending Llanerfyl C. in W. (Foundation) School and other stakeholders associated with the school:

Thursday, 4th October, 3 – 7pm, Llanerfyl Village Hall

Drop in session for parents of pupils attending Banw C.P. School and other stakeholders associated with the school:

Monday, 15th October, 3 – 7pm, Banw Community Hall

3. Contact details

All responses should be sent to the following address:

School Transformation Team
Powys County Council
County Hall
Llandrindod Wells
Powys
LD1 5LG

E-mail: school.consultation@powys.gov.uk

Phone: 01597 826265

4. What will happen next

Once the consultation period has ended, a consultation report will be produced which will outline the feedback received. The Council's Cabinet will consider the consultation report, and will consider how they wish to proceed in respect of the proposals outlined above. This is expected to happen early in 2019.

If the Cabinet decide to proceed with any of the proposals outlined above, statutory notices would be published, and there would be a period of 28 days for people to submit objections. The Cabinet would then need to consider another report summarising any objections received, and decide whether or not to proceed with implementation.

It is anticipated that a final decision will be made by the end of the 2018/19 academic year at the latest.

PART A – THE CASE FOR CHANGE

Powys County Council is consulting on the following proposals:

- **To close Banw Community Primary (C.P.) School and Llanerfyl Church in Wales (C. in W.) Foundation School, and to establish a new Welsh-medium Voluntary Aided Church in Wales School**

- **To establish the new school either**
 - a. **on the current site of Banw C.P. School or**
 - b. **on the current site of Llanerfyl C. in W. Foundation School**

The current target date is to close the two schools on the 31st August 2020, with the new school opening on the 1st September 2020.

1. BACKGROUND

Banw C.P. School and Llanerfyl C. in W. (Foundation) School are two small Welsh-medium primary schools situated approximately 2.5 miles apart in the Banw Valley in North Powys. The two schools serve the villages of Llanerfyl, Llangadfan and Y Foel, along with the surrounding rural area.

The following table provides general information about the two schools:

School name and location	School Category	Language Category	Admission Number
Banw C.P. School, Llangadfan, Welshpool, Powys, SY21 0NW	Community Primary School building owned by PCC with a community centre attached to the school. PCC responsible for admissions.	Welsh-medium	8
Llanerfyl C. in W. (Foundation) School, Llanerfyl, Welshpool, Powys, SY21 0HZ	Foundation Church in Wales School building owned by the Pricilla Foster Trust. School responsible for its own admissions.	Welsh-medium	7

Current pupil numbers¹ at the two schools are as follows:

¹ Teacher Centre, 18th September 2018

	N2	R	1	2	3	4	5	6	Total
Banw C.P. School	N/A ²	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
TOTAL	3	5	5	6	7	8	8	9	51

Pupil numbers in the area have reduced over recent years, and in the summer of 2017, Banw C.P. School contacted the Council, to express concern about the current and projected numbers at their school, and to request the Council to facilitate a dialogue between the two schools in the area, to safeguard the provision of education in the Banw Valley.

The Council has subsequently carried out a review of the two primary schools, which has included the following steps:

- Discussions with the governing bodies – this has included individual meetings as well as joint meetings with both governing bodies
- Initial engagement with parents – a questionnaire was distributed to parents of pupils currently attending the two schools and the local Cylch Meithrin
- An options appraisal
- Information presented to the Council’s Learning and Skills Programme Board
- Recommendation ratified by members of the Learning and Skills Programme Board
- Recommendation presented to Cabinet
- Recommendation amended and approved by Cabinet

A paper in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School was considered by the Council’s Cabinet on the 18th July. Whilst a preferred option was presented in the paper considered by Cabinet, the recommendation changed in the Cabinet meeting.

The recommendation approved by Cabinet on the 18th July was as follows:

‘To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to open a new Welsh-medium Church in Wales Voluntary Aided School on **either** the Banw site or the Llanerfyl site, with a target date of closing the two schools on the 31st August 2020 and opening the new school on the 1st September 2020.’

The proposal to close the two current schools and to open a new school, and the two options in terms of the location of any new school, are considered in more detail in the following sections.

² In September 2017, the Council raised the age of admission for pupils into maintained schools to 5 years old, therefore Banw C.P. School does not have an N2 class. Llanerfyl C. in W. School is a Foundation school and is therefore responsible for its own admissions, and has continued to admit nursery aged pupils.

2. THE STRATEGIC CONTEXT

In March 2018, Cabinet approved a new School Organisation Policy, which set out the Council's aspirations for the schools infrastructure in Powys. The policy states that:

'The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel'

The policy also states that a Delivery Plan will be produced which sets out the Council's priorities:

'In order to move towards a more efficient schools network, a new Delivery Plan will be implemented with a greater focus on working in partnership with schools and the communities they serve, and on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools.

The Council's Delivery Plan will focus on delivering the following priorities:

- Secondary schools to become 'all-through schools', or part of multi-sited arrangements
- Small primary schools³ to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- New Welsh-medium provision to be established
- Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme
- A new model for delivering post-16 provision to be implemented
- Transforming the delivery of support for pupils with additional learning needs

In addition to the above priorities, the Council will encourage all schools to:

³ The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

- Identify areas where staff and / or services can be shared across more than one school in order to improve efficiency
- Develop the use of ICT links between school sites to provide distance learning opportunities'

The review of Banw C.P. School and Llanerfyl C. in W. (Foundation) School has been carried out in line with this policy.

3. WHY CHANGE IS NEEDED IN THE BANW VALLEY

The current challenges in respect of the provision of education in the Banw Valley are as follows:

3.1 Low pupil numbers at both schools

Current pupil numbers⁴ at the two schools are as follows:

	N2	R	1	2	3	4	5	6	Total
Banw C.P. School	N/A ⁵	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
TOTAL	3	5	5	6	7	8	8	9	51

The Welsh Government defines a 'small school' as a school with less than 91 pupils, however the total number of pupils at Banw C.P. School and Llanerfyl C. in W. School is less than this.

As well as the low overall total number of pupils, the numbers of pupils per year group in each school is very small.

3.2 Decreasing pupil numbers

Pupil numbers across the two schools have fallen significantly over the last few years, as illustrated in the following table⁶:

⁴ Teacher Centre, 18th September 2018

⁵ In September 2017, the Council raised the age of admission for pupils into maintained schools to 5 years old, therefore Banw C.P. School does not have an N2 class. Llanerfyl C. in W. School is a Foundation school and is therefore responsible for its own admissions, and has continued to admit nursery aged pupils.

⁶ PLASC

	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Banw C.P. School	45	50	46	38	35	33	28	26
Llanerfyl C. in W. (Foundation) School	47	51	42	41	38	37	35	32
TOTAL	92	101	88	79	73	70	63	58

The latest projected pupil numbers⁷ for the two schools (R-Yr6) suggest that numbers are expected to continue to decrease over the next few years, as indicated in the following table:

	January 2019	January 2020	January 2021	January 2022	January 2023
Banw C.P. School	22	18	17	13	15
Llanerfyl C. in W. (Foundation) School (R-Yr6)	28	30	29	31	28
TOTAL	50	48	36	44	43

3.3 Financial challenges

Similarly to many other schools across Powys and Wales, both Banw C.P. School and Llanerfyl C. in W. School are currently facing a difficult financial position. As illustrated in the table below, both schools are currently projecting a deficit budget position by the 2019/20 financial year⁸:

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Banw C.P. School	£28,525	£15,582	(£1,576)	(£23,536)
Llanerfyl C. in W. (Foundation) School	£19,422	(£969)	(£25,852)	(£50,624)

⁷ These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's Finance team, which is supplied by the schools themselves. However, it is acknowledged that projected pupil numbers are subject to change

⁸ Current budgetary position, as of 1st May submittal by full governing body

3.4 Building condition / suitability

In the Spring of 2018, the Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition and suitability assessments of the two schools.

Detailed reports have been provided for two schools, however the overall assessments are as follows:

	Condition	Suitability
Banw C.P. School	C Generally poor	B Generally satisfactory
Llanerfyl C. in W. (Foundation) School	B Generally satisfactory	C/D Poor to bad This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property

These assessments suggest that there are issues with both current buildings.

3.5 Welsh-medium education

Both schools provide access to good quality education through the medium of Welsh, and therefore support the recently launched Welsh Government strategy to achieve a million Welsh speakers by the year 2050⁹.

Whilst Banw C.P. School and Llanerfyl C. in W. School make an important contribution to implementation of the Council's Welsh in Education Strategic Plan, in terms of providing access to Welsh-medium provision, there is evidence that the current provision in the Banw Valley is not attracting all prospective pupils who live in the area. Currently, 26 pupils are accessing home to school transport to access English-medium provision in Llanfair Caereinion C.P. School.

3.6 Need to maintain quality of provision

Quality of provision at the two schools, as indicated by their most recent Estyn inspections, and the most recent School Categorisation exercise carried out during the 2017-18 academic year, is outlined below:

⁹ <https://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/?lang=en>

i) Estyn

	Banw C.P. School	Llanerfyl C. in W. (Foundation) School
Date of Inspection	September 2016	November 2014
School's Current Performance	Good	Adequate
Prospects for Improvement	Good	Adequate
Follow Up Activity	No follow up activity	Estyn Monitoring Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring

ii) School Categorisation

	Standards Group	Improvement Capacity	Support Capacity
Banw C.P. School	N/A	A	Green
Llanerfyl C. in W. (Foundation) School	N/A	C	Yellow

Whilst the two schools have historically provided good quality education to pupils in the Banw Valley, the decreasing pupil numbers in the area and the financial pressures faced by both schools are a threat to their ability to sustain this in the future. One of the two schools has been unable to secure permanent leadership arrangements, and the small number of pupils in each year group at the two schools, which are projected to decrease further in the coming years, is a further threat.

4. OPTIONS CONSIDERED

Discussions with the governing bodies of Banw C.P. School and Llanerfyl C. in W. (Foundation) School on the future of the two schools took place during the 2017-18 academic year. The outcome of these discussions was an agreement that there should be one school in the area instead of two.

Subsequently, the Council has considered a number of options which would result in the establishment of a single primary school in the area. Clustering and collaboration have not been considered as options at this stage as they would not result in the creation of a single school. Federation has not been considered as it is not possible for the two schools to federate due to the fact that one is a Community Primary school and the other is a Church in Wales Foundation school.

The following options have been considered:

- 1 Establish a new school operating across the two current sites
- 2 Establish a new school operating from the current Dyffryn Banw site
- 3 Establish a new school operating from the current Llanerfyl site
- 4 Establish a new school operating from a new site in the area

These options, as well as the status quo (Banw C.P. School and Llanerfyl C. in W. (Foundation) School) are considered in more detail below.

4.1 SWOT analyses of the options

SWOT analyses for each of the four options are provided below. As well as input from officers, these also reflect comments provided by parents during initial engagement work carried out as part of the review process.

Status Quo: Banw C.P. School and Llanerfyl C. in W. (Foundation) School to continue to operate as separate schools

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would retain provision in both villages - There would be no additional transport costs - Would continue to provide access to Community Primary and Church in Wales provision in the Banw Valley 	<ul style="list-style-type: none"> - There would still be small numbers of pupils at each school - Pupils would still be taught separately - Would still be running two buildings which would mean twice the cost - Would not reduce surplus places in the area - Would not lead to a financial saving to the council - No early years provision in either school - Would not address the financial pressures faced by the two schools
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunities for closer collaboration between the two schools to provide increased opportunities for pupils 	<ul style="list-style-type: none"> - Further decline in pupil numbers expected in the area

Option 1: A new school operating across the two current sites

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would retain provision in both villages - Bringing the two schools together under a new name and one headteacher would bring the communities and the pupils together - Benefits in terms of leadership and management - More opportunities could be provided to the pupils - There would be no additional transport costs - Possibly the most straightforward option 	<ul style="list-style-type: none"> - There would still be small numbers of pupils on each site - Pupils would still be taught separately - Would still be running two buildings which would mean twice the cost - Would not reduce surplus places in the area - Would not lead to a financial saving to the council
Opportunities	Threats
<ul style="list-style-type: none"> - Possibility that the schools could separate again if numbers were to increase - Opportunity to include Cylch Meithrin / Tia Fi on one of the sites 	<ul style="list-style-type: none"> - In the future, it's possible that parents would opt for one site over the other - Possible conflict between church school and community school

Option 2: A new school operating from the current Banw site

Strengths	Weaknesses
<ul style="list-style-type: none"> - This is the larger site of the two and could accommodate all current pupils in the area - There are more facilities on this site e.g indoor hall, dining hall, large playground and playing fields, plenty of parking - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	<ul style="list-style-type: none"> - There would be no provision in Llanerfyl - Not having primary provision in the village would impact on the Llanerfyl community - Additional transport would be required for Llanerfyl pupils - Would be more difficult for Llanerfyl pupils to access after school activities - The council would not benefit from any sale of the Llanerfyl site as it isn't owned by the council - Some investment would be needed in the Dyffryn Banw building - There are no safe walking / cycling routes to the school - Would be less convenient for Llanerfyl parents, many of whom work in the opposite direction - Current pupil projections are lower for Dyffryn Banw than Llanerfyl
Opportunities	Threats
<ul style="list-style-type: none"> - Sufficient space to accommodate any growth in pupil numbers in the future - Opportunity to accommodate early years provision on the site - Opportunity to bring the two communities together 	<ul style="list-style-type: none"> - Some Llanerfyl parents may choose for their children to attend a different school - Concern that Llanerfyl pupils would not travel up the valley to Banw

Option 3: A new school operating from the current Llanerfyl site

Strengths	Weaknesses
<ul style="list-style-type: none"> - Current numbers at Llanerfyl are higher than Banw, therefore this would be a more convenient location for the majority - Current pupil projections at Llanerfyl are higher than Dyffryn Banw - Building is currently in a better condition than Banw - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	<ul style="list-style-type: none"> - There would be no provision in Llangadfan - Not having primary provision in the village would impact on the Llangadfan community - Concern about the impact on Banw Community Hall if there was no school located on the site - Sale of the Banw site could be difficult due to the co-location of the community centre - Additional transport would be required for Llangadfan pupils - Would be more difficult for Llangadfan pupils to access after school activities - Capacity of the building is lower than Dyffryn Banw's - No separate dining area / canteen - No access to a hall on the school site – pupils have to walk up the road - Access to the school is down a narrow lane – this could be problematic if there were more pupils attending the school - Limited parking on the site - Capital investment would be required to provide additional facilities - Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunity for capital receipts from the sale of the Banw site - Llanerfyl is more central in the area which means that it could attract Welsh-medium pupils from Llanfair and the area - There is land nearby which could be purchased to extend the car park and buildings - Opportunity to bring the two communities together 	<ul style="list-style-type: none"> - Some Banw parents may choose for their children to attend alternative schools

Option 4: A new school operating from a new site in the area

Strengths	Weaknesses
<ul style="list-style-type: none"> - Would be a fresh start for the area - Could be located in a central location which would be equally accessible to the two communities - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Could lead to a financial saving to the council - Any new building would include all required facilities, disabled access, early years provision, a hall, playing fields etc. 	<ul style="list-style-type: none"> - There are already two buildings in the area that can accommodate current pupil numbers - Would need to purchase land, which would add to the expense - No guarantee that Welsh Government would provide funding as the new school would be very small - Would not provide good value for money based on potential investment per pupil
Opportunities	Threats
<ul style="list-style-type: none"> - Opportunity to access 21st Century Schools funding from the Welsh Government - Could attract pupils from further afield 	

4.2 Financial Assessment

A financial assessment of each of the options has also been carried out. The estimated savings/costs of each of the options is outlined below. The Council is currently reviewing its Fair Funding Formula for schools. It is expected that a new formula will be introduced during the 2019/20 financial year. The estimates provided below are based on the current funding formula, however these may change depending on the new Fair Funding Formula agreed.

Option 1: A new school operating across the two current sites

Current Estimated funding 18/19 – 2 schools	£308,423
Total	£308,423
Revised Estimated Funding/Costs	
1 school across 2 sites	£321,577
Management saving	£4,679
Total	£316,898
Saving / (Cost)	(£8,475)
Estimated Saving / (Costs)	(£8,475)

Option 2: A new school operating from the current Dyffryn Banw site

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
Total	£336,019
Revised Estimated Funding/Costs	
1 school 1 site (Dyffryn Banw)	£227,265
Catering costs	£24,572
Total	£251,837
Saving / (Cost)	£84,182
Estimated Additional Transport Costs	£34,956
Estimated Saving / (Costs)	£49,226

Option 3: A new school operating from the current Llanerfyl site

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
Total	£336,019
Revised Estimated Funding/Costs	
1 school 1 site (Llanerfyl)	£213,065
Catering costs	£24,572
Total	£237,637
Saving / (Cost)	£98,382
Estimated Additional Transport Costs	£34,956
Estimated Saving / (Costs)	£63,426

Option 4: A new school operating from a new site in the area

It is not possible to estimate the cost of this option at this stage as it would be dependent on the size / location of the new school.

Should this option be taken forward, a detailed financial appraisal would need to be carried out as part of a business case process.

4.3 Conclusion

Based on the SWOT analyses and the financial estimates, the Status Quo, Option 1 and Option 4 have been discounted.

The Status Quo has been discounted because of the following reasons:

- There would still be small numbers of pupils at each school
- Pupils would still be taught separately
- Would still be running two buildings which would mean twice the cost

- Would not reduce surplus places in the area
- Would not lead to a financial saving to the council
- No early years provision in either school
- Would not address the financial pressures faced by the two schools
- Further decline is expected in pupil numbers in the area

Option 1 (A new school operating across the two current sites) has been discounted because of the following reasons:

- There would still be small numbers of pupils on each site
- Pupils would still be taught separately
- Would still be running two buildings which would mean twice the cost
- Would not reduce surplus places in the area
- Would not lead to a financial saving to the council

Option 4 (A new school operating from a new site in the area) has been discounted because of the following reasons:

- There are already two buildings in the area that can accommodate current pupil numbers
- Would need to purchase land, which would add to the expense
- No guarantee that Welsh Government would provide funding as the new school would be very small
- Would not provide good value for money based on potential investment per pupil

The preferred option is to amalgamate the two schools by closing the two current schools and establishing one new school in the area, with two options in terms of the location of any new school – either the current site of Banw C.P. School or the current site of Llanerfyl C. in W. (Foundation) School. These two options are considered in more detail in the following sections.

PART B OPTION TO ESTABLISH A NEW SCHOOL ON THE CURRENT SITE OF BANW C.P. SCHOOL

This section considers the impact of option (a), to establish a new school on the current site of Banw C.P. School.

This would mean that Banw C.P. School and Llanerfyl C. in W. School would close, and a new Welsh-medium Voluntary Aided Church in Wales School would be established on the site currently occupied by Banw C.P. School.

5. OVERVIEW

Should this option be implemented, the details of the new school would be as follows:

Proposed admission number and admission arrangements	10 As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school. Prospective parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.
Age range	5-11
Pupil places capacity and/or number of nursery places	72 + 10 Nursery
Location	Current site of Banw C.P. School, Llangadfan, Powys, SY21 0NW
Category	Voluntary Aided Church in Wales
Language Category	Welsh-medium
Details of the proposed accommodation	The school would be located in the building currently occupied by Banw C.P. School. The facilities would be the same as those currently available at Banw C.P. School.
Home to school transport arrangements	Home to school transport would be provided in accordance with the Council's home to school transport policy. Should this option be implemented, Welsh-medium education would continue to be accessible to all pupils in the Banw Valley area. Home to school transport would be provided to eligible pupils to enable them to access this provision.

6. REASONS FOR THE PROPOSAL

The reasons for this option are as follows:

- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
- Would minimise surplus places in the Dyffryn Banw area
- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
- The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site
- The Banw building has been assessed as being more suitable for curriculum delivery purposes
- There is access to a hall on site

7. ADVANTAGES AND DISADVANTAGES

The advantages and disadvantages of the option to establish a new school on the current site of Banw C.P. School are as follows:

Advantages	Disadvantages
<ul style="list-style-type: none"> - This is the larger site of the two and could easily accommodate all current pupils in the area - There are more facilities on this site e.g. indoor hall, dining hall, large playground and playing fields, plenty of parking - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	<ul style="list-style-type: none"> - There would be no provision in Llanerfyl - Not having primary provision in the village would impact on the Llanerfyl community - Additional transport would be required for Llanerfyl pupils - Would be more difficult for Llanerfyl pupils to access after school activities - The Council would not benefit from any sale of the Llanerfyl site as it isn't owned by the Council - Some investment would be needed in the Banw building - There are no safe walking / cycling routes to the school - Would be less convenient for Llanerfyl parents, many of whom work in the opposite direction - Current pupil projections are lower for Dyffryn Banw than Llanerfyl

8. RISKS

As with all school reorganisation proposals, there would be risks associated with a proposal to establish a new school on the current site of Banw C.P. School. These are outlined below, along with suggested mitigating actions:

Risk	Likelihood	Impact	Mitigating Actions
Based on current pupil projections, there is likely to be less than 50 pupils in the school in a few years time	High	Medium	Ensure that pupil numbers are monitored closely
Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	High	Ensure that there is a proactive recruitment campaign that is widespread

9. LIKELY IMPACT OF THIS OPTION

9.1 Impact on pupils

i) Impact on pupils currently attending Banw C.P. School and Llanerfyl C. in W. School

Implementation of this option would mean that there would be no provision in Llanerfyl, therefore all pupils currently attending the two schools would transfer to the new school, to be located on the current site of Banw C.P. School.

Whilst this may have an impact on pupil well-being in the short term, in the longer term pupils would benefit from being part of a larger cohort of pupils. It is likely that there would be more impact on pupils currently attending Llanerfyl C. in W. (Foundation) School as they would be attending school in a new location, however there would also be some changes for pupils currently attending Banw C.P. School.

The current site of Banw C.P. School has been assessed to be more suitable than the current site of Llanerfyl C. in W. (Foundation) School. In particular, there is access to a hall on site, as well as more extensive facilities than those available at

Llanerfyl C. in W. (Foundation) School. Implementation of this option would mean that all pupils in the Banw Valley would be able to benefit from these facilities.

Additional home to school transport would also be required for pupils currently attending Llanerfyl C. in W. School. Whilst this could have an impact in terms of pupil well-being, the additional travel that would be required is not significant, therefore it is unlikely that this would have a significant impact on pupils.

ii) Impact on pupils with additional learning needs

All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.

Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.

iii) Impact on pupils currently attending other schools

It is not anticipated that implementation of this option would impact on any pupils currently attending other schools. Should the proposal be implemented, it is possible that some pupils could transfer to alternative schools instead of the proposed new school, however the numbers involved would be very small.

9.2 Impact on quality and standards in education

The likely impact on quality and standards in education of a proposal to establish a new school on the current site of Banw C.P. School is outlined below:

i) Impact on outcomes

Standards

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley.

The most recent inspections of the two current schools, and the most recent school categorisation exercise, suggest that the quality of education is better at Banw C.P. School compared with Llanerfyl C. in W. School. In addition, permanent leadership arrangements are in place at Banw C.P. School, whereas this is not the case at Llanerfyl C. in W. School. Permanent leadership also has a positive impact on standards, as a strong permanent head would be better placed to implement education reforms, e.g. the new curriculum.

Amalgamation of the two current schools would provide an opportunity to build on the strengths of the two current schools, to impact positively on outcomes, ensuring that excellent educational opportunities are provided for pupils. It is expected that implementation of the proposal would have a positive impact on the quality of education currently provided to pupils attending Llanerfyl C. in W. (Foundation) School, and that the quality of education for pupils currently attending Banw C.P. School would be at least equivalent to that currently provided.

Well-being

Whilst the process of establishing the new school could have a negative impact on pupil well-being in the short term, in the longer term there would be improved opportunities available to pupils from being part of a larger cohort of pupils. Should this option be implemented, there would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School, however the additional distance would be minimal, and is not expected to have a significant impact on pupil well-being. There is more physical space in the building currently occupied by Banw C.P. School compared with the building currently occupied by Llanerfyl C. in W. (Foundation) School, which could also have a positive impact on pupil well-being with a designated canteen, and a designated hall for PE and assembly.

ii) Impact on provision

Learning experiences

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the area. This would also mean that pupils would be part of larger cohorts of pupils, which could have a positive impact on the collaborative learning experiences and activities which can be offered to them.

The proposal is that the new school would be a Church in Wales school, as part of the St Asaph Diocese. This would be a change for pupils currently attending Banw C.P. School. However, Church in Wales schools teach the same agreed Religious Education syllabus as community schools, therefore it is not anticipated that there would be a significant difference in terms of the learning experiences offered to pupils. As with community schools, parents of children attending church schools have the right to opt out of collective worship and Religious Education.

Teaching

Implementation of this option would result in one larger school in the Banw Valley. Although the new school would remain a small school, pupils would be part of larger cohorts of pupils, which would have a positive impact for teachers and for the pupils themselves. It is likely that teaching staff would be part of a slightly larger team of staff, which could provide additional opportunities for staff development, and to develop expertise in particular areas. There would also be increased opportunities to utilise staff expertise more effectively across the new school. However, it must be noted that any new school would remain a small school, therefore these benefits would be limited.

Care, support and guidance

Implementation of this option would result in one larger school in the Banw Valley. It is likely that there would be a slightly larger team of staff in the new school, which would provide improved opportunities for all pupils in the Banw Valley to benefit from any staff expertise in specific areas.

Learning environment

Implementation of this option would mean that the school would be located on the current site of Banw C.P. School. Whilst some issues have been identified with the current condition of the building, the building's suitability has been assessed as B. The building has a wide range of facilities available which would enable the school to provide an extensive range of educational experiences to pupils.

For pupils currently attending Banw C.P. School, there would be no change compared with the facilities currently available to them. However, the suitability of the current Llanerfyl building has been assessed as C/D – this building does not have the same facilities as the current Banw building, therefore it is expected that implementation of this option would result in improved facilities for pupils currently attending Llanerfyl C. in W. (Foundation) School.

iii) Impact on leadership and management

Leadership and management

Currently, there are permanent leadership arrangements in place in Banw C.P. School, however the leadership arrangements at Llanerfyl C. in W. School are not permanent. Should this option be implemented, the leadership and management at the new school would be expected to be at least as good as the current arrangements for pupils currently attending Banw C.P. School, and would be expected to be improved for pupils currently attending Llanerfyl C. in W. (Foundation) School.

However, whilst the newly established school would be larger than the two current schools, the school would still be a relatively small, Welsh-medium school, which could lead to challenges in attracting a suitable candidate for the headteacher position.

Should the proposal be implemented, a temporary governing body would be established. The membership would be from the existing governing bodies of the two current schools. The temporary governing body would be responsible for appointing staff to the new school, including a headteacher. All headteacher vacancies are required to be advertised nationally.

Improving quality

Historically, both Banw C.P. School and Llanerfyl C. in W. (Foundation) School have provided good quality Welsh-medium education for pupils in the Banw Valley. However, decreasing pupil numbers and financial pressures are a threat to this. Implementation of this option would lead to the establishment of a new, larger school, which would be better placed to continue to provide high quality Welsh-medium education for pupils in the area in the future.

Partnership working

All Powys schools are expected to work in partnership. Banw C.P. School and Llanerfyl C. in W. (Foundation) School currently work in partnership with each other and with other schools. Should this option be implemented, the new school would remain a relatively small school, therefore the school would be expected to continue to work in partnership with other schools in order to provide additional opportunities to pupils and to enable the school to operate as efficiently and effectively as possible.

Resource management

Both current schools are projected to be in a deficit budget position within the next few years. Implementation of this option would be expected to have a positive impact in terms of resource management as the new school would be larger, therefore there would be more resources available to it.

iv) Impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage

Implementation of the proposal would result in one larger school in the Banw Valley. It is expected that this would improve the school's ability to deliver the full curriculum in each key stage of education, as there would be larger numbers of pupils in each year group. The proposal to establish one new school would also enable education in the area to be delivered more efficiently, ensuring that teaching resources can be shared, which would support the school's ability to deliver the full curriculum in each key stage.

This option would result in the new school being located in the building currently occupied by Banw C.P. School. The facilities available on this site would enable the successful delivery of all key stages of education to the current number of pupils attending the two schools. Pupils currently attending Banw C.P. School would continue to attend the same site, therefore there would be no impact on them. For pupils currently attending Llanerfyl C. in W. (Foundation) School, it is likely that implementation of this option would provide improved opportunities for delivery of the full curriculum in each key stage.

v) Impact on other schools

Should this option be implemented, it is possible that some pupils would choose to transfer to alternative schools instead of the proposed new school. However, the numbers involved would be very small, therefore it is not anticipated that this would impact on quality and standards in education at these schools, to include outcomes (standards and wellbeing), provision (learning experiences, teaching, care support and guidance, and learning environment) and leadership and management (leadership, improving quality, partnership working and resource management), nor on their ability to deliver the full curriculum at the foundation phase and each key stage of education.

9.3 Financial impact

i) Revenue funding

Based on the Council's current Fair Funding Formula, it is estimated that implementation of this option would lead to an annual revenue saving of £49,226. This calculation is as follows:

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
Total	£336,019
Revised Estimated Funding/Costs	
1 school 1 site (Dyffryn Banw)	£227,265
Catering costs	£24,572
Total	£251,837
Saving / (Cost)	£84,182
Estimated Additional Transport Costs	£34,956
Estimated Saving / (Costs)	£49,226

This calculation does not take into account any redundancy costs which would be associated with the establishment of the new school, however these would be one-off costs.

Based on this estimate, the proposed new school's cost per pupil would be £4,208.61.

Should the Council proceed with this option, the savings as outlined above would be identified as an efficiency to the Schools Service budget.

ii) Capital funding

No capital funding is required to achieve this option. There is sufficient capacity within the current building to accommodate the current and forecasted pupils at the two schools.

9.4 Impact on staff

Should this option be implemented, Banw C.P. School and Llanerfyl C. in W. (Foundation) School would close, and a new school would be opened with a new staffing structure.

Should the option be implemented, a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

If the option is implemented, all cleaning and catering staff that are currently employed centrally by the Council will be supported via the relevant HR policies for Council employees.

9.5 Land and buildings

i) Impact on quality of accommodation for pupils

The Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition assessments of Banw C.P. School's building. This assessment identified that the condition of Banw C.P. School was condition C – generally poor.

Should a new school be established on the Banw site, there would be no impact on the quality of accommodation for pupils currently attending Banw C.P. School. However, Llanerfyl C. in W. (Foundation) School's current building has been assessed as condition B – generally satisfactory. Therefore, based on the current assessed condition of Banw C.P. School's building, this option would result in pupils currently attending Llanerfyl C. in W. (Foundation) School attending a school where the quality of accommodation is not as good.

Should the Council proceed with the option to establish a new school on the Banw site, the following steps would be taken to address any issues relating to the building, in order to ensure that the quality of accommodation is at least as good as the current provision:

- Commission HOWPS to carry out further work to identify the scope of the work required
- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. This could either be the Council's capital programme or the Welsh Government's 21st Century Schools Programme
- Undertake the necessary processes in order to secure funding
- Further to identification of a funding stream and approval of funding, the work would be commissioned.

ii) Impact on buildings

Should a new school be established on the Banw site, this would mean that the Llanerfyl building would be surplus to requirements for the delivery of education. However, the Llanerfyl building is not owned by the Council – it is owned by the Priscilla Foster Trust.

Should the building not be required for the delivery of education, it would be returned to the Trust who would need to determine its future use. The Council would not receive a capital receipt.

iii) Any building work necessary to ensure that transferred children can be accommodated

All current pupils attending the two schools can be accommodated within the current accommodation on the Banw site.

9.6 Travel and transport

i) Impact on pupils' journeys to school

Average Travel Distance

The average travel distance for pupils¹⁰ attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Llanerfyl, the average travel distance for all pupils attending the two schools to attend provision in Banw would be 3.57 miles.

Furthest Travel Distance

Of the pupils attending Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles.

Of the pupils attending Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles.

Should the option to establish a new school in the current Banw C.P. School building be implemented, there would be no impact on travel distance for pupils currently attending Banw C.P. School. There would be an increase in travel distance for pupils currently attending Llanerfyl C. in W. (Foundation) School. The furthest distance to the provision at Banw for pupils currently attending Llanerfyl C. in W. School would be 5.85 miles.

ii) Impact on school transport costs

An estimate of the impact of implementation of this option on school transport costs has been received. This takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College.

It is estimated that implementation of this option would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.

iii) Available walking routes

Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Banw C.P. School building be implemented, these pupils would no longer be able to walk to school.

There are currently no walking routes to the Banw C.P. School site.

¹⁰ Pupils attending the two schools in the 2017-18 academic year. Includes all pupils attending the school at this time, including pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education.

9.7 School Admissions

As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school.

Any new parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.

Should this option be implemented, pupils currently attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School would be allocated places in the new school, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, if this was the parents' preference.

9.8 Equality, community and Welsh language impact assessments

Draft equality, community and Welsh language impact assessments have been carried out in respect of this option. These will be updated following the consultation period to reflect any additional issues raised. A summary of the assessments carried out is provided below.

The full assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

i) Equalities impact assessment

The findings of the equalities impact assessment on this option are summarised below:

Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.

The option to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, however it is acknowledged that there would also be an impact on pupils currently attending Banw C.P. School.

Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Banw C.P. School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Banw C.P. School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority's view is that the proposal would not have a negative impact on them in the longer term.

Free School Meals – a small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Banw C.P. School would have some impact on these pupils, it is unlikely that this impact would be negative. Pupils would continue to access the same school site, therefore there would be no additional travel implication for the pupils or their parents.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

ii) Impact on the community

The findings of the community impact assessment carried out on this option are summarised below:

Should a new school be established on the current site of Banw C.P. School, there would be no primary provision in the village of Llanerfyl. This could impact on the community of Llanerfyl through the school's involvement in activities in the village and links with the Llanerfyl community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in Llanerfyl, the building currently occupied by the school would be returned to the Priscilla Foster Trust, who would determine its future use.

There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities.

There would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School and other stakeholders to access a new school on the current site of Banw C.P. School. Whilst the additional distance is minimal, it is acknowledged that this would mean that pupils living in the village of Llanerfyl would no longer be able to walk / cycle to school. In addition, there would be an impact on parents, as the school would be located further away from them. For some parents, the Banw site could be less convenient, particularly if they work or need to transport pupils to activities in the alternative direction (Llanfair Caereinion, Welshpool, Newtown).

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

iii) Impact on the Welsh language

The findings of the Welsh language impact assessment carried out on this option are summarised below:

The Banw Valley area is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access

to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

Implementation of this option would mean that there would be no provision in the village of Llanerfyl. There is a risk that some pupils would choose to attend alternative provision instead of the new Welsh-medium school, which could include English-medium provision. However a number of pupils from the Banw Valley area already travel to Llanfair Caereinion to access English-medium provision. It is also possible that the provision of a larger school would encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

9.9 Impact on access to denominational provision

Implementation of the proposal would result in the establishment of a new Church in Wales school. This would ensure continued access to Welsh-medium Church in Wales provision for pupils currently accessing this type of provision at Llanerfyl C. in W. (Foundation) School.

Non-Church in Wales Welsh-medium provision is also available at neighbouring schools, at Pontrobert C.P. School and Llanfair Caereinion C.P. School. Any pupils not wishing to access denominational provision could apply for a place at either of these community primary schools.

9.10 Impact on governance arrangements

Implementation of this option would result in the establishment of a new Voluntary Aided Church in Wales School on the current site of Banw C.P. School. This would be a change from the current category of the two schools.

The governing body of a Voluntary Aided school is a corporate body with exempt charitable status. In a Voluntary Aided School, the school holds its own premises, employs the staff and deals with admission arrangements. The local authority via the school budget share provides revenue funding. The governing body would include foundation governors. These would hold a majority of the places on the governing body. As it is proposed that the new school is a Church in Wales school, foundation governors would be expected to preserve and develop the school's religious character.

Should the Council proceed with the establishment of a new school, an Instrument of Government would be developed in accordance with regulations.

9.11 Potential implementation timescale

Potential implementation timescale for this option are as follows:

Formal Consultation	24 th September – 5 th November 2018
Consultation Report to be published, and considered by Full Council and Cabinet	January/February 2019
If Cabinet decide to proceed with this Option:	
Publish Statutory Notice (28 days objection period)	February/March 2019
Objection Report to be published and considered by Cabinet	May/June 2019
If Cabinet approves implementation of this Option:	
Establish temporary governing body	September 2019
Recruit headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 st August 2020
New school opens on Banw site	1 st September 2020

PART C OPTION TO ESTABLISH A NEW SCHOOL ON THE CURRENT SITE OF LLANERFYL C. IN W. SCHOOL

This section considers the impact of option (b), to establish a new school on the current site of Llanerfyl C. in W. School.

This would mean that Banw C.P. School and Llanerfyl C. in W. School would close, and a new Welsh-medium Voluntary Aided Church in Wales School would be established on the site currently occupied by Llanerfyl C. in W. (Foundation) School.

10. OVERVIEW

Should this option be implemented, the details of the new school would be as follows:

Proposed admission number and admission arrangements	9 As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school. Prospective parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.
Age range	5-11
Pupil places capacity and/or number of nursery places	59 + 5 Nursery ¹¹
Location	Current site of Llanerfyl C. in W. (Foundation) School, Llanerfyl, Powys, SY21 0HZ
Category	Voluntary Aided Church in Wales
Language Category	Welsh-medium
Details of the proposed accommodation	The school would be located in the building currently occupied by Llanerfyl C. in W. (Foundation) School. The facilities at the school would be the same as those currently available at Llanerfyl C. in W. (Foundation) School.
Home to school transport arrangements	Home to school transport would be provided in accordance with the Council's home to school transport policy. Should this option be implemented, Welsh-medium education would continue to be accessible to all pupils in the Banw Valley area. Home to school transport would be provided to eligible pupils to enable them to access this provision.

¹¹ This capacity has been calculated in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales' based on including the Art room as a class base.

11. REASONS FOR THE PROPOSAL

The reasons for this option are as follows:

- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
- Would minimise surplus places in the Dyffryn Banw area
- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
- Pupils numbers are slightly higher in Llanerfyl C. in W. (Foundation) School than in Banw C.P. School and are projected to remain higher
- The building currently occupied by Llanerfyl C. in W. (Foundation) School has been assessed to be in a better condition than the building currently occupied by Banw C.P. School
- Potential capital receipt to the authority from sale of the Banw C.P. School building

12. ADVANTAGES AND DISADVANTAGES

The advantages and disadvantages of the option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School are as follows:

Advantages	Disadvantages
<ul style="list-style-type: none"> - Current numbers at Llanerfyl are higher than Banw, therefore this would be a more convenient location for the majority - Current pupil projections at Llanerfyl are higher than Dyffryn Banw - Building is currently in a better condition than Banw - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	<ul style="list-style-type: none"> - There would be no provision in Llangadfan - Not having primary provision in the village would impact on the Llangadfan community - Concern about the impact on Banw Community Hall if there was no school located on the site - Sale of the Banw site could be difficult due to the co-location of the community centre - Additional transport would be required for Llangadfan pupils - Would be more difficult for Llangadfan pupils to access after school activities - Capacity of the building is lower than Dyffryn Banw's - No separate dining area / canteen - No access to a hall on the school site – pupils have to walk up the road - Access to the school is down a narrow lane – this could be problematic if there were more pupils attending the school

	<ul style="list-style-type: none"> - Limited parking on the site - Capital investment would be required to provide additional facilities - Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site
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13. RISKS

As with all school reorganisation proposals, there would be risks associated with a proposal to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School. These are outlined below, along with suggested mitigating actions:

Risk	Likelihood	Impact	Mitigating Actions
Based on current pupil projections, there is likely to be less than 50 pupils in the school in a few years time	High	Medium	Ensure that pupil numbers are closely monitored.
Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	High	Ensure that there is a proactive recruitment campaign that is widespread
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	High	Consideration to be given to opportunities for capital investment in the building. The new school would continue to use the Llanerfyl village hall where access to a hall was required.

14. LIKELY IMPACT OF THIS OPTION

14.1 Impact on pupils

i) Impact on pupils currently attending Banw C.P. School and Llanerfyl C. in W. School

Implementation of this option would mean that there would be no provision in Banw, therefore all pupils currently attending the two schools would transfer to the new school, to be located on the current site of Llanerfyl C. in W. (Foundation) School.

Whilst this may have an impact on pupil well-being in the short term, in the longer term pupils would benefit from being part of a larger cohort of pupils. It is likely that there would be more impact on pupils currently attending Banw C.P. School as they would be attending school in a new location, however there would also be some changes for pupils currently attending Llanerfyl C. in W. (Foundation) School.

In particular, the building currently occupied by Llanerfyl C. in W. (Foundation) School is smaller than the building currently occupied by Banw C.P. School, therefore the impact of more pupils attending a school on this site would be greater.

The current Llanerfyl C. in W. (Foundation) School building has been assessed to be in better condition than the current Banw C.P. School building, therefore all pupils in the area would benefit from attending the building assessed to be in the best condition. However, there are less facilities at Llanerfyl C. in W. (Foundation) School, therefore pupils currently attending Banw C.P. School would lose the ability to access these facilities, most notably access to a hall on site and a separate dining area.

Additional home to school transport would also be required for pupils currently attending Banw C.P. School. A number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance is likely to have a minimal impact.

ii) Impact on pupils with additional learning needs

All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.

Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.

iii) **Impact on pupils currently attending other schools**

It is not anticipated that implementation of this option would impact on any pupils currently attending other schools. Should the proposal be implemented, it is possible that some pupils could transfer to alternative schools instead of the proposed new school, however the numbers involved would be very small.

14.2 **Impact on quality and standards in education**

The likely impact on quality and standards in education of a proposal to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School is outlined below:

i) **Impact on outcomes**

Standards

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley.

The most recent inspections of the two current schools, and the most recent school categorisation exercise, suggest that the quality of education is better at Banw C.P. School compared with Llanerfyl C. in W. School. In addition, permanent leadership arrangements are in place at Banw C.P. School, whereas this is not the case at Llanerfyl C. in W. School. Permanent leadership also has a positive impact on standards, as a strong permanent head would be better placed to implement education reforms, e.g. the new curriculum.

Amalgamation of the two current schools would provide an opportunity to build on the strengths of the two current schools, to impact positively on outcomes, ensuring that excellent educational opportunities are provided for pupils. It is expected that implementation of the proposal would have a positive impact on the quality of education currently provided to pupils attending Llanerfyl C. in W. (Foundation) School, and that the quality of education for pupils currently attending Banw C.P. School would be at least equivalent to that currently provided.

Well-being

Whilst the process of establishing the new school could have a negative impact on pupil well-being in the short term, in the longer term there would be improved opportunities available to pupils, from being part of a larger cohort of pupils. Should this option be implemented, there would be an additional travel requirement for pupils currently attending Banw C.P. School. However a significant number of pupils currently attending Banw C.P. School already access home to school transport. The additional travel distance would be minimal, and is not expected to have a significant impact on pupil well-being. There is less physical space in the building currently occupied by Llanerfyl C. in W. (Foundation) School compared with the building currently occupied by Banw C.P. School. This could have a negative impact on pupil well-being. In particular, there is no designated canteen, nor a hall on site for PE and assembly.

ii) **Impact on provision**

Learning experiences

Implementation of the proposal would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley. This would also mean that pupils would be part of larger cohorts of pupils, which could have a positive impact on the collaborative learning experiences and activities which could be offered to them.

The proposal is that the new school would be a Church in Wales school, as part of the St Asaph Diocese. This would be a change for pupils currently attending Banw C.P. School. However, Church in Wales schools teach the same agreed Religious Education syllabus as community schools, therefore it is not anticipated that there would be a significant difference in terms of the learning experiences offered to pupils. As with community schools, parents of children attending church schools have the right to opt out of collective worship and Religious Education.

Teaching

Implementation of this option would result in one larger school in the Banw Valley. Although the new school would remain a small school, pupils would be part of a larger cohort of pupils, which would have a positive impact for teachers and for the pupils themselves. It is likely that teaching staff would be part of a slightly larger team of staff, which could provide additional opportunities for staff development, and to develop expertise in particular areas. There would also be increased opportunities to utilise staff expertise more effectively across the new school. However, it must be noted that any new school would remain a small school, therefore these benefits would be limited.

Care, support and guidance

Implementation of this option would result in one larger school in the Banw Valley. It is likely that there would be a slightly larger team of staff in the new school, which would provide improved opportunities for all pupils in the Banw Valley to benefit from any staff expertise in specific areas.

Learning environment

Implementation of this option would mean that the school would be located on the current site of Llanerfyl C. in W. (Foundation) School. The building's suitability has been assessed as condition C/D. This is mainly due to the absence of some key facilities which would be expected in a modern school, such as a hall and a dining area. Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.

The Llanerfyl building is a smaller than the Banw building, and this, coupled with the reduced facilities available, could impact negatively on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum. Should the Council proceed with implementation of this option, there would be a negative impact on the facilities available to pupils currently attending Banw C.P. School. Whilst pupils currently

attending Llanerfyl C. in W. School would continue to attend the same building, there would be more pupils in the building, therefore it is likely that this option would also have a negative impact on the learning environment available to these pupils.

iii) Impact on leadership and management

Leadership and management

Currently, there are permanent leadership arrangements in place at Banw C.P. School, however the leadership arrangements at Llanerfyl C. in W. School are not permanent. Should this option be implemented, the leadership and management at the new school would be expected to be at least as good as the current arrangements for pupils currently attending Banw C.P. School, and would be expected to be improved for pupils currently attending Llanerfyl C. in W. (Foundation) School.

However, whilst the newly established school would be larger than the two current schools, the school would still be a relatively small, Welsh-medium school, which could lead to challenges in attracting a suitable candidate for the headteacher position.

Should the proposal be implemented, a temporary governing body would be established. The membership would be from the existing governing bodies of the two current schools. The temporary governing body would be responsible for appointing staff to the new school, including a headteacher. All headteacher vacancies are required to be advertised nationally.

Improving quality

Historically, both Banw C.P. School and Llanerfyl C. in W. (Foundation) School have provided good quality Welsh-medium education for pupils in the Banw Valley. However, decreasing pupil numbers and financial pressures are a threat to this. Implementation of this option would lead to the establishment of a new, larger school, which would be better placed to continue to provide high quality Welsh-medium education for pupils in the area in the future.

Partnership working

All Powys schools are expected to work in partnership. Banw C.P. School and Llanerfyl C. in W. (Foundation) School currently work in partnership with each other and with other schools. Should this option be implemented, the new school would remain a relatively small school, therefore the school would be expected to continue to work in partnership with other schools in order to provide additional opportunities to pupils and to enable the school to operate as efficiently and effectively as possible.

Resource management

Both current schools are projected to be in a deficit budget position within the next few years. Implementation of this option would be expected to have a positive impact in terms of resource management as the new school would be larger, therefore there would be more resources available to it.

iv) Impact on the school's ability to deliver the full curriculum in each key stage

Implementation of the proposal would result in one larger school in the Banw Valley. It is expected that this would improve the school's ability to deliver the full curriculum in each key stage of education, as there would be larger numbers of pupils in each year group. The proposal to establish one new school would also enable education in the area to be delivered more efficiently, ensuring that teaching resources can be shared, which would support the school's ability to deliver the full curriculum in each key stage.

This option would result in the new school being located in the building currently occupied by Llanerfyl C. in W. (Foundation) School. This building is smaller than the building currently occupied by Banw C.P. School, and this, coupled with the reduced facilities available, could impact on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum. Should the Council proceed with implementation of this option, there would be a negative impact on the facilities available to pupils currently attending Banw C.P. School. Whilst pupils currently attending Llanerfyl C. in W. School would continue to attend the same building, there would be more pupils in the building, therefore it is likely that this option would also have a negative impact on the school's ability to deliver the full curriculum in each key stage to these pupils, particularly given the requirements of the new curriculum.

v) Impact on other schools

Should this option be implemented, it is possible that some pupils would choose to transfer to alternative schools instead of the proposed new school. However, the numbers involved would be very small, therefore it is not anticipated that this would impact on quality and standards in education at these schools, to include outcomes (standards and wellbeing), provision (learning experiences, teaching, care support and guidance, and learning environment) and leadership and management (leadership, improving quality, partnership working and resource management), nor on their ability to deliver the full curriculum at the foundation phase and each key stage of education.

14.3 Financial Impact

i) Revenue funding

Based on the Council's current Fair Funding Formula, it is estimated that implementation of this option would lead to an annual revenue saving of £63,426. This is calculated as follows:

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
Total	£336,019
Revised Estimated Funding/Costs	
1 school 1 site (Llanerfyl)	£213,065
Catering costs	£24,572
Total	£237,637
Saving / (Cost)	£98,382
Estimated Additional Transport Costs	£34,956
Estimated Saving / (Costs)	£63,426

This calculation does not take into account any redundancy costs which would be associated with the establishment of the new school, however these would be one-off costs.

Based on this estimate, the cost per pupil would be £3,945.65.

Should the Council proceed with this option, the savings as outlined above would be identified as an efficiency to the Schools Service budget.

ii) Capital funding requirements

No capital funding is required to achieve this option. Whilst the current capacity of Llanerfyl C. in W. (Foundation) School, as calculated using Welsh Government Circular 21/2011, 'Measuring the Capacity of Schools in Wales' would not be sufficient to accommodate all pupils currently attending the two schools, the capacity has been re-calculated with the inclusion of the school's Art Room as a teaching base. This calculation provides sufficient capacity to accommodate current and projected pupil numbers at the two schools.

14.4 Impact on Staff

Should this option be implemented, Banw C.P. School and Llanerfyl C. in W. (Foundation) School would close, and a new school would be opened with a new staffing structure.

Should the option be implemented, a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

If the option is implemented, all cleaning and catering staff that are currently employed centrally by the Council will be supported via the relevant HR policies for Council employees.

14.5 Land and buildings

i) Impact on quality of accommodation for pupils

The Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition assessments of Llanerfyl C. in W. (Foundation) School's building. This assessment identified that the condition of Llanerfyl C. in W. (Foundation) School is condition B – generally satisfactory.

Should a new school be established on the Llanerfyl site, pupils currently attending this school would continue to access accommodation of the same quality. However, the Llanerfyl building is smaller than the Banw building, therefore the increased number of pupils attending the site could have a negative impact on the quality of accommodation available for these pupils. Banw C.P. School's current building has been assessed as condition C – generally poor, therefore there would be an improvement in the quality of accommodation for pupils currently attending Banw C.P. School.

However, the suitability assessment for the Llanerfyl building (C/D) is lower than the suitability assessment for the Banw building (B). Should the Council proceed with this option, the reduced facilities at the Llanerfyl site could have a negative impact on pupils currently attending Banw C.P. School.

Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:

- Commission HOWPS to carry out further work to identify the scope of the work required
- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust

ii) Impact on buildings

Should a new school be established on the Llanerfyl site, this would mean that the Banw building would be surplus to requirements for the delivery of education.

The Banw site is owned by the Council, therefore should the building no longer be required for the delivery of education, it would be declared surplus to requirements and would be disposed of in accordance with the Council's asset management procedures, with the potential that a capital receipt could be realised. However, the school shares a site with a community hall. This could cause difficulties with any possible sale of the site.

Should there be a capital receipt from any sale of the site, this would be re-invested in the Council's estate, which includes schools, in accordance with the Council's Capital Strategy.

iii) Any building work necessary to ensure that transferred children can be accommodated

Based on the Council's calculation of the maximum number of pupils that could be accommodated in the current Llanerfyl building, the school is able to accommodate all current and projected pupils attending the two schools.

14.6 Travel and Transport

i) Impact on pupils' journeys to school

Average Travel Distance

The average travel distance for pupils¹² attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Banw, the average travel distance for pupils attending the two schools to attend provision in Llanerfyl would be 3.31 miles.

Furthest Travel Distance

Of the pupils that currently attend Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles.

Of the pupils that currently attend Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles.

Should the option to establish a new school in the current Llanerfyl C. in W. (Foundation) School building be implemented, there would be no impact on travel distance for pupils currently attending Llanerfyl C. in W. (Foundation) School. There would be an increase in travel distance for pupils currently attending Banw C.P. School. The furthest distance to the provision at Llanerfyl for pupils currently attending Banw C.P. School would be 10.01 miles.

ii) Impact on school transport costs

An estimate of the impact of implementation of this option on school transport costs has been received. This takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College.

It is estimated that implementation of this option would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.

¹² Pupils attending the two schools in the 2017/18 academic year. Includes all pupils attending the school at this time, including pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education.

iii) Available walking routes

Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Llanerfyl C. in W. (Foundation) School building be implemented, these pupils would still be able to walk to school.

Pupils currently attending Banw C.P. School would be unable to walk to school. However, there are currently no walking routes to Banw C.P. School, therefore this would not be a change from the current position.

14.7 School Admissions

As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school.

Any new parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.

Should this option be implemented, pupils currently attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School would be allocated places in the new school, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, if this was the parents' preference.

14.8 Equality, community and Welsh language impact assessments

Draft equality, community and Welsh language impact assessments have been carried out in respect of this option. These will be updated following the consultation period to reflect any additional issues raised. A summary of the assessments carried out is provided below.

The full assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

i) Equalities impact assessment

The findings of the equalities impact assessment on this option were as follows:

Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.

The option to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, however it is acknowledged that they would also be an impact on pupils currently attending Llanerfyl C. in W. (Foundation) School.

Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these

pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, these pupils would continue to attend the same school site, therefore the impact on them would be minimal. The aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group.

Free School Meals – A small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet their needs. However there would be an additional travel implication. Whilst free home to school transport would be provided for the pupils to enable them to access the new school, there would be an additional travel implication for their parents to access any activities at the school.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

ii) Impact on the community

The findings of the community impact assessment carried out on this option are summarised below:

Should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be no primary provision in the building currently occupied by Banw C.P. School. This could impact on the area of the Banw Valley currently served by this school, through involvement in school activities and links with the community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in the current Banw C.P. School building, the Council would need to determine how to use the building in the future. The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future. This could mean that this facility would not be available for the community. However school provision and a village hall would remain in the village of Llanerfyl.

Should a new school be located on the current Llanerfyl site, there would be an additional travel requirement for pupils currently attending Banw C.P. School and other stakeholders to access a new school on the current site of Llanerfyl C. in W. School. However, this additional travel would be minimal.

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

iii) Impact on the Welsh language

The findings of the Welsh language impact assessment carried out in respect of this option are summarised below:

The Banw Valley is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

This option would mean that there would be no provision in the building currently occupied by Banw C.P. School. However, there would be provision in Llanerfyl. This would be a larger school, which would be more sustainable for the future. A number of pupils from the Banw Valley area currently travel to Llanfair Caereinion to access English-medium provision. It is possible that the provision of a larger school could encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

14.9 Impact on access to denominational provision

Implementation of this option would result in the establishment of a new Church in Wales school. This would ensure continued access to Welsh-medium Church in Wales provision for pupils currently accessing this type of provision at Llanerfyl C. in W. (Foundation) School.

Non-Church in Wales Welsh-medium provision is also available at neighbouring schools, at Pontrobert C.P. School and Llanfair Caereinion C.P. School. Any pupils not wishing to access denominational provision could apply for a place at either of these community primary schools.

14.10 Impact on governance arrangements

Implementation of this option would result in the establishment of a new Voluntary Aided Church in Wales School on the current site of Llanerfyl C. in W. (Foundation) School. This would be a change from the current category of the two schools.

The governing body of a Voluntary Aided school is a corporate body with exempt charitable status. In a Voluntary Aided School, the school holds its own premises, employs the staff and deals with admission arrangements. The local authority via the school budget share provides revenue funding. The governing body would include foundation governors. These would hold a majority of the places on the governing body. As it is proposed that the new school is a Church in Wales school, foundation governors would be expected to preserve and develop the school's religious character.

Should the Council proceed with the establishment of a new school an Instrument of Government would be developed in accordance with regulations.

14.11 Potential implementation timescale

Potential implementation timescale for this option are as follows:

Formal Consultation	24 th September – 5 th November 2018
Consultation Report to be published, and considered by Full Council and Cabinet	January/February 2019
If Cabinet decide to proceed with this Option:	
Publish Statutory Notice (28 days objection period)	February/March 2019
Objection Report to be published and considered by Cabinet	May/June 2019
If Cabinet approves implementation of this Option:	
Establish temporary governing body	September 2019
Recruit headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 st August 2020
New school opens on Llanerfyl site	1 st September 2020

PART D CONSULTATION DETAILS

15.1 Who will we consult with?

The authority will consult with the pupils, parents, governors and staff of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. A copy of the consultation document will also be provided to all those required in accordance with the School Organisation Code 2013, which includes the following:

- The Governing Bodies of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Parents, carers, guardians and staff of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Pupils of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Cylch Meithrin / Ti a Fi Dyffryn Banw
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Priscilla Foster Trust
- The Welsh Minister for Education & Skills
- Local Powys Councillors
- Town and Community Councils in the local area
- The AM for Montgomeryshire and regional AMs for the area
- The MP for Montgomeryshire
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- The Regional Transport Consortium
- Nursery providers in the local area
- The Powys Children and Young People's Partnership

15.2 The consultation period

The consultation period will commence on the 24th September 2018 and will end on the 5th November 2018.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

Drop in session for parents of pupils attending Llanerfyl C. in W. (Foundation) School and other stakeholders associated with the school:

Thursday, 4th October, 3 – 7pm, Llanerfyl Village Hall

Drop in session for parents of pupils attending Banw C.P. School and other stakeholders associated with the school:

Monday, 15th October, 3 – 7pm, Banw Community Hall

15.3 The statutory process

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the School Organisation Code (2013). The process is summarised below:

i) Consultation

Consultation will start on the 24th September 2018 and will end on the 5th November 2018. Feedback from the consultation will be collated and summarised, and a consultation report will be produced and shared with stakeholders.

As part of the Council's approach towards school reorganisation proposals, all consultation reports are considered by the full Council prior to consideration by Cabinet. Therefore, the Consultation Report in respect of this consultation will need to be considered by the Full Council.

After the report is considered by the full Council, the Council's Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposals, to make changes to the proposals or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

It is anticipated that the Consultation Report will be considered by full Council and the Cabinet early in 2019.

ii) Statutory notice

If the Cabinet decides to proceed with one of the options, statutory notices would be published after the Cabinet meeting. There would then be a period of 28 days for people to submit written objections.

If there were objections, the Council would publish an objection report providing a summary of the objections and the Council's response to them before the end of 7 days beginning with the day of the local authority's determination. Only written objections submitted during the statutory notice period will be considered as objections and included in this report. Comments submitted as part of the consultation period would not be counted as objections. Should stakeholders wish their consultation responses to be considered as objections, they would need to be re-submitted in writing during the statutory notice period.

A further report would be presented to the Council's Cabinet, which they would consider alongside the objection report, in order to decide whether or not to approve the proposal.

It is anticipated that a final decision would be made by the end of the 2018/19 academic year at the latest.

iii) Implementation

If the Council's Cabinet were to approve the proposal, it would be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

15.4 How to respond to the consultation

A consultation response form is attached to this document. An online version is also available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>

Alternatively, you can respond in writing.

Completed forms and other written responses should be sent to the following address:

School Transformation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG

E-mail: school.consultation@powys.gov.uk

All correspondence should be received by the **5th November 2018**.

If you have any further questions about this proposal, you can contact the School Transformation Team using the above contact details, or by phoning (01597) 826265.

APPENDIX A – KEY DATA

1. Banw C.P. School and Llanerfyl C. in W. (Foundation) School

Key data about the two schools is provided below.

General information

School Name	School Category	Language Category	Admission Number
Banw C.P. School	Community Primary School building owned by PCC with a community centre attached to the school.	Welsh-medium (WM)	8
Llanerfyl C. in W. (Foundation) School	Foundation Church in Wales School building owned by the Pricilla Foster Trust. School responsible for its own admissions.	Welsh-medium (WM)	7

Pupil numbers

i) Current pupil numbers¹³

	N2	R	1	2	3	4	5	6	Total
Banw C.P. School	0	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
TOTAL	3	5	5	6	7	8	8	9	51

ii) Historical pupil numbers¹⁴

	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Banw C.P. School	45	50	46	38	35	33	28	26
Llanerfyl C. in W. (Foundation) School	47	51	42	41	38	37	35	32
TOTAL	92	101	88	79	73	70	63	58

¹³ Teacher Centre, 18 Medi 2018

¹⁴ PLASC

iii) **Projected pupil numbers**

	January 2019	January 2020	January 2021	January 2022	January 2023
Banw C.P. School	22	18	17	13	15
Llanerfyl C. in W. (Foundation) School (R-Yr6)	28	30	29	31	28
TOTAL	50	48	36	44	43

Building Capacity and Condition

i) **Capacity**

The following table provides information about the current capacities of the two schools:

	Current Capacity¹⁵
Banw C.P. School	72 + 10 nursery
Llanerfyl C. in W. (Foundation) School	44 + 5 nursery

ii) **Building Condition**

In the Spring of 2018, the Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition and suitability assessments of the two schools.

Detailed reports have been provided for two schools, however the overall assessments are as follows:

	Condition	Suitability
Banw C.P. School	C Generally poor	B Generally satisfactory
Llanerfyl C. in W. (Foundation) School	B Generally satisfactory	C/D Poor to bad This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property

¹⁵ Based on Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales'

Quality and standards of education

i) Estyn

The following table summarises the last Estyn inspections of the two schools:

	Banw C.P. School	Llanerfyl C. in W. (Foundation) School
Date of Inspection	September 2016	November 2014
School's Current Performance	Good	Adequate
Prospects for Improvement	Good	Adequate
Follow Up Activity	No follow up activity	Estyn Monitoring Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring

ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	Standards Group	Improvement Capacity	Support Capacity
Banw C.P. School	N/A	A	Green
Llanerfyl C. in W. (Foundation) School	N/A	C	Yellow

Financial information

i) Cost per pupil (2018/19)

	Budget share per school	Budget share per pupil	Notional SEN budget	Non ISB funds devolved to the school
Banw C.P. School	£156,330	£6,013	£5,493	£6,025
Llanerfyl C. in W. (Foundation) School	£152,093	£5,432	£7,105	£6,020
Powys average (Primary)	N/A	£3,752	N/A	N/A

ii) Current budgetary position (as of 1st May submittal by full governing body)

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Banw C.P. School	£28,525	£15,582	(£1,576)	(£23,536)
Llanerfyl C. in W. (Foundation) School	£19,422	(£969)	(£25,852)	(£50,624)

Home to school travel

i) Closest School

An analysis of pupil travel patterns has been carried out, based on the pupils that were attending the two schools in the 2017-18 academic year. The closest Welsh-medium provider for all of these pupils is as follows:

	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw C.P. School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

ii) Average Travel Distance

The average travel distance for pupils attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Banw, the average travel distance for pupils attending the two schools to attend provision in Llanerfyl would be 3.31 miles.

If there was no school in Llanerfyl, the average travel distance for pupils attending the two schools to attend provision in Banw would be 3.57 miles.

(Note: in this section, 'all pupils' includes pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education)

iii) Furthest Travel Distance

Of the pupils that attend Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles. If there was no school in Banw, the furthest distance to the nearest alternative provision at Llanerfyl would be 10.01 miles.

Of the pupils that attend Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles. Should there be no school in Llanerfyl, the furthest distance to the nearest alternative provision at Banw would be 5.85 miles.

Equalities information¹⁶

i) National identity

(Pupils aged 5 or over on the 31st August 2017)

	British	English	Irish	Scottish	Welsh	Other	Not supplied	Refused	Total pupils
Banw C.P. School	13	1	0	0	12	0	0	0	26
Llanerfyl C. in W. (Foundation) School	14	3	0	0	15	0	0	0	32

¹⁶ PLASC January 2018

ii) **Ethnic Group**
(Pupils aged 5 or over on the 31st August 2017)

	White British	Other known ethnicity	Information not yet obtained	Total pupils
Banw C.P. School	26	0	0	26
Llanerfyl C. in W. (Foundation) School	30	0	2	32

iii) **English as an Additional Language**

	EAL pupils
Banw C.P. School	0
Llanerfyl C. in W. (Foundation) School	0

iv) **Free School Meals**

	Not eligible for FSM	Eligible for FSM	Total pupils	% Eligible for FSM
Banw C.P. School	22	3	25	12%
Llanerfyl C. in W. (Foundation) School	29	0	29	0%

v) **Looked after children**

	Looked after children
Banw C.P. School	0
Llanerfyl C. in W. (Foundation) School	0

vi) **SEN**

	None	School Action	School Action Plus	Statement	Total Pupils	% SEN
Banw C.P. School	21	5	0	0	26	19.2%
Llanerfyl C. in W. (Foundation) School	23	5	4	0	32	28.1%

vii) Welsh at Home

	Does not speak Welsh at home	Does speak Welsh at home	Not applicable	Total pupils
Banw C.P. School	22	3	1	26
Llanerfyl C. in W. (Foundation) School	6	24	2	32

Early Years Provision

One early years provider (Cylch Meithrin Dyffryn Banw) serves pupils from the whole area. This setting meets in Llanerfyl village hall. The setting receives 3+ funding from the Council.

2. Other schools pupils may choose to transfer to

Should one of the options outlined within this document be implemented, it is possible that some parents could choose for their children to attend an alternative school, instead of the proposed new school.

Information about neighbouring schools that pupils may wish to transfer to instead of the proposed new school is provided below:

General information

School Name	School Category	Language Category	Admission Number
Llanfair Caereinion C.P. School	Community Primary	Dual stream (DS)	27
Ysgol Pontrobert	Community Primary	Welsh-medium (WM)	7

Pupil numbers

i) Current pupil numbers¹⁷

	N2	R	1	2	3	4	5	6	Total
Llanfair Caereinion C.P. School	N/A	15	24	24	26	26	28	25	168
Ysgol Pontrobert	N/A	7	4	6	2	2	3	7	31

ii) Historical pupil numbers¹⁸

	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Llanfair Caereinion C.P. School	189	188	195	202	209	195	185	174
Ysgol Pontrobert	31	37	35	35	29	37	35	28

¹⁷ Teacher Centre, 18 September 2018

¹⁸ PLASC

iii) **Projected pupil numbers**

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfair Caereinion C.P. School	169	164	160	156	154
Ysgol Pontrobert	29	26	28	30	32

Building Capacity and Condition

i) **Capacity**

	Current Capacity ¹⁹
Llanfair Caereinion C.P. School	167 + 23 nursery
Ysgol Pontrobert	58 + 8 nursery

ii) **Building Condition**

	Condition	Suitability
Llanfair Caereinion C.P. School	C	B
Ysgol Pontrobert	B	B

Quality and standards of education

i) **Estyn**

The following table summarises the last Estyn inspections of the two schools:

	Ysgol Pontrobert
Date of Inspection	December 2014
School's Current Performance	Good
Prospects for Improvement	Good
Follow Up Activity	No follow up activity

¹⁹ Based on Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales'

Llanfair Caereinion C.P. School was inspected under Estyn's new inspection framework, which was introduced in September 2017. The outcome of the inspection was as follows:

Llanfair Caereinion C.P. School	
Date of Inspection	January 2018
Inspection area:	
Standards	Good
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Good
Care, support and guidance	Good
Leadership and management	Good

ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	Standards Group	Improvement Capacity	Support Capacity
Llanfair Caereinion C.P. School	N/A	B	Yellow
Ysgol Pontrobert	N/A	A	Green

APPENDIX B – CONSULTATION RESPONSE FORM

BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL

Powys County Council is consulting on the following proposals relating to primary education in the Banw Valley:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
-
- To establish the new school either
 - a. on the current site of Banw C.P. School **or**
 - b. on the current site of Llanerfyl C. in W. (Foundation) School

A consultation document which provides more information about the proposals and the two options, as well as an online version of this consultation response form, is available on the Council's website at <https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

This consultation response form gives you the opportunity to let us know your view on the Council's proposal and the two options. The response form can also be completed online – a link to the online form is available by following the link above.

The closing date for this consultation is the **5th November 2018**. All responses must be received by this date.

All information received via this survey will be administered under the rules of the General Data Protection Regulation Act. For full details of how Powys County Council works to these rules, visit <http://www.powys.gov.uk/en/information-mangement/data-protection-and-privacy/>

Part 1 – About You

1. Please indicate how you are associated with Banw C.P. School and/or Llanerfyl C. in W. (Foundation) School:

Parent, carer or guardian	<input type="checkbox"/>	Member of staff	<input type="checkbox"/>
Prospective parent, carer or guardian	<input type="checkbox"/>	Member of the community	<input type="checkbox"/>
Governor	<input type="checkbox"/>	No association with either school	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>	_____	

2. Please specify which school you are associated with:

Banw C.P. School	<input type="checkbox"/>	Llanerfyl C. in W. (Foundation) School	<input type="checkbox"/>	Neither school	<input type="checkbox"/>
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3. Please provide your postcode _____

Part 2 – Consultation Response

Please indicate your responses to the questions below.

Proposal to establish one new school in the Banw Valley area

4. Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?

Yes No Don't know

Please provide any additional comments:

5. The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School.

If the Council were to proceed with merging the two existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?

Yes No Don't know

Please provide any additional comments:

Option A – Establish a new school on the current site of Banw C.P. School

6. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes No Don't know

Please provide any additional comments:

Option B – Establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

7. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes No Don't know

Please provide any additional comments:

Other options

8. A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. These are outlined on pages 11 – 16 of the consultation document. Option 1 (Establish a new school operating across the two sites) and Option 4 (Establish a new school operating from a new site in the area) have been discounted as the Council does not think that either of these are the most appropriate way forward at the current time.

a) Do you agree with the Council that Options 1 and 4 should be discounted?

Yes No Don't know

b) Do you think the Council should proceed with one of the discounted options instead of the current options?

Yes No Don't know

Please provide any additional comments, including which (if any) of the discounted options you think the Council should be considering:

9. Are there any other options which you think the Council should consider which aren't outlined in the consultation document?

Other comments

10. Please provide any other comments in the space below:

11. At the end of the Consultation Period, the Council will publish a Consultation Report, summarising the issues raised in the consultation responses received and providing the Council’s response to these issues.

Would you like to be informed of the publication of the consultation report?

Yes No

If you answered ‘Yes’, please provide an e-mail address or postal address:

Part 3 – Equalities Information (Optional)

We want to ensure that we include all sectors of the community in our consultation, and are requesting that you provide this information to enable us to identify whether the consultation has been inclusive.

However, these questions are optional. We will take all responses into consideration when determining how to proceed, regardless of whether or not this information has been provided.

12. Can you understand, speak or write Welsh?

Yes No Don’t want to say

13. If you have school-aged children, are they entitled to receive free school meals?

Yes No Don’t want to say

14. If you have school-aged children, do they have any additional learning needs?

Yes No Don’t want to say

15. Do you consider yourself to be disabled?

Yes No Don't want to say

16. What is your ethnic group?

White Mixed or multiple ethnic groups

Asian or British Asian Black, African, Caribbean or Black British

Any other ethnic group Don't want to say

Thank you for completing this questionnaire.

Completed questionnaires should be sent to the following address, to arrive **no later than the 5th November 2018**:

*School Transformation Team,
Powys County Council,
County Hall,
Llandrindod Wells,
LD1 5LG*

E-mail: school.consultation@powys.gov.uk



**Banw Community Primary School and
Llanerfyl Church in Wales (Foundation)
School**

Consultation Report

February 2019

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CONSULTATION ON PROPOSALS RELATING TO BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL

1. OVERVIEW OF THE CONSULTATION

Powys County Council consulted on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
 - a. on the current site of Banw C.P. School **or**
 - b. on the current site of Llanerfyl C. in W. Foundation School

The consultation took place from the 24th September 2018 to the 5th November 2018.

1.1 Consultation methods

The consultation documentation was available on the Council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2013). A separate version for primary aged pupils was also available and distributed to pupils, and was also available on the Council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team at County Hall, or by e-mailing / writing to the School Transformation Team.

Informal drop in sessions were held to give parents the opportunity to discuss any queries with officers / county councillors. These were held in Llanerfyl Village Hall on Thursday 4th October 2018 and in Banw Community Centre on Monday 15th October 2018. Approximately 40 attended the session in Llanerfyl, and approximately 110 attended the session in Banw.

In addition, meetings were held with the following:

- Staff and Governors of Llanerfyl C. in W. (Foundation) School – 4th October 2018
- Staff and Governors of Banw C.P. School – 15th October 2018
- School Council of Llanerfyl C. in W. (Foundation) School – 24th October 2018
- School Council of Banw C.P. School – 24th October 2018

1.2 Responses received

A total of 250 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

In addition 51 written responses were received.

In addition to responses from parents, staff, governors, pupils and other members of the community affected by the proposal, responses were received from the following:

- Estyn
- Diocese of St Asaph
- Llanerfyl Village Hall Committee
- Banwy Community Council
- Dyffryn Banw Football Club
- Merched y Wawr, Montgomeryshire Region
- Llanerfyl Community Council
- Cylch Meithrin Dyffryn Banw
- Banw Community Centre Committee
- UCAC

The response received from Estyn is provided on page 17, in-line with the requirements of the School Organisation Code.

1.3 Summary of issues raised

The issues raised in the consultation responses are listed in detail in section 6 on page 21. This includes the Council's response to each issue.

However, the following is a summary of the issues raised:

1. Comments on the principle of merging the two schools

- 1.1 In support
- 1.2 Against
- 1.3 Other

2. Comments about Banw C.P. School

- 2.1 Location
- 2.2 Building Condition
- 2.3 Building Suitability
- 2.4 Reference to the new curriculum
- 2.5 The school site
- 2.6 Parking
- 2.7 Size
- 2.8 Classroom configuration
- 2.9 Toilets / Changing Facilities
- 2.10 Kitchen / Dining Facilities

- 2.11 Hall
- 2.12 Reference to links between the school and the community
- 2.13 Disabled access
- 2.14 Safeguarding
- 2.15 Opportunities to develop the site
- 2.16 Possible alternative uses should there be no school on the site
- 2.17 Other

3. Comments about Llanerfyl C. in W. (Foundation) School

- 3.1 Location
- 3.2 Building Condition
- 3.3 Building Suitability
- 3.4 The School Site
- 3.5 Parking
- 3.6 Classroom Configuration
- 3.7 Reference to the new curriculum
- 3.8 Toilets / Changing Facilities
- 3.9 Kitchen / Dining Facilities
- 3.10 Hall
- 3.11 Community Use / Links
- 3.12 Disabled Access
- 3.13 Health and Safety queries
- 3.14 Opportunities to develop the site
- 3.15 Possible alternative uses should there be no school on the site
- 3.16 Successes of Ysgol Llanerfyl

4. Category of any new school

- 4.1 Church in Wales categorisation
- 4.2 Voluntary Aided Church in Wales categorisation
- 4.3 Other categories

5. Impact on pupils

- 5.1 Additional travel
- 5.2 Impact on vulnerable pupils
- 5.3 Impact on quality of education
- 5.4 Other

6. Pupil numbers

- 6.1 It's unfair to close Llanerfyl School
- 6.2 Surplus places
- 6.3 Projected pupil numbers

7. Impact on staff

8. Impact on the community

- 8.1 Impact on the Banw Community

- 8.2 Impact on the Llanerfyl community
- 8.3 General comments with regard to impact on the community

9. Impact on the Welsh Language

- 9.1 Impact on the Welsh language in the Banw community
- 9.2 Impact on the Welsh language in the Llanerfyl community
- 9.3 General comments with regard to impact on the Welsh language

10. Reference to Early Years provision

11. Financial considerations

- 11.1 Transport costs
- 11.2 Capital receipts
- 11.3 Capital costs
- 11.4 Cost per pupil
- 11.5 Reference to financial contribution from the Church
- 11.6 Priscilla Foster Trust
- 11.7 Overall savings to the Council

12. Other options

- 12.1 Retain both schools
- 12.2 Open a new school in a new location
- 12.3 Multi-sited option
- 12.4 Establish English-medium provision in the area
- 12.5 Carry out a wider review of education in the area
- 12.6 Increase pupil numbers in the area
- 12.7 Other

13. Reference to documentation

- 13.1 Consultation Document
- 13.2 Impact assessments
- 13.3 HoWPS building reports

14. Comments relating to the process

- 14.1 Initial meetings with governing bodies
- 14.2 Informal session for parents held on the 7th February 2018
- 14.3 Parents questionnaire Spring 2018
- 14.4 Decision making process
- 14.5 Reference to Cabinet meeting 18th July 2018
- 14.6 Reference to the consultation process
- 14.7 Reference to process going forward
- 14.8 Reference to legal challenge / judicial review
- 14.9 Reference to County Councillors
- 14.10 Impact of the process on the community

2. CONSULTATION RESPONSE FORM

250 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

The quantitative findings of the questionnaire are summarised below. Written comments were also provided in the consultation response forms, the issues raised in these comments are included in Section 6 of this report.

Section 1 – About you

1. Please indicate how you are associated with Banw C.P. School and/or Llanerfyl C. in W. (Foundation) School:

Parent, carer or guardian	43	17%
Prospective parent, carer or guardian	26	10%
Governor	14	6%
Member of staff	14	6%
Member of the community	118	47%
No association with either school	17	7%
Other	66	26%
Total responses ¹	250	

2. Please specify which school you are associated with:

Banw C.P. School	101	40%
Llanerfyl C. in W. School	110	44%
Neither school	51	20%
Total responses ²	250	

Section 2 – Consultation Response

3. Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?

Yes	189	83%
No	33	14%
Don't know	7	3%
Total responses	229	100%

4. The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School. If the Council were to proceed with merging the two

¹ Some respondents gave more than one response for this question. This is why the total is higher than 250.

² Some respondents gave more than one response for this question. This is why the total is higher than 250.

existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?

Yes	105	46%
No	48	21%
Don't know	74	33%
Total responses	227	100%

5. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes	140	61%
No	81	35%
Don't know	8	4%
Total responses	229	100%

6. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes	81	36%
No	130	57%
Don't know	16	7%
Total responses	227	100%

7. A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Option 1 (Establish a new school operating across the two sites) and Option 4 (Establish a new school operating from a new site in the area) have been discounted as the Council does not think that either of these are the most appropriate way forward at the current time.

- a) Do you agree with the Council that these options should be discounted?

Yes	154	76%
No	20	10%
Don't know	28	14%
Total responses	203	100%

- b) Do you think the Council should proceed with one of the discounted options instead of the current options?

Yes	30	15%
No	140	71%
Don't know	26	13%
Total responses	196	99%

3. CONSULTATION WITH PUPILS

Officers from the local authority met with the School Council of Banw C.P. School and Llanerfyl C. in W. (Foundation) School to get their views on the proposals. The notes of these meetings are provided below:

i) Banw C.P. School

Officers from the School Transformation Team met with Dyffryn Banw School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Dyffryn Banw and Ysgol Llanerfyl.

One session was held with 8 pupils from the school council.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
 - a. On the current site of Dyffryn Banw Primary School **or**
 - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Ysgol Dyffryn Banw? What's good about the school?

- The park and the large hall
- The yard for playing netball
- A good place to do exercise and sports
- A good place to do athletics with a 200 metr running track
- A good place to do the long jump
- 4 classrooms so we study maths and language in different rooms
- Many computers
- The hall is good for sports if it rains
- The hall is good for concerts, Eisteddfod y Foel. The Powys Eisteddfod is also coming here
- A good hall for gymnastics
- A large canteen and kitchen
- An after school cooking club
- There is a kitchen by the hall as well
- A breakfast club
- School lunch has improved and the food is tasty - the food comes up from Llanerfyl
- Chips on Friday

- There is a lot of space here, so there is enough room for us to have time alone if necessary
 - It is a healthy school and we make fruit pots
 - The school is suitable for disabled children or children who have had an injury e.g. a broken leg, because there are no stairs
- 2. Is there anything you dislike about Ysgol Dyffryn Banw, or anything that could be better?**
- No
 - Have more spaces for nature, a nature corner
- 3. If things changed, and if Ysgol Llanerfyl pupils also came to school here in Dyffryn Banw, what impact would this have?**
- We are friends with Llanerfyl children already, so there wouldn't be much of an impact on us
 - Llanerfyl children come here quite a lot already, for example to see Mr Formula
 - It would be good to have more sports and competitions. There are not enough children here to have a netball team at present, so there would be enough children for this
 - It would be good to have more children in the school and more friends
 - Llanerfyl children would have to come to school by car / on the bus
 - There is room for 120 children here, so there is plenty of room for more children
- 4. Is there anything that worries you about the possibility that Ysgol Llanerfyl children could come to school here?**
- I worry that we wouldn't be friends and that Llanerfyl children would stick together and that Dyffryn Banw children would stick together
 - We would be happy for Llanerfyl children to come here - there's plenty of space here and I would be happy to welcome new children here.
- 5. If things changed, and if Ysgol Dyffryn Banw pupils went to school in the building in Llanerfyl with Ysgol Llanerfyl children, what impact would this have?**
- I would worry about this - my mother is English and my sister wasn't allowed to go to Llanerfyl because Mum was English
 - This would be good for Llanerfyl children, but there's not enough room for everyone there
 - There are stairs at Ysgol Llanerfyl and I worry that if there were disabled children at the school, they would not be able to get upstairs
 - There wouldn't be room for everyone in the classes
 - There is no canteen or hall
 - It's dangerous to cross the road to go to the hall
 - There is only one female toilet at Llanerfyl, there are more toilets here

6. Is there anything that worries you about the possibility that you would have to go to school in the building in Llanerfyl?

- I don't think there's enough room for everyone
- I'm worried that people would move to Ysgol Llanfair or Ysgol Pontrobert
- I worry about crossing the road to go to the hall
- I'm worried that they don't let English children go to Llanerfyl. I would have to go to Llanfair
- It would be good for Llanerfyl children, but I don't think the change would be good for us.

7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:

- Having one school is a good idea but the loss of a school in one place will affect that community
- If there were one school, it would be easier for the children to make friends and the school would be able to compete in netball and choir competitions, and be better at Eisteddfodau.
- Ysgol Llanerfyl is good at some things and Ysgol Dyffryn Banw is good at other things, so the new school would be able to be good at lots of things

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

ii) Llanerfyl C. in W. (Foundation) School

Officers from the School Transformation Team met with Llanerfyl School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Llanerfyl and Ysgol Dyffryn Banw.

One session was held with 7 pupils from the school council, and a second session with 2 latecomers to Welsh-medium education.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
 - a. On the current site of Dyffryn Banw Primary School **or**
 - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Ysgol Llanerfyl? What's good about the school?

- The food is good here
- We are all friends
- The building is big enough
- There is plenty of room here
- It's easier to be here because there aren't many children here
- The site is open after school and at weekends
- The building is old
- The building and the classrooms are colourful, and there are lots of things on the walls
- The playing field, there is plenty of space to have 4 play areas at the same time
- I like to play rounders, cooking, running, football, netball and crafts here
- Eisteddfodau and taking part in the Urdd
- The site is safe and it's safe enough to cycle and walk to school
- The teachers are kind and willing to help you
- The teachers can be strict but they help us and are kind
- Being able to walk to school
- I like the fact that it is a small school, there are friends in different year groups, and everyone knows each other

2. Is there anything you dislike about Ysgol Llanerfyl, or anything that could be better?

- Rugby, we are not allowed to tackle because it's a 'contact sport'
- There are plenty of computers in the school, but the internet is slow
- There is no hall at the school, but we use the village hall. When it rains, we use the classrooms. We use the hall for the Urdd and for concerts, and go to the Church for thanksgiving.
- It's a long way to Welshpool to buy sweets!
- Nothing, I like the school

3. If things changed, and if Ysgol Dyffryn Banw pupils also came to the school in Llanerfyl, what impact would this have?

- We don't know them very well, so we would have to get to know them
- I worry that there is less space at this school - no room in the classroom or on the playing field
- We know some of the children already through trips, playing rugby and Mr Formula
- We need to get to know the children first
- We would have to make new friends
- Llanerfyl children would show Dyffryn Banw children where to go
- We would be able to make more friends

- If the Dyffryn Banw children came here, the school would have to be made bigger
- 4. Is there anything that worries you about the possibility that Ysgol Dyffryn Banw children could come to Llanerfyl?**
- No, nothing worries us about the Dyffryn Banw children coming here
 - There would be more competition to get a place in the sports teams
 - How would 55 pupils fit in this building?
 - The only concern is that Ysgol Llanerfyl would have to be made bigger
- 5. If things changed, and if Ysgol Llanerfyl pupils went to school in the Ysgol Dyffryn Banw building with Ysgol Dyffryn Banw children, what impact would this have?**
- We would not be able to cycle to school
 - We would have to go to school by car or by bus
 - A larger minibus would be needed to take everyone to school
 - It would be harder for small children to find their way around the school because the school is bigger
 - Different teachers, it would be better if our present teachers went to Ysgol Dyffryn Banw too
 - The school is bigger and there would be more space for sports
 - Mum works at Ysgol Dyffryn Banw so that would be good
 - It would be sad for my parents and grandparents because they went to school at Llanerfyl and the school wouldn't be there any more
- 6. Is there anything that worries you about the possibility that you would have to go to Ysgol Dyffryn Banw?**
- I would have to make new friends
 - I do not want to go to Dyffryn Banw, I want to stay here
- 7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:**
- We are happy in the school
 - We like the school as it is

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

4. CONSULTATION MEETINGS WITH STAFF AND GOVERNORS

Consultation meetings were held with the staff and governors of both schools. The issues raised at these meetings are summarised below:

i) Llanerfyl C. in W. (Foundation) School – 4th October 2018

- Would the original report that concluded that he proposed new school should be in Llanerfyl still be part of the process?
- Don't understand how one councillor was able to change the recommendation presented to Cabinet
- The governing body at Banw School approached the Council because their numbers had dropped, and Llanerfyl School is suffering because of it
- Don't know of any other example where a school with higher numbers has been closed because pupil numbers at a neighbouring schools have dropped
- Llanerfyl School doesn't want to be sacrificed to solve the problems at Banw School
- The school needs to be where the pupils are – it's not practical to move a whole school population to a school where there are very few children
- Will the decision be made based on costs?
- Question about capacity figures in the consultation document as there are different figures
- Previously there were 62 children attending Llanerfyl school and inspectors and advisors visited frequently. At no point did anyone say that there was an issue with capacity or the facilities
- If parents weren't happy with the facilities here, they would send their children elsewhere
- There has never been a capital bid for improvements to the Llanerfyl building, so the Council can't say that the facilities are poor.
- In the next step of the process, will the recommendation be made known to the Headteacher and governing body before it goes to Cabinet, as with the previous stage?
- If one school costs much more to run than the other, surely the cheaper school should win
- Queried the inclusion of information about the Estyn inspection reports in 2014 for Llanerfyl and 2016 for Dyffryn Banw in the consultation document
- Llanerfyl School received a document where the inspector commented that he hadn't seen such good standards of written or spoken Welsh in his 30 years of teaching
- Query about whether staff would start at the bottom point of the pay grade following implementation of a new staffing structure for any new school
- Query about how the temporary governing body would be formed
- What would happen if staff didn't want to apply for a post in the new school?
- Would an extension be needed to the timeline because of the amendment to the consultation made in Cabinet?

- Request for the process to be carried out as quickly as possible as this was a period of uncertainty for pupils and staff

ii) Banw C.P. School – 15th October 2018

- For the parents of Banw to move to Llanerfyl school, there would be a need for investment – the facilities are not as good there
- If the Llanerfyl site was chosen, there would be a wish list of improvements that would be needed, which would be very costly
- A number of pupils from the area attend schools outside the Banw Valley
- If the Llanerfyl children came to Banw it would be a win win situation – Banw children would have more social interaction and the Llanerfyl children would have more facilities.
- If the Banw pupils went to Llanerfyl, it would be a lose lose situation – Llanerfyl pupils would have less space individually and Banw pupils would be losing the hall and facilities
- Due to the co-location of the school with the Hall, they are entwined and rely on each other
- The Hall is a huge asset to the school because it is used so often. The school has use of it during the day, have PE lessons there and use the stage for performances. Can access it all day, and with the new curriculum it would be used even more
- Health and safety issue regarding Llanerfyl pupils walking to the Hall in all weather
- Unacceptable that in Llanerfyl PE is carried out in the classroom if it is raining
- If the decision is for Llanerfyl pupils to come to Banw, the decision will have been made for the community, not because of politics
- There would be additional costs to move boilers / services etc if Banw school shut – shutting the school would not be a simple process
- How much call would there be for a building of this size in this rural area if the building was closed?
- The Llanerfyl site has no car park, canteen, playing field or facilities, disabled access or a hall, however this is all available two miles up the road.
- The findings of the questionnaire distributed to parents during the initial engagement in the spring was that more parents believed the new school should be at Banw, even though more forms were returned from parents at Llanerfyl school than Banw school
- It is incorrect in the consultation document where it says that no pupils walk to Banw school – there is an estate directly behind the school that pupils walk from
- Concern about impartiality of the local member and her influence in the Council
- Will the local member be allowed to speak in the Cabinet meeting?
- Would the consultation potentially back Llanerfyl as they have the support of the church?
- What is the role of the scrutiny committee within this process?
- Would the council invest in a building it doesn't own?

- What would happen to the Llanerfyl building if the Council decided to close it?
- Query about the make up of the temporary governing body
- Query about the make up of the permanent governing body – would a Church in Wales governing body have more members on it? How much influence would the Church have on who sat on the governing body?
- What would it mean to be a Church in Wales school?
- Could the timescales mentioned in the consultation document be shortened?
- Why did the original recommendation change?

5. ESTYN

Estyn's response to the consultation is provided below:

Estyn response to the proposal to close Banw C.P. School and LLanerfyl C. in W. (Foundation) School serving the communities of the Banw Valley in North Powys and establish a new Church in Wales school in the area.

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

Introduction

This consultation proposal is from Powys County Council and relates to the closure of Banw C.P. School and Llanerfyl C. in W. (Foundation) School ("Llanerfyl C.in W. School") and to establish a new Welsh-medium Voluntary Aided Church in Wales school either on the current site of Banw C.P. School Site (*option a*) or the site of Llanerfyl C. in W. School (*option b*).

Summary/ Conclusion

It is Estyn's opinion that the proposal is likely to at least maintain standards of education in the area and offers an opportunity to ensure that Welsh medium education in the Banw Valley is sustainable.

Description and benefits

Powys County Council provides a sound rationale for the proposal:

The council sets out clearly that pupil numbers have reduced over recent years, are set to continue to decrease until 2023 and are currently at 51 over both schools in total.

Both schools are projecting to be in a deficit position by the end of the 19/20 financial year which poses a threat to the continuation of Welsh medium education in the immediate community.

Based on the information provided, the council's assertion that establishing one larger school in the Dyffryn Banw area would

- continue to provide access to Welsh-medium education
- improve opportunities for pupils by being part of a larger school
- be an efficient model for delivering primary education in the Banw areas, including reducing surplus places

appears to be reasonable.

Establishing a new Church in Wales would also ensure continued access to Welsh Medium CIW provision in the area.

The council appears to have given full consideration to the advantages and disadvantages of a wide range of available alternatives. It appears to set out credibly that

- it is not possible to federate the two schools because of their different legal status
- clustering and collaboration would not result in a single school, and would therefore not lead to a reduction in surplus places
- operating the two schools as they currently stand on two different sites would lead to limited economies of scale, not help achieve the aim of making provision in the area financially sustainable and would not address surplus places
- there are too many unknown factors and costs involved in building a new school on a new site and that this is not a viable option when there are already two buildings available.

The council has identified correctly most of the risks associated with the proposal and the two options set out within it.

It has carried out a thorough analysis of the impact on travel arrangements of both options. It establishes credibly that *option a* would increase travel times for pupils at Llanerfyl C. in W. School, leading to slightly increased transport costs for the council than *option b*. *Option a* would also mean that Llanerfyl C. in W. School pupils would no longer be able to walk or cycle to school. However, *option b* would have no impact on the ability of pupils at Banw C.P. School to walk or to school as there are currently no safe walking or cycling routes to the school. The council recognises appropriately that both *option a* and *b* may have implications for parents' travel arrangements and pupils' ability to access extra-curricular activities. It also correctly identifies that *option b* may have travel implications for parents of pupils in receipt of free school meals at Banw C.P. School as the location of the school may limit their access to it.

The council provides a clear breakdown of the capacity and condition of both buildings and appears to draw reasonable conclusions from its findings. For example, it appears to find reasonably that *option b* would provide a learning environment that is in better condition than *option a* but that *option a* would give current Llanerfyl C. in W. School pupils access to larger and a wider range of facilities, such as a dedicated dining hall and PE facilities. It also asserts reasonably and that these facilities would be withdrawn from current Banw C.P. School pupils under *option b*. From the information provided, the proposer's assertion that *option a* could provide space for the Cylch Meithrin Dyffryn Banw provision appears to be reasonable. This provision currently meets at the Llanerfyl village hall.

Whilst it is clear that both sites have sufficient capacity for pupils from both schools, this is only achievable at the Llanerfyl C. in W. School site if the Art facility is taken into account. The council has not provided sufficient detail around this aspect of the proposal to allow us to comment on the reasonableness of its decision to include it in its calculation.

The council sets out reasonably that the decision to create a new C. in W Voluntary Aided school would ensure continued access to Welsh Medium Church in Wales' provision in the area. It also asserts credibly that curricular provision would remain unchanged, with parents having the choice to opt out of collective worship or send their child to the nearest alternative community Welsh medium school. However, the council has not addressed the impact on projected numbers of pupils if future pupils do not fulfil the admissions criteria of the new C in. W school. This may also preclude siblings of pupils currently at Banw C.P. School who may want to join the school in the future, depending on the admissions criteria set by the new governing body.

Both *option a* and *b* would contribute to realising Welsh Government's strategy of achieving a million Welsh speakers by 2050

The council has also addressed appropriately a range of other identified risks, for example:

- short term risks to wellbeing of pupils
- a reduction in pupil numbers as a result of transfer
- the risk of not being able to attract a headteacher to the school

However, the council makes a reasonable case that the benefits to sustainability of Welsh medium education in the Banw Valley, and to provision, experiences and outcomes of pupils in general of the proposal outweigh the status quo. It has also identified suitable measures to mitigate this risks.

Educational aspects of the proposal

The council's presentation of the performance of the two schools is appropriate. It sets out both the categorisation of the school and the outcomes of their most recent Estyn reports. Based on the information provided, the proposer asserts credibly that stability in leadership at Banw C.P. School would suggest that standards would be at least maintained under *option a* for Banw C.P. School pupils and improved for pupils of Llanerfyl C. in W. School. However, this assertion would require that the current head teacher of Banw C.P. School remains in post in the new school or that the governors are successful in appointing a headteacher to the new school.

The suggestion that there could be some benefits to the quality of education of a larger pupil population and a slightly larger staff base is appropriate, such as the ability for teachers to specialise and provide a wider range of learning experiences. However, the reasons for the council's assertion that the physical environment at Llanerfyl C. in W. school may restrict delivery of the *new* curriculum and negatively impact delivery of that curriculum for pupils transferring from Banw C.P. School are not sufficiently clear.

Based on the information provided in the council's summary of its equality impact assessment, it seems reasonable to assume that the needs of pupils with SEN and

other vulnerable groups who move from Banw C.P. School to Llanerfyl C. in W. School, or vice versa, would not be threatened. The proposer sets out reassuringly the need to mitigate the negative effects on pupils with SEN of change through planning and by putting in place individual support plans. However, it does not consider the risks to SEN pupils if their parents choose non-denominational education in an alternative community primary school as both alternative schools could lead to increased travel times and disruption for these pupils.

6. ISSUES RAISED DURING THE CONSULTATION PERIOD

The following tables list the issues raised during the consultation period, and provides the local authority's response to these issues.

1. COMMENTS ON THE PRINCIPLE OF MERGING THE TWO SCHOOLS		
1.1 In support		
1.1.1 Improved opportunities for pupils		
1.1.1.1	Always hoped that the two schools would merge at some point as it would benefit the children	As outlined in the Consultation Document, the Council agrees that merging the two schools to establish one, larger school, would provide improved opportunities for pupils in the area.
1.1.1.2	Welcome the opportunity for positive change through combining these two small schools, enabling the children to develop a wider social sphere and to enhance the delivery of the curriculum giving them the best possible education.	
1.1.1.3	Merging the two schools would provide more opportunities for pupils if the correct site is chosen.	
1.1.1.4	Strongly believe that merging the two schools would achieve the best for the pupils – must look to the future and think about what is best for the children.	
1.1.1.5	Greater pupil numbers would give increased possibilities socially for children plus a wider range of teaching styles	
1.1.1.6	If the right decision is made it will mean a better education for children in both areas.	
1.1.1.7	Combined they could have a better resourced curriculum, wider learning experiences and a fit for purpose set of buildings	

1.1.1.8	Having all children together would give them more opportunities e.g. team games, dancing groups, choir	
1.1.1.9	One larger school may mean that years 3-6 could be separated and not taught all together in one class as currently happens in both schools	
1.1.1.10	Would mean that the pupils could make more friends	
1.1.1.11	Children from both schools would benefit i.e. more pupils engaging together in activities, taking part in eisteddfodau, making new friends	
1.1.2 More economical		
1.1.2.1	Merging the two schools will help the authority manage and fund education more effectively within the community	As outlined in the Consultation Document, both Banw C.P. School and Llanerfyl C. in W. (Foundation) are currently facing a difficult financial situation. The Council's view is that merging the two schools would help to alleviate this.
1.1.2.2	Current cost to resources would be reduced by amalgamating the two schools.	
1.1.2.3	It is not economical for 2 schools to exist within a few miles of each other with so few pupils in each.	
1.1.2.4	Financially, agree that it makes sense to merge the schools given falling numbers	
1.1.2.5	Both schools are facing serious financial challenges. Merging would help to alleviate this	
1.1.2.6	It's not fair that pupils in these schools are funded on such a high rate when pupils in other schools receive far lower funding	
1.1.3 Would safeguard provision in the area		

1.1.3.1	Strongly believe in the retention of Welsh-medium primary education in the upper Banwy valley, and agree that this is the only sustainable way of doing so.	As outlined in the Consultation Document, the Council agrees that given the current and projected pupil numbers at the two schools, merging the two schools to create one larger school would help to safeguard the provision of Welsh-medium primary education in the Banw valley.
1.1.3.2	Don't think the number of children in the valley can sustain two primary schools, so in favour of combining forces to create one more sustainable school for the area	
1.1.3.3	Creating one larger school would future proof Welsh language education in the area, pool resources and provide a vibrant, stimulating and nurturing environment for the pupils and staff.	
1.1.3.4	Support the aim of creating one resilient school which would attract parents/carers to the school rather than other schools further away, and would provide for the requirements of the new curriculum.	
1.1.3.5	Due to the low numbers and financial pressures on both schools, there will be no future for either school as they are	
1.1.3.6	The best way to ensure the provision of Welsh-medium education in the area in the future is to merge the two schools in the near future. Otherwise, there is a danger that there will be no school at all in the area.	
1.1.3.7	The only possible solution to future proof primary education in the area	
1.1.3.8	One school will hopefully be sustainable for the future	
1.1.3.9	Support merging the schools to ensure that education is kept in the valley. It would be unreasonable to educate young children further away from the valley.	

1.1.3.10	Reference to 'Together Stronger', the slogan of our national football team.	
1.1.3.11	Both schools are facing decreasing or static pupil numbers	
1.1.3.12	We need a thriving school to attract and keep the best teachers in the Banwy Valley	
1.1.3.13	Unless a decision is made now there will be no primary school in the valley. Some parents are already sending their children away from the area	
1.1.3.14	The area is lucky that the proposal is to retain one school in the area – it would still be a small school, so it would be easy for the Council to propose that the two schools need to close	
1.1.4 Reference to previous attempt to merge the schools		
1.1.4.1	For years, the area has been living under a cloud of uncertainty with regard to the future of the two schools, which is a concern for parents and has often forced them to send their children to Llanfair Caereinion Primary School or to Ysgol Meifod, an English-medium school. This situation should not exist, and to ensure the future of this community, this matter needs to be resolved.	The Council is aware of historical discussions relating to the two schools and notes these comments.
1.1.4.2	The schools should have merged 20 years ago but parent power and hysteria got in the way	
1.1.4.3	One larger school in the area is long overdue. It's time to move on and look at the bigger picture, for the benefit of future generations	
1.1.4.4	If a decision had been made two decades ago the community would be united by now, and battles of the past would be forgotten. Some parents will move their children to Pontrobert or	

	Llanfair if they don't get their way, but you need to ignore this. Hopefully the rift will heal in a decade or two	
1.2 Against		
1.2.1 Disagree with closing Ysgol Llanerfyl		
1.2.1.1	Closing Ysgol Llanerfyl is immoral	The Council does not agree with these statements. Whilst it is true that pupil numbers at Llanerfyl are higher than Banw, pupil numbers at the both schools are low, and both schools are projected to be in a deficit budget position in the coming years.
1.2.1.2	The problem is Banw school's, it would be unfair to close a school that does not have any problems	
1.2.1.3	I urge Powys Council to reconsider and leave the two schools open. Sooner or later the staff and parents at Banw will realise that it's not possible to maintain the school with so few pupils, so they will choose to close voluntarily.	
1.2.2 Reference to previous attempt to merge the schools		
1.2.2.1	Disagree with the Council's proposal to merge the two schools – we went through this around 30 years ago, this caused tension between the two communities, which continued for years afterwards	The Council notes these comments, however the Council's view is that merging the two schools is the best way forward in order to provide improved opportunities to the pupils and also to safeguard the provision of Welsh-medium primary education in the area. This is supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area. It is acknowledged that any school reorganisation process leads to a period of uncertainty for the communities involved, and the Council is keen to conclude this process as swiftly as possible, in order to end this period of uncertainty.
1.2.2.2	It was the same the last time PCC wanted to close Llanerfyl and transfer the pupils to Banw. It was the same problem then – pupil numbers at Banw were decreasing and pupil numbers at Llanerfyl were increasing. After a great deal of fighting, the Council was persuaded to change its mind. However, the tension continued between the two communities, and it is only recently that the two communities have come together.	

1.2.3 The communities won't come together		
1.2.3.1	The community is split and I can't see how they will ever come together to support one or the other	It is acknowledged that any school reorganisation process leads to a period of uncertainty for the communities involved, and the Council is keen to conclude this process as swiftly as possible, in order to end this period of uncertainty. Once a decision is made on the way forward, the Council will endeavour to work with both school communities in order to establish the new school, to ensure that it meets the needs of all pupils in the area.
1.2.3.2	Ideally both schools should remain open to serve their respective communities	
1.2.3.3	This will create a divide and tension in the community, with the two areas refusing to work together	
1.2.3.4	How can the two schools merge when the governors, parents and community aren't showing any potential that they will be able to work together as one school?	
1.2.3.5	I can't see a solution that will result in the bonding of pupils, parents, staff and community. The Council's efforts to date have only led to an increase in tension for all concerned and opened old wounds from when the schools were under threat 2 decades ago	
1.3 Other		
1.3.1	Closing a school is very emotional, whichever school that may be	The Council notes this comment, and acknowledges that any school reorganisation proposal leads to a period of uncertainty for the communities involved.
1.3.2	Other than cost, I would not agree that the most suitable solution is to merge as so many factors for both schools would suggest keeping both open would be sensible	The Council notes this comment, however this is not supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area.

1.3.3	Wherever the school is located, adequate outdoor space will be needed, and the school's teaching resources will need to be upgraded to ensure that it is a space that inspires pupils to learn.	Comment noted. As outlined in the consultation document, once a decision is made on how to proceed, the Council will commission HOWPS to carry out further work to identify the scope of the required to the building where the proposed new school is to be located.
1.3.4	With sensible investment, both buildings could be excellent options in terms of providing excellent learning and play experiences through the medium of Welsh, uniting the community and trying to stem the current flow of children to other nearby schools rather than staying in the valley.	Comment noted.

2. COMMENTS ABOUT BANW C.P. SCHOOL		
2.1 Location		
2.1.1 Positive comments		
2.1.1.1	Banw site is geographically central to the existing joint catchment, and Llanerfyl families already regularly support and use Llangadfan facilities e.g. Cann Office, Dyffryn Banw FC	The Council notes these comments regarding the central location of the Banw site to the whole catchment area currently served by Banw C.P. School and Llanerfyl C. in W. (Foundation) School.
2.1.1.2	The site of Banw is more central to the area that the school would serve – the catchment area extends from the edge of Foel to Llanerfyl, including the villages of Foel, Langadfan and Llanerfyl	
2.1.1.3	Banw is more central to the pupils of both schools – should Llanerfyl be chosen, pupils would have to travel a maximum of 10+ miles each way, which seems excessive. If Banw site was chosen, pupils would have to travel a maximum of 5.85 miles each way. The difference in time and distance could have a negative impact on emotional well-being, particularly for younger children	

2.1.1.4	There is easy access off the main A458 trunk road	The Council notes these comments regarding the benefits of the location of the Banw site on the main A458 trunk road.
2.1.1.5	The location of Banw School is perfect, on the A458, and in a perfect location to promote Welsh-medium education to all that pass on their travels through mid Wales.	
2.1.2 Negative comments		
2.1.2.1	Work commitments as well as supermarkets, medical centre and other services are all in the direction of Llanfair Caereinion, Welshpool, Newtown.	The Council notes these comments, and acknowledges that should a new school be established on the Banw site, there would be an impact on parents whose children currently attend Llanerfyl C. in W. (Foundation) School
2.1.2.2	Many children attend after school activities in the other direction e.g. Llanfair Caereinion, Welshpool, Newtown, Meifod	
2.1.2.3	Having to take/collect children from school activities on the Banw site would be inconvenient for most	
2.1.2.4	A school located in Banw would only serve a handful of children, with Llanerfyl parents tempted to go to Llanfair as this is the commuting route of most parents	
2.1.2.5	The school is in a poor location, which isn't the main focus of a village	Whilst it is true that the school is not located in the centre of a village, the school is located in the middle of the area currently served by Llanerfyl C. in W. (Foundation) School and Banw C.P. School. It is also co-located with the Banw Community Hall and other community facilities, which are regularly accessed by residents across the Banw Valley.
2.1.2.6	Banw school is at the side of a busy main road which is very dangerous	It is true that the school is located at the side of a busy main road, however appropriate arrangements are in place to ensure that pupils are unable to access the main road. The main entrance to the school during school hours is from the rear of the school, not directly from the main road.

2.1.2.7	It's not possible for children to walk or cycle to school on the current Banw site due its location on a busy and dangerous main road	It is acknowledged that establishing a new school on the site currently occupied by Banw C.P. School would mean that it would be more difficult for children currently attending Llanerfyl C. in W. (Foundation) School to walk or cycle to school. However, pupils living in the housing estate adjacent to the school are currently able to walk / cycle to school, and they would continue to be able to do so. Should a new school be established on this site, the Council would investigate the possibility of establishing safe walking and cycling routes to the school.
2.1.2.8	The school does not provide safe walking and cycling routes to school as per the requirements of Active Travel (Wales) 2013.	
2.1.2.9	Concern that pupils would be unable to walk to school if the school was in Banw	
2.2 Building Condition		
2.2.1 Reference to HoWPS report		
2.2.1.1	Although the condition has been rated 'Generally Poor', there is scope to improve this provided there was budget and a plan of action in place.	The Council notes this comment. It is true that the condition of the building could be improved following investment in the building.
2.2.1.2	Examination of the HoWPS condition report shows that, of the £358,000 expenditure said to be needed in the next 18 months, approximately £212,000 is made up of two capital projects (replacing the heating boiler and associated pipework and tarmacking the playground). There would surely be a financial payback from installing a new modern heating system.	The Council notes this comment. It is true that a large proportion of the expenditure outlined as being required over the next 18 months is for replacement of the heating boiler and associated pipework, and it is true that the Council would expect this investment to lead to a reduction in running costs.
2.2.1.3	Disappointed with the findings of the HoWPS report which classifies the condition of Banw School as C – generally poor. Why has the school not been maintained to the required standard?	Approximately 43% of the Council's blocks of school accommodation are condition C and D, therefore Banw is not the only school in this condition. £58,000 of capital funding has been spent on the Banw building over the last 10 years. This included boiler and heating works and the replacement of the canteen roof. The school also has a delegated budget which covers repairs and maintenance costs,

		<p>and the school has been spending this money on maintenance of the building.</p> <p>The current condition of the school building is primarily due to the age of the building. Capital improvements to school buildings are prioritised and ranked by the Council based on building condition, therefore given the building condition, it is likely that the Council would be looking to carry out work to improve the building condition soon.</p>
2.2.2 Reference to improvements required		
2.2.2.1	With some improvements to the building condition, the site would provide a fantastic school with facilities in place to support the delivery of the new curriculum which will be of benefit to all children in the Banw Valley	The Council notes these comments regarding improvements needed to the Banw C.P. School building, and would agree that some improvements are required to the building condition, as identified by the HoWPS assessment, which identified the building's condition as 'C – Generally Poor'.
2.2.2.2	As a larger school, it's not surprising that maintenance costs are higher not that certain facilities need replacing after a certain time	
2.2.2.3	The school is in need of modernisation, as is the case with any building of its age, however none of the improvements required are structural – the improvements needed are windows etc.	
2.2.2.4	Some improvements are need to the Banw building e.g. the heating system, however these improvements could bring more opportunities to save in the long term	
2.2.2.5	The building is in disrepair and does not lend itself to the nurture that primary school pupils need and deserve	
2.2.3 Other		

2.2.3.1	The condition of the building at the Banw site is 'C' – with Powys wanting to close as many schools with a grading of 'C' in the foreseeable future, this gives them the perfect opportunity	<p>The Council currently has no plans to close schools with a grading of 'C' or below.</p> <p>Whilst the current School Organisation Policy states that</p> <p>'The Council aims to have an educational model which fulfils the following:</p> <ul style="list-style-type: none"> • Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B' <p>The intention is that this would be achieved by a combination of new builds to replace the buildings in the poorest condition and investment in other buildings in order to improve their condition.</p>
2.3 Building Suitability		
2.3.1	The building has been assessed as being more suitable for curriculum delivery purposes. This was to be expected as Dyffryn Banw is a purpose built educational facility, whilst Llanerfyl is a converted house	It is true that the HoWPS report carried out in 2018 assessed the suitability of the Banw building as 'B – Generally satisfactory', whilst the suitability of the Llanerfyl building was assessed to be 'C/D – Poor to bad'.
2.3.2	The building is not primary school friendly	The Council does not agree with this statement. The Banw building has been successfully providing primary education for a number of years, and the recent assessment carried out by HoWPS assessed the building's suitability as 'B – Generally satisfactory'.
2.4 Reference to the new curriculum		
2.4.1	Dyffryn Banw is the best site when considering the requirements of 'Curriculum for Life' – a building that has appropriate space, a hall for presentations, performances, physical education,	The Council notes these comments, and agrees that the facilities on the Banw site are conducive to the requirements of the new curriculum.

	workshops and other activities. There is space within the building for groups to work independently	
2.4.2	New curriculum – children need to learn from experience, with flexibility for teachers to achieve this in creative ways which suit the learner. Sufficient space is needed to ensure that the new curriculum can be implemented fully, so that different learning areas can be set out around the classroom. There is plenty of room in Dyffryn Banw to ensure that the children have the best education which meets the requirements of the new curriculum.	
2.4.3	The Banw site and building are suitable for developing education in accordance with ‘Donaldson’ – space for developing independent learning areas	
2.4.4	Has all the facilities needed for the current curriculum and the new curriculum	
2.4.5	One of the areas of the new curriculum is ‘Expressive Arts’ – access to a hall will be essential to enable pupils to develop creative and performing skills	
2.5 The school site		
2.5.1	There is a large playing field for outdoor sports, which is also used for area sports	The Council notes these comments relating to the space and facilities available on the Banw site.
2.5.2	The Banw site has better facilities which can be upgraded to provide a modern, 21 st century school	
2.5.3	There are vegetable and flower gardens in front of the school which are developed by the pupils and the friends of the school	
2.5.4	The school / site has more space and facilities	

2.5.5	The school is purpose built to meet the needs of 72 pupils	
2.5.6	The site is fully suited to accommodating a new, merged school due to the superior facilities on offer, greater capacity and flexibility of the site and ability to contribute to a number of Powys' strategic educational objectives	
2.5.7	The site is physically better placed for increased numbers, having internal space, including a larger hall and extensive playing areas	
2.5.8	Banw's Estyn report from 2010 and 2016 refer to the benefits of the site	
2.6 Parking		
2.6.1	Ample parking facilities for school buses and parents/carers, and plenty of room to accommodate more	The Council notes these comments relating to the parking space available on the Banw site, which can also be accessed by buses.
2.6.2	There is a large car park at the front of the school and a small car park to the rear which is usually used by staff	
2.6.3	There is a large car park at the front which is used for collection and drop off by parents on school days, and for other community group activities out of school hours	
2.6.4	Buses can easily access the parking area when needed	
2.6.5	There is plenty of space for buses and minibuses in the large car park, with no danger of risk for the children	
2.6.6	The gate to the large parking area is locked during the day so no one can enter it	Comment noted.

2.6.7	The school has a car park policy in place to ensure the safety of children at pick up and drop off times	Comment noted.
2.7 Size		
2.7.1	Large enough to easily accommodate the current total number of pupils but also any local children who are currently taken to schools outside the catchment. Could also accommodate local pre-school/nursery services on site	The Council notes these comments about the site's size, and agrees that the Banw site could accommodate the current number of pupils in the area.
2.7.2	Can easily accommodate pupils from both schools without compromising on personal space and impacting on pupil well-being, but could also accommodate more should the number of children wishing to come to the school increase in the future.	
2.8 Classroom configuration		
2.8.1	Classrooms are spacious and airy	The Council notes these comments relating to the classrooms and facilities available at Banw C.P. School.
2.8.2	Classrooms are connected by a corridor so there is no disruptive through traffic	
2.8.3	Covered outdoor classroom for the foundation phase to access as required	
2.8.4	The building could easily be adapted to accommodate four classes, to establish an ICT area, a STEM area, and there is plenty of space to develop expressive arts	
2.8.5	The Foundation Phase class offers plenty of room to create a range of areas, ensuring that this includes a computer area, building equipment, sand, water, a create area, creative painting, which are all available daily	

2.8.6	Large windows which make the classrooms nice and bright, with access to the outdoor area which is fenced for safety	
2.8.7	There is access to a committee room which is used for music lessons among other things – peripatetic teachers can teach here without disturbing the other classes	
2.9 Toilets / Changing Facilities		
2.9.1	There are changing rooms and toilets for boys and girls at either end of the school	The Council notes these comments about the toilet / changing facilities at Banw School.
2.9.2	The number of toilets meet the toilet:pupil ratios – no more toilets would need to be provided if the site was in Llangadfan	
2.9.3	There are separate changing areas for boys and girls at opposite ends of the school	
2.10 Kitchen / Dining Facilities		
2.10.1	The kitchen is bigger and seems in a better condition than Llanerfyl	The Council notes these comments about the kitchen / dining facilities at Banw School.
2.10.2	There is dining space which is separate to the classrooms	
2.10.3	The canteen area provides the opportunity to have a breakfast club – a positive for parents who go to work, and enables the children to have a balanced meal which leads to the children being more focused at the beginning of the school day	
2.10.4	Ysgol Dyffryn Banw has a brand new kitchen but is unable to attract a cook – meals are prepared at Llanerfyl for both schools and are transported to Banw	When the previous cook at Ysgol Dyffryn Banw left in September 2017, Powys Catering reviewed the uptake of school meals at Ysgol Dyffryn Banw. The outcome of this review was that the uptake wasn't sufficient to warrant a

		permanent cook on site at Banw, and the decision was made to export meals from Llanerfyl to Banw.
2.11 Hall		
2.11.1 Facilities available at the hall		
2.11.1.1	There is a large hall attached to the school which has its own separate kitchen, toilet etc.	The Council notes these comments relating to the facilities available to the school at the adjoining community hall.
2.11.1.2	There are excellent gymnastics facilities in the hall	
2.11.1.3	The adjacent hall has expensive PE equipment which can be used for PE	
2.11.2 The school's access to / use of the hall		
2.11.2.1	The school has exclusive use of the hall in term time and in school hours	The Council notes these comments about the school's access to the adjoining community hall.
2.11.2.2	The hall is a huge asset to the school because it is used so often. The school has use of the hall during the day. PE lessons are held there, and the stage is used for performances. The school can access it all day, and with the new curriculum it would be used even more.	
2.11.2.3	What are the arrangements between the community hall and the school – how much does the school pay for the hall?	There is an agreement in place between the school and the community hall. The school pays an annual fixed sum to the community hall of approximately £2500 per year for unlimited use of the hall during school hours (until 4.30pm) throughout the school year.
2.11.2.4	In reality how often does the School in Banw actually use the hall?	The school makes extensive use of the hall and committee room throughout the week for a range of activities. This includes all physical education lessons (except when these

2.11.2.5	The hall seems to be Banw's selling point, it would be interesting to see how often it is actually used by the school, as opposed to the community	take place outdoors), instrumental lessons, concerts, workshops, services, mediation, use of the stage for performance rehearsals. The hall is also used for 'milltir y dydd' in bad weather.
2.11.3 Other queries relating to the hall		
2.11.3.1	Is the hall heating system separate to the school?	The hall heating system is separate to the school's – heating can be put on in the hall without the heating having to be on in the school. The heating for the committee room is on the same system as the school's heating, however storage heaters have recently been installed in the committee room, which means that heating can now be provided in this room without having to heat the whole school.
2.12 Reference to links between the school and the community		
2.12.1	Because the site incorporates a Community Centre, it is already a community hub, which all the advantages that brings	The Council notes these comments relating to links between the school and the community
2.12.2	Estyn report in 2016 referred to the school's strong partnership with the local community. This reflects the aim of 'developing our schools to be organisations that are central to community activity', which is outlined in the Cabinet's new School Organisation Policy.	
2.13 Disabled Access		
2.13.1	Banw School is all on one level, therefore could easily accommodate children/teachers with mobility issues	The Council notes these comments. Whilst it is true that the school is on one level, should a pupil with additional physical needs wish to attend the school, a full review would need to be carried out, and it is likely that additional facilities would need to be provided.
2.13.2	Whilst the site would need some adaptations to accommodate physically challenged pupils, it would be easier to adapt this site due to the layout being over 1 floor and the door and corridor openings being wider	

2.13.3	There is a toilet suitable for pupils in a wheelchair or that have disabilities	
2.14 Safeguarding		
2.14.1	Safeguarding concerns about the school being attached to the hall. One mistake not to set an alarm or lock a door would mean that a child's life would be ruined	The only times the hall is used during school hours is for elections and for funeral teas. In all situations such as these, the door between the hall and the school is locked by the headteacher or in her absence, a teacher who is responsible for the school in her absence. A Safeguarding Policy is in place which outlines these arrangements, and a Safeguarding Audit is carried out annually. Apart from when being used for elections of funeral teas, the external door to the hall is locked, therefore members of the public would be unable to access the hall.
2.14.2	Safeguarding concerns about attachment to the Hall	
2.14.3	The doors between the hall are locked when the hall or committee room is being used by the public during school hours to safeguard the children	Comment noted.
2.15 Opportunities to develop the site		
2.15.1	Provides an opportunity to create a centre of excellence for the Welsh language	The Council notes the suggestions for further developing the Banw site to provide additional facilities for the community.
2.15.2	Early years provision could be part of the school – there are adequate areas to include 'Cylch' and 'Ti a Fi', which will enable parents of younger children to transition from one to the other with ease – this could be in one building.	
2.15.3	Banw site could be an integrated children's centre – this would benefit the wider community and be in line with Welsh Government policy	

2.15.4	The Banw site has lots to offer in terms of developing education in the area	
2.15.5	There is an opportunity to make more community use of the building by potentially introducing on-site nursery care, after school clubs, community clubs, adult learning facilities, sports clubs	
2.15.6	Would be possible for the Cylch Meithrin to be integrated within the school on the Dyffryn Banw site – would be ideal for all children’s services to be housed at one location, this site can easily accommodate this	
2.15.7	Has all the facilities necessary to become a model community school – on site catering facilities, community hall, community play area, ability to accommodate a nursery, playing fields, ample parking and safe access from a major road.	
2.15.8	If the future of the Welsh language in the Banw Valley is a major concern, then the Banw site provides the space and facilities to offer a centre, including Cylch Ti a Fi, Ysgol Feithrin, Nursery, Infant, Juniors, Parent and Child Welsh courses, Welsh community activities, which would attract more families to the area and would protect, extend and sustain the Welsh language in the area long term.	
2.15.9	From the main village to Ysgol Dyffryn Banw there is a potential to make a cycle track / walking route through the field alongside the river, to provide a car free route to school and the football pitch.	
2.15.10	An extension could be added if needed as the grounds around the school are vast and owned by the Council	

2.15.11	The surrounding land is in the Council's ownership, which would make for flexibility in respect of adjusting to new challenges	
2.16 Possible alternative uses should there be no school on the site		
2.16.1	<p>Unclear what possible alternative uses would be viable for the building and/or site:</p> <ul style="list-style-type: none"> - The size, layout and design could be appropriate for some sort of commercial use, however there is no demand for office or retail space in the area - Village workshops are an option, but this provision already exists in Llanerfyl and is not used to capacity - Industrial unit would be inappropriate given the close proximity to residential properties - Demolition and re-development for housing is an option, but not likely to be viable: <ul style="list-style-type: none"> o Llangadfan is classed as a small village in the Powys LDP therefore only small scale affordable housing would be considered appropriate o Demolition costs and generally low market values and rents would mean that no private developer would be interested in the site because the profit margins are so low o Complexity of having the community hall on site makes it difficult to develop o Play area at the front of the site would need to be retained for use by the Community. Its removal would be resisted by local residents and Council planners because it represents the loss of a community facility, which is contrary to Powys Local Plan policy DM11 	<p>The Council notes these comments and acknowledges the complexities relating to alternative uses for the building currently occupied by Banw C.P. School due to its location and the fact that the school is co-located with the community hall and other community facilities. This is acknowledged on page 33 of the consultation document – ‘Sale of the Banw site could be difficult due to the co-location of the community centre’.</p>
2.16.2	Likely to be difficult to identify an alternative use for the site should there be no school here, therefore likely that the site	The Council notes this comment and the reference to Beguildy School.

	would remain empty for years (similar to Beguildy). It then ultimately becomes a liability for the Council rather than a disposable asset.	The Council acknowledges that there could be issues with identifying alternative uses for the site should there be no school in the building currently occupied by Banw C.P. School, and did acknowledge on page 33 of the Consultation Document relating to this proposal that 'Sale of the Banw site could be difficult due to the co-location of the community centre'.
2.16.3	If the Council were to be successful in disposing of the Banw site, the capital receipt is likely to be minimal due to the complexities outlined, therefore it is not really a positive as the consultation document suggests.	The Council notes this comment. Whilst the Council did refer to the 'Potential capital receipt to the authority from sale of the Banw C.P. School building' on page 33 of the consultation document, the Council also acknowledges that 'sale of the Banw site could be difficult due to the co-location of the community centre'.
2.17 Other		
2.17.1	Concern about Ysgol Dyffryn Banw statistics on bullying – Estyn Report 2016, only 94% of children felt bullying was taken seriously vs 100% of children felt that Ysgol Llanerfyl dealt with bullying to their satisfaction	It is true that Ysgol Dyffryn Banw's Estyn Report from 2016 states that only 94% of children agreed with the statement that 'The school deals well with any bullying'. However only 17 pupils responded to the learner questionnaire, therefore only one pupil disagreed with this statement. The questionnaire also provides a benchmark figure, which illustrates the total responses received since September 2010. The benchmark provided for this question is 92%, therefore the percentage of 94% is above this benchmark.
2.17.2	The school provides lots of opportunities for pupils to take part in PE – this is supported by Estyn findings – from the pupils questionnaire in 2016 as stated in the Estyn Report – 'There are lots of chances at school for me to get regular exercise' – 100% agree. Compared with Llanerfyl inspection in 2014, 21% agree, 79% disagree.	The Council notes these comments regarding opportunities for pupils at Banw C.P. School to take part in PE.

2.17.3	Should Llanerfyl children move to the Banw site, the facilities would be considerably improved from what they currently have	The Council notes this comment, which supports the Council's statement on page 20 of the consultation document that: 'The current site of Banw C.P. School has been assessed to be more suitable than the current site of Llanerfyl C. in W. (Foundation) School. In particular, there is access to a hall on site, as well as more extensive facilities than those available at Llanerfyl C. in W. (Foundation) School. Implementation of this option would mean that all pupils in the Banw Valley would be able to benefit from these facilities.'
2.17.4	Don't like the building due to smelly corridors	The Council has no evidence that the building has 'smelly corridors'.
2.17.5	Because of the links between the school and the community hall, there would be additional costs to move boilers / services etc if Banw school shut – shutting the school would not be a simple process.	Comment noted.

3. COMMENTS ABOUT LLANERFYL C. IN W. (FOUNDATION) SCHOOL		
3.1 Location		
3.1.1	Access to Llanerfyl School is down a 'B' road, therefore it is away from the busy main trunk road which passes the Banw site.	The Council notes these comments regarding the location of Llanerfyl C. in W. (Foundation) School away from the main road.
3.1.2	The Llanerfyl location is safer as the road only borders a relatively small area at the front of the school, whilst a road borders the front and back of the Banw site.	
3.1.3	The school's location is safe and away from an extremely busy and dangerous road	

3.1.4	Llanerfyl School has been criticised for being down a narrow lane, however in fact there is enough room for 2 lorries to pass on this narrow lane. The main entrance to Banw School is signposted down a narrow lane.	The Council notes this comment, and acknowledges that the 'narrow lane' referred to in the consultation document is a B road. The Council also notes that the entrance to Banw School is down a narrow lane, although there is also direct access to the school from the A458.
3.1.5	The school's location down a 'B' road means that it is safe for children to walk and cycle to school and at the end of the day they can walk/cycle from the school to the village hall car park to meet their siblings from the high school bus	The Council notes this comment, and acknowledges that the location of Llanerfyl C. in W. (Foundation) School means that children living in Llanerfyl can walk or cycle to school.
3.1.6	Due to the school's location, children have the opportunity to walk and enjoy the great outdoors as most children have the benefit of living within walking distance to the school.	
3.1.7	Llanerfyl is the most central of the two schools, as the children already come from different directions	Comment noted.
3.1.8	Llanerfyl parents already have a choice of alternative schools down the valley which are more accessible than Banw. The only choices available to Banw parents are Dinas Mawddwy (11 miles), Pontrobert (9.9 miles) or to go past Llanerfyl to Llanfair Caereinion (7.8 miles)	Comment noted.
3.1.9	Parents already travel with their children to Llanerfyl to attend the Cylch Meithrin in Llanerfyl Village Hall, and they have been doing so for 45+ years	The Council notes this comment. It is true that parents / children from across the Dyffryn Banw area attend Cylch Meithrin Dyffryn Banw, which is held in Llanerfyl Village Hall.
3.2 Building Condition		
3.2.1	The building has been assessed to be in better condition than Banw's building	It is true that the HoWPS report carried out in 2018 assessed the condition of the Llanerfyl building as 'B – Generally satisfactory' whilst the condition of the Banw building was assessed to be 'C – Generally poor'.

3.2.2	Although small, the school was/is frequently cold	Whilst the HoWPS report carried out in 2018 identified some issues with the school's heating system, these were taken into consideration in the overall assessment of the building's condition as 'B – Generally satisfactory'.
3.3 Building Suitability		
3.3.1	Suitability is assessed as 'poor to bad' based on current pupil numbers, surely this would be further negatively impacted with an increase in pupil numbers?	<p>The Council notes these comments regarding the suitability of the Llanerfyl building to accommodate a new school to serve the Banw Valley area. It is true that the HoWPS report carried out in 2018 assessed the suitability of the building as 'C/D – Poor to bad'. As stated on page 10 of the consultation document, 'This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property.'</p> <p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.3.2	There are no plans to convert or extend Llanerfyl school before the schools merge, so the 'poor to bad' score would remain.	
3.3.3	There is no potential to change the 'suitability' rating as there is no land available to purchase or to extend onto	
3.3.4	No complaints about Llanerfyl School as a building, however would question its suitability as a school	
3.3.5	The building is not fit for purpose	
3.3.6	Llanerfyl site currently does not offer compatible facilities to provide for the requirements of a modern 21 st century school	
3.3.7	The current number of pupils can only just be accommodated adequately, as there is very little room for movement other than the classrooms themselves and a small communal entrance / conservatory area. Any more children would surely be falling over each other causing friction and also health and safety issues as there is no fire escape from upstairs	
3.3.8	Although Llanerfyl school has served generations of the community for many years and is a very functional school, I do feel that to move on and give the local children the best	

	resources needed within their school life, Llanerfyl doesn't tick as many boxes	
3.3.9	A new parents coming to the area would take one look at Llanerfyl and send their children elsewhere	
3.3.10	For the parents of Banw to move to Llanerfyl school, there would be a need for investment – the facilities are not as good there	
3.3.11	If the Llanerfyl site was chosen, there would be a wish list of improvements that would be needed, which would be very costly	
3.3.12	Could not readily accommodate any additional primary children from within or outside the catchment area	As indicated on page 32 of the consultation document, the Council has recalculated the capacity of Llanerfyl C. in W. (Foundation) School, with the inclusion of the Art room as a class base. This gives a pupil places capacity of 59 + 5 nursery. There are currently 51 pupils at the two schools, however the latest pupil projection information suggest that the total will decrease to 43 by January 2023.
3.3.13	Would require a lot more investment to bring the site anywhere near the standard of Banw	Whilst it is acknowledged that the Llanerfyl building does not have some of the facilities available at the Banw building, the quality of accommodation at Llanerfyl has been assessed by HoWPS to be of better quality than the accommodation at Banw C.P. School.
3.3.14	The school would be unsuitable to accommodate the merged school due to its small size, absence of important facilities and the inflexibility of the existing building and site.	The Council notes these comments regarding the suitability of the Llanerfyl building to accommodate a new school to serve the Banw Valley area. It is true that the HoWPS report carried out in 2018 assessed the suitability of the building as 'C/D – Poor to bad'. As stated on page 10 of the consultation document, 'This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property'.

		<p>However, as identified on page 32 of the consultation document, the Council has re-calculated the school's capacity in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales' with the inclusion of the Art room as a class base. This calculation identified a pupil places capacity of 59 + 5 nursery, which is sufficient to accommodate all pupils currently attending the two schools.</p> <p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.3.15	Llanerfyl is homely, welcoming and cosy, but it is not capable of providing the best and most effective education for the children of the area	<p>The Council notes this comment. Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken</p>

		<p>to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.3.16	If parents were not happy with the facilities available at the school they would simply move their children either to Banw or to an alternative school. However pupil numbers remain constant – it is the school with supposedly better facilities where pupil numbers are declining	The Council notes this comment, however the information provided in the Consultation Document shows that pupil numbers at Llanerfyl C. in W. (Foundation) School have decreased over the last few years, from a maximum number of 51 in 2012 to the current number of 32.
3.3.17	Previously there were 62 children attending Llanerfyl School and inspectors and advisors visited frequently. At no point did anyone say that there was an issue with capacity or with the facilities.	The current capacity of Llanerfyl School based on current use of the accommodation is 44 + 5 nursery, as indicated on page 51 of the consultation document. The Council has also carried out an updated capacity calculation in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales', based on including the Art room as a class base. This provides a capacity of 59 + 5 nursery.
3.3.18	There has never been a capital bid for improvements to the Llanerfyl building, so the Council can't say that the facilities are poor.	<p>With regard to the facilities at the school, the Council commissioned HOWPS to carry out an updated condition and suitability assessment of the two schools. As indicated on page 10 of the consultation document, the suitability assessment provided for Llanerfyl School was C/D – Poor to bad. This was based on 'the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property.'</p>

3.3.19	From the consultation document, it seems that the only issue with Llanerfyl is the facilities – however this is not an issue for us as parents, and if it was we would send out children elsewhere	Comment noted.
3.3.20	Llanerfyl site with a few improvements to toilets, kitchen could work as a stop gap for the next few years, until Welsh-medium education in the Banw Valley becomes untenable.	Comment noted.
3.4 The School Site		
3.4.1	Does not seem to have land available to extend without compromising the outdoor space	The Council notes these comments regarding the facilities and space available at Llanerfyl C. in W. (Foundation) School
3.4.2	The outdoor playing area in Llanerfyl is much smaller than Banw	
3.4.3	Although there is a playing field in Llanerfyl, it does not offer the same facilities to children as the one in Dyffryn Banw	
3.4.4	The surrounding land is in private ownership	It is true that the land surrounding Llanerfyl C. in W. School is privately owned.
3.5 Parking		
3.5.1 Reference to the adequacy of the amount of parking facilities at the school		
3.5.1.1	The parking at Llanerfyl School is limited	It is acknowledged that parking space at Llanerfyl C. in W. (Foundation) School is limited. Should a decision be made to establish a new school on the Llanerfyl site, the Council would need to look at ways to address this. There is pavement along the road from the Village Hall, therefore one possibility could be to encourage parents to park at the Village Hall and walk along the pavement to the school.
3.5.1.2	The school does not currently have capacity for parents to drop off / pick up children or to park whilst attending school events if pupil numbers were to increase	
3.5.1.3	It's chaos at pick up time with cars everywhere – this would only get worse if there were more pupils	

3.5.1.4	There are car parking spaces for approx. 10 cars, most of which will be taken by teaching staff. Parents would need to park on the side of the road and collect their children.	It is acknowledged that parking space at Llanerfyl C. in W. (Foundation) School is limited and that some parents drop off and collect children outside the school gates. Whilst this is not ideal, there is pavement along the road to the school, therefore there is a safe route for parents to walk with their children to school should they need to park outside the school site. Should a decision be made to establish a new school on the Llanerfyl site, the Council would need to look at ways to address this. There is a pavement along the road from the Village Hall, therefore one possibility could be to encourage parents to park at the Village Hall and walk along the pavement to the school.
3.5.1.5	Parents drop off and pick up children outside the school gates which is not ideal	
3.5.16	There is adequate parking at the school, especially as the majority of pupils walk to school	Comment noted.
3.5.2 Health and safety concerns related to the parking arrangements		
3.5.2.1	Parking is available on the road, however this is a public road which is used by cars, large tractors, school buses, timber and livestock lorries	These comments regarding the use of the road outside the school are noted. All schools should have a traffic management plan in place, which should address any hazards posed by the road outside the school. Should a new school be established on the Llanerfyl site, the new school would be expected to put a traffic management plan in place, which would take account of the number of pupils attending the new school.
3.5.2.2	Log wagons, large tractors and trailers use the road outside the school throughout the day, this is a safety hazard	
3.5.2.3	Aware that risk assessments would be done in relation to the parking situation, however there has already been one accident this year on the bridge	The school's traffic management plan would be expected to refer to any high risk areas, and to provide information about how to deal with that situation.
3.5.2.4	The parking arrangements mean that it is not always possible to ensure the health and safety of pupils	
3.5.3 Buses are unable to access the school site		

3.5.3.1	Buses have to reverse up the narrow road by the side of the school to get to the safest place, which is still on the main road – there are houses up this road too, and the bus blocks the road to them	The Council notes this comment regarding difficulties with buses accessing the school site.
3.6 Classroom Configuration		
3.6.1	The configuration is awkward and there is no circulation space – rooms open onto other rooms	The Council notes these comments regarding the configuration of the building.
3.6.2	Children have to walk through another classroom to go to the toilet – this would lead to disruption of another class of pupils.	
3.6.3	Configuration of the space must make teaching difficult	
3.6.4	Apart from the conservatory area, the classrooms are small and cramped and have very little natural light	The Council notes this comment regarding the classrooms at Llanerfyl C. in W. (Foundation) School.
3.6.5	There is no covered outdoor classroom for the foundation phase to access	The Council acknowledges that the current foundation phase classroom at Llanerfyl does not meet the design guidance. For example, there is no external covered canopy for outdoor education.
3.6.6	Foundation phase pupils are taught in the entrance lobby where there are large conservatory style windows – this must be unbearable in the sunshine	
3.6.7	The foundation phase class is too small to offer the range of activities which is offered in Banw	<p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, the following steps would be taken, as outlined on page 41 of the Consultation Document:</p> <p>‘Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building’s suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify

		<p>the scope of the work required</p> <ul style="list-style-type: none"> - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.6.8	There is no opportunity for pupils to get away from their workspace, particularly on wet days, as they work, eat, play (on wet days), and do all other activities in the same room – this cannot be good for their emotional well-being.	<p>The Council acknowledges that this is not ideal.</p> <p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, the following steps would be taken, as outlined on page 41 of the Consultation Document:</p>
3.6.9	If it's raining pupils don't leave their classroom as there is nowhere for them to go	<p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.7 Reference to the new curriculum		
3.7.1	New curriculum – children need to learn from experience, with flexibility for teachers to achieve this in creative ways which suit the learner, sufficient space is needed to ensure that the new curriculum can be implemented fully so that different learning areas can be set out around the classroom. There is no room for this in Llanerfyl	<p>The Council acknowledges that the Llanerfyl building could pose challenges in terms of implementation of the new curriculum – as stated on page 37 of the consultation document:</p> <p>'The Llanerfyl building is smaller than the Banw building, and</p>

		this, coupled with the reduced facilities available, could impact negatively on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum.'
3.7.2	One of the areas of the new curriculum is 'Expressive Arts' – access to a hall will be essential to enable pupils to develop creative and performing skills	
3.7.3	The configuration will cause challenges for the new curriculum, as more square meters will be needed per child	
3.8 Toilets / Changing Facilities		
3.8.1 Toilet facilities		
3.8.1.1	Legally, pupils over 5 years have to have 1 toilet for every 20 pupils. In Llanerfyl there is one boys toilet (and urinal) and 2 girls toilets – one of which was out of order.	The current number of toilets at Llanerfyl C. in W. School, including the out of order toilet which would be repaired and put back into operational use, is sufficient for the current number of pupils attending the school.
3.8.1.2	Don't think the toilet facilities would be sufficient to accommodate more children	
3.8.1.3	Concerned about maintaining hygiene standards with regard to the toilets due to the high volume of use for the minimal facilities	Should the Council proceed with the option to establish a new school on the Llanerfyl site, the Council would need to check the suitability and sufficiency of the toilet provision across the age ranges, as part of the steps outlined on page 41 of the Consultation Document.
3.8.1.4	The toilet areas are open and next to each other – lacking in privacy.	
3.8.1.5	The toilets are back to back with hardly any privacy	The Council acknowledges that the current toilet arrangements at Llanerfyl C. in W. School are not ideal for Key Stage 2 pupils over 8 years old. Should the Council proceed with the option to establish a new school on the Llanerfyl site, the Council would need to consider the suitability and sufficiency of the toilet provision across the age ranges, as part of the steps outlined on page 41 of the Consultation Document.
3.8.1.6	The coat peg area and toilets for boys and girls are next to each other with no door for privacy – would only need to look around a corner and you could see the boys at the urinals	
3.8.2 Changing facilities		

3.8.2.1	Lack of separate changing areas to provide privacy for girls and boys	These comments regarding the lack of separate changing areas at Llanerfyl C. in W. School are noted. Most Powys primary schools do not have separate changing areas, and the provision of changing rooms is not included within Building Bulletin 99, the design guidelines for primary schools.
3.8.2.2	Unclear whether changing facilities exist	
3.8.2.3	Pupils have to change for PE in the classrooms	
3.9 Kitchen / Dining Facilities		
3.9.1 Reference to dining arrangements		
3.9.1.1	Pupils eat at their desks – this is far from ideal	It is acknowledged that pupils eating lunch at their desks is not ideal, and that this is a situation which requires managing by school staff. However, Llanerfyl is not the only school in Powys where this is the case.
3.9.1.2	Pupils eat at their desks, which means that they must clear work away before dinner and set up again after dinner – this wastes learning time	
3.9.1.3	I don't think eating in the classroom meets the council's own guidelines	
3.9.1.4	Eating in the classroom does not meet the requirements of the 21 st Century Schools Programme or 'Building Bulletin 99'.	It is acknowledged that a separate dining area would be required in order to meet the design guidance for primary schools. However, Llanerfyl is not the only school in Powys where pupils eat in the classroom.
3.9.1.5	It's detrimental to pupil well-being that they do not have a break from the classroom	It is acknowledged that it is not ideal that pupils don't have a break from the classroom, however the Council is not aware of any evidence to suggest that this is detrimental to their well-being.
3.9.1.6	Although there is no law governing children eating at their desks, I feel that this is detrimental to their emotional well-being as they are still at their 'work station' – children need a break from their desks	

3.9.1.7	Hygiene issues with food that must fall onto the carpeted floor when pupils are dining in the classroom	The Council acknowledges this concern. Schools are responsible for the replacement of floor coverings, therefore if replacement flooring was needed, this would be a matter for the school.
3.9.1.8	The dining situation at Llanerfyl works well	The Council notes these positive comments regarding the dining arrangements at Llanerfyl.
3.9.1.9	Mealtimes is by way of silver service, this teaches the children to lay the tables and then serve the food before they all sit down together to enjoy their lunch	
3.9.1.10	The school embraces the family model at lunchtimes. This has been found to be beneficial in teaching children about responsibilities and helping younger children with their meals. Research has shown that this model works very successfully, especially in deprived areas of London for example.	
3.9.1.11	Llanerfyl is not the only school in the county without a canteen, so this must be viewed proportionally	
3.9.1.12	The lack of canteen has never been an issue for Llanerfyl pupils, and this is not the only school in Powys that does not have a canteen	Whilst it is not ideal that pupils eat their lunch in the classroom rather than in a separate canteen, it is acknowledged that Llanerfyl isn't the only school where this happens.
3.9.1.13	Llanerfyl pupils are not disadvantaged by a lack of a canteen, and this should not form any basis for decision making.	
3.9.1.14	The perceived issue with not having a canteen has never been raised as a problem before. Never has a capital bid been placed from Powys County Council to make allowances for a canteen.	
3.9.1.15	If a separate dining area was needed, adaptations could be made to the conservatory area to provide this	
		The Council notes this comment. Should a decision be made to proceed with establishing a new school on the Llanerfyl site, consideration would need to be given to what work was needed

		to address any issues relating to the building's suitability, which could include adaptations such as these.
3.9.2 Reference to the kitchen		
3.9.2.1	The kitchen is considerably smaller than Banw's and in inferior condition	The Council acknowledges that the kitchen at Llanerfyl is smaller than the kitchen at Banw. Both schools received 5 out of 5 in their latest Food Hygiene rating, carried out in Banw C.P. School on the 7 th December 2017 and Llanerfyl C. in W. School on the 23 rd January 2018.
3.9.2.2	The pantry is a cupboard, and the door can't fully open due to space issues	
3.9.2.3	Would request reassurance that the kitchen facilities have recently been assessed to the standards required. Any improvements needed would need to be factored into the overall decision	
		<p>Llanerfyl C. in W. (Foundation) School received 5 out of 5 in its latest Food Hygiene rating, carried out on the 23rd January 2018.</p> <p>Two minor issues were identified, which were as follows:</p> <ul style="list-style-type: none"> i) The painted wall covering in the rear storeroom was flaking. Renew or repair the wall covering and leave in a sound, easy-to-clean condition. (<i>Regulation (EC) No. 852/2004, Annex II, Chapter II, para.1(b)</i>). ii) The whisk in the kitchen drawer was rusted and cannot be adequately cleaned. Replace the whisk. (<i>Regulation (EC) No. 852/2004, Annex II, Chapter V, para.1(c)</i>).
3.10 Hall		
3.10.1 Reference to pupils accessing the village hall		
3.10.1.1	There is no hall on site – pupils have to walk along the road for indoor PE, concerts etc.	The Council notes these comments regarding the lack of a hall on the Llanerfyl site. However, as noted on page 37 of the consultation document: 'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short
3.10.1.2	The school has the use of the village hall which is within walking distance of the school	

3.10.1.3	The children have a safe walk to the village hall whenever they need to use it	distance away from the school, and which is used by the school.'
3.10.1.4	Do not agree that the lack of a hall on site is a disadvantage – the school has access to the village hall within a 5 minute walk, and there is a safe walking route along the way	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The Council identified on page 37 of the consultation document that: 'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.'
3.10.1.5	Pupils enjoy the short walk to the local village hall which is used regularly and to attend Church Services	Comment noted.
3.10.1.6	The village hall pupils walk to isn't suitable for PE as tables and chairs are stored within the hall – this is dangerous	If there are tables and chairs stored in the hall, this would need to be taken into account when determining what activities to undertake, and where these activities would take place. Whilst it is acknowledged that this is not ideal, it is also acknowledged that as the village hall is not part of the school, this is something over which the school has no control.
3.10.2 Concern about the walk to the village hall		
3.10.2.1	Walking to the hall reduces learning time and also increases risk to the children's safety due to the need to walk along a public road	Whilst it is acknowledged that access to a hall on site would be more desirable than having to walk to access the village hall, there is pavement along the road from the school to the village hall. This would be covered by a risk assessment, and would take place under managed circumstances with staff supervision. Should a new school be established on the Llanerfyl site, the new school would need to complete a new risk assessment, to take account of the number of pupils attending the new school.
3.10.2.2	Concern about children walking along the road to the hall – the road is used by the farming community throughout the day, therefore there are heavy vehicles with limited visibility travelling both ways at any given time	

3.10.3 Reference to PE		
3.10.3.1	Pupils sometimes do PE in their classroom as there is no hall on site – however, this doesn't give enough space, and wouldn't work if there were more pupils attending the site	The Council would agree that the classrooms in Llanerfyl C. in W. (Foundation) School are unsuitable to be used for physical education lessons.
3.10.3.2	Whilst there is a field and yard which are suitable for physical education, the classes are totally inappropriate for this during bad weather	
3.10.3.3	Lack of a good sized separate indoor space for children to do PE and to play on wet/cold days causes concern for the children's health and well-being	The Council would agree that it is not ideal that there is no separate indoor space on site for children to do PE and to play on wet/cold days, however Llanerfyl is not the only school in Powys where this is the case. The Council is not aware of any evidence that this is detrimental to pupils' health and well-being.
3.10.3.4	In the pupils questionnaire in Llanerfyl's Estyn inspection in 2014, only 21% of pupils agreed that 'There are lots of chances at school for me to get regular exercise'. This is in contrast with Banw's Estyn inspection in 2016, where 100% of pupils agreed with this statement.	Comment noted. However, it must be recognised that the number of pupils involved was small – 24 Llanerfyl pupils responded to the questionnaire, with 5 of these agreeing with the statement.
3.10.4 The school's ability to access the village hall		
3.10.4.1	Although there is access to a hall, the Cylch Meithrin use it during the week, so there isn't an opportunity to use it every day	It is true that the Cylch Meithrin use the hall on Wednesday mornings, Monday, Tuesday and Thursday afternoons. However, the hall is available to the school to use throughout the remainder of the week.
3.10.4.2	Although there is access to the village hall which is 400m away, use of the hall involves pre-booking.	The hall is available to the school throughout the school week, apart from the times when the Cylch Meithrin are using it. The school has a good relationship with the village hall and the need to 'pre-book' the hall does not cause any difficulty – use of the hall is planned in advance, so there is no problem with making the necessary arrangements to use the hall.

3.10.5 Queries about why the lack of a hall hasn't been raised as an issue previously		
3.10.5.1	If the lack of a hall immediately adjoining the school is considered an issue, why has the education authority not flagged this up before?	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The lack of a hall immediately adjoining Llanerfyl C. in W. (Foundation) School is not the reason for the proposal to merge the two schools and establish a new school on one of the two current sites.
3.10.5.2	There is no evidence that not having a hall has had any detrimental effect on the outcome of past pupils and their sporting and cultural achievements suggest that any such evidence would be difficult to provide	
3.10.5.3	If a hall is a fundamental requirement, Powys has failed the children of Llanerfyl in not providing this historically	
3.10.6 Other		
3.10.6.1	The school pays only for its use of the hall, therefore does not have to bear the continuous cost of maintenance and heating. This is in contrast to the community hall used by Banw, which I believe is on the same heating system as the school, billing wise	<p>Whilst it is true that Banw C.P. School is on the same heating system as the community hall, arrangements are in place to ensure that the community hall pays for its own heating.</p> <p>In respect of oil and water, the school pays for the oil and water used, and the Council invoices the Hall for their use based on the following locally agreed percentages:</p> <p>Oil: School 56% Hall 44%</p> <p>Water: School 67% Hall 33%</p> <p>In respect of electric, the school pays for the electric, and the community hall is billed for its actual usage based on readings from a separate meter.</p>

		The heating for the hall can be turned on without having to turn on the heating for the school. In addition, storage heaters have recently been installed in the committee room and the toilet in the community hall, so there is now no need to turn on the heating in the school for any events that take place in the hall outside school hours.
3.10.6.2	Should the Llanerfyl site be chosen, there would be no provision for a school hall to be built, therefore Banw children would be moving to a site with inferior facilities – this is not putting the well-being of children first.	As noted on page 37 of the consultation document: 'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.'
3.10.6.3	If the school is located in Llanerfyl it must be on the condition that an on-site sports hall is constructed, but I struggle to see how one could be accommodated at the site	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The Council identified on page 37 of the consultation document that: 'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.' Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document: 'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:

		<ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
3.11 Community Use / Links		
3.11.1 Reference to the school's role in the community		
3.11.1.1	The school is the hub of the village and has the support of the whole community	The Council notes the comments about the important role of Llanerfyl School in the community, and acknowledges that closure of any school has an impact on the community in which the school is located.
3.11.1.2	The role of the wider community is very important in Llanerfyl School – parents, grandparents, siblings, children and cousins of current and former staff and pupils, all of whom still feel a connection to the school. A highly motivated, socially conscious group of people that support the school and the wider community. We volunteer and form the backbone of local sports teams e.g. Llanfair Hockey Club, Dyffryn Banw FC, COBRA Rugby Club, and local community organisations such as Cylch Meithrin, Sant Erfyl Church, Bethel and Pentyrch Chapels	
3.11.1.3	All the school's events are well supported as well as the entertainment activities organised by a strong Friends of the school committee.	
3.11.1.4	Second and third generations of families attend the school, this shows the importance of the school to the community	
3.11.1.5	The Friends of the School at Llanerfyl are active in buying practical equipment such as book bags, school bags and arranging inclusive meetings and activities	
		The Council acknowledges the support provided to the school by the Friends of the School.

3.11.2 The school building is not a focus for the community		
3.11.2.1	The building does not serve the community as Banw school obviously does	The Council notes these comments and acknowledges that the Llanerfyl building is not as extensively used by the community as the Banw building, due to the extensive use made of the Banw Community Hall by a range of organisations.
3.11.2.2	Would be very difficult to increase the scope of community benefits / offerings to match what Banw provides to the community	
3.12 Disabled Access		
3.12.1	Classroom arrangements for physically challenged children wanting to attend the school would be limited as wheelchair bound pupils would be confined to the ground floor.	It is true that the school is set over 2 floors, and does not currently provided disabled access. Should a pupil with additional physical needs wish to attend the school, a full review would need to be carried out, and it is likely that additional facilities would need to be provided.
3.12.2	Designed as a house so is set over 2 floors – issues re disabled access.	
3.13 Health and Safety queries		
3.13.1	How would fire regulations stand should there be a significant number of extra pupils at the school?	Should the Council proceed with establishing a new school on the Llanerfyl site, a revised Fire Risk Assessment would be carried out based on the new number of pupils attending, and any shortcomings identified would be addressed.
3.14 Opportunities to Develop the Site		
3.14.1	Whilst Llanerfyl could be extended to accommodate any increase in pupil numbers, concerns about where and how, and whether additional land could be purchased.	As indicated on page 32 of the consultation document, the Council has carried out an updated capacity assessment of Llanerfyl C. in W. (Foundation) School which includes the Art room as a class base. This provides a capacity figure of 59 + Nursery, which is sufficient to accommodate all current and projected pupils.
3.14.2	The school runs through a river course, which would need to be taken into account if considering developing / extending the site.	

		<p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>‘Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building’s suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust’ <p>This work would also need to consider whether additional land was available and issues relating to the river.</p>
3.14.3	No opportunity to accommodate local pre-school/nursery services on the site	This is identified on page 34 of the Consultation Document as a disadvantage of the proposal to establish a new school on the current site of Llanerfyl C. in W. School – one of the disadvantages listed is ‘Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site.
3.14.4	New hard flooring is to be laid in the classroom, which will ensure that it is multi-functional and making full use of its facilities.	Comment noted.
3.15 Possible alternative uses should there be no school on the site		

3.15.1	The building is owned by the Priscilla Foster Trust, so could be handed back to the trust	The building occupied by Llanerfyl School is owned by the Priscilla Foster Trust, not the Council. Should the building no longer be required for educational purposes, it would be handed back to the Trust, who would determine its future use.
3.15.2	Should there be no school in this building, it would not be the Council's responsibility to find an alternative viable use for the building	
3.15.3	The building could easily be converted to a single residential dwelling in the same way that many chapels in the area have been converted.	
3.15.4	Perhaps Llanerfyl School could be used as a community business or hub	
3.15.5	What would happen to the Llanerfyl building if the Council decided to close it?	
3.15.6	Llanerfyl School is located in a much smaller building than Banw, and on a site which is in a less prominent location off a minor road. Should it be difficult to identify an alternative use for the building, the building would be less visible than the Banw building.	Comment noted.
3.16 Successes of Ysgol Llanerfyl		
3.16.1	Llanerfyl School is renowned for its successes on the playing fields having had particular success at the Urdd football tournament, and in the last 5 years reaching the finals in Aberystwyth. Pupils have successfully competed in a range of sports competitions, and pupils have gone on to represent Newtown and Shrewsbury academies in football, Central Wales football, Rygbi Gogledd Cymru South, represented North Wales in hockey – therefore there cannot be any issues with the playing fields and facilities at Llanerfyl	The Council acknowledges the previous successes of Ysgol Llanerfyl. However, as outlined in the Consultation Document, pupil numbers in the Banw Valley have reduced over recent years, and the Council is keen to identify a solution which will ensure that excellent educational opportunities continue to be provided to pupils in the area in the future.

3.16.2	Llanerfyl School received a document where the inspector commented that he hadn't seen such good standards of written or spoken Welsh in his 30 years of teaching, however this is not included in the consultation document	The information with regard to quality of provision which is included in the Consultation Document is the same for both schools, in order to enable comparison. As required by the School Organisation Code (2013), information on the outcome of each school's most recent Estyn inspection is provided, as well as information from the latest school categorisation exercise.
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4. CATEGORY OF ANY NEW SCHOOL		
4.1 Church in Wales categorisation		
4.1.1 Reference to current categorisation of Llanerfyl as a Church in Wales School		
4.1.1.1	Llanerfyl is a Church in Wales school and this ethos plays an important part within the school.	The Council notes these comments regarding the current status of Llanerfyl School as a Church in Wales school and the positive impact this has on the pupils. The Council's proposal is to establish a new Church in Wales school, to ensure that pupils in the area can continue to benefit from these elements.
4.1.1.2	Llanerfyl pupils enjoy the links with the church and being able to walk to the church to worship as part of their school life	
4.1.1.3	As a Church in Wales School, Llanerfyl offers a safe, friendly and family environment in which children can learn and develop. The school's aims, objectives and values include celebrating the rich heritage of faith and its ethos on respecting equality	
4.1.1.4	Llanerfyl School has a strong connection with the church and this tradition should continue	
4.1.1.5	Pupil numbers at Llanerfyl reflect parent satisfaction with regard to being a Church in Wales school	
4.1.2 Support for establishing a new Church in Wales School		

4.1.2.1	It has been acknowledged that schools with a religious character play an invaluable role as first class providers within the system, providing an approach to education that helps to make an increasingly diverse Wales, a more tolerant nation characterised by justice and prosperity (Faith in Education document)	The Council notes these comments, which support the current proposal to establish a new Church in Wales school.
4.1.2.2	Important to maintain our faith schools as they provide a unique ethos	
4.1.2.3	The most important thing is that there is a school in the area. If this means it has to be a Church in Wales School, then this would be the best action to take	
4.1.2.4	Feel that this is the only way to join the two schools	
4.1.2.5	As Ysgol Llanerfyl is already a C in W School, it would be appropriate for the new school to be in this category too	
4.1.2.6	It's acceptable that the new school is a Church in Wales school as Ysgol Llanerfyl already has links with the church. However, it's important that it is a community school for the whole area	<p>The Council notes this comment, and agrees that it is important that the school serves the whole area, regardless of whether or not it is a Church in Wales school.</p> <p>As a Voluntary Aided school, the governing body would be the admissions authority, responsible for the admissions policy and oversubscription criteria. The criteria would need to reflect the trust deed which refers to providing education for the local children.</p>
4.1.2.7	This is acceptable if the church contributes financially towards the school	The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers

		<p>and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>As a Voluntary Aided School, capital repairs and maintenance funding would be apportioned to the school through the Diocese, who receive a grant allocation from the Welsh Government.</p>
<p>4.1.3 Disagree with establishing a new Church in Wales School</p>		
4.1.3.1	<p>As I understand, very little funding support is provided by the Church in Wales, so on this ground I see no benefit of remaining one</p>	<p>The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding, which is applied according to need.</p>

		<p>As a Voluntary Aided school any potential funding through the 21st Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The Council can also help with the 15% governor responsibility.</p> <p>The local authority is responsible for repair and maintenance to the internal part of the school.</p> <p>The Diocese also supports buildings investment through capital receipts of redundant sites.</p>
4.1.3.2	Religion does not have anything to do with schooling except as an educational topic	Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, that allows every child to reach their full potential.
4.1.3.3	I don't agree with Church Schools. Religion should be taught, but I don't think schools should sponsor one religion over another	The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none.
4.1.3.4	There are currently no benefits to being a Church in Wales school	<p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, that allows every child to reach their full potential.</p> <p>The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none.</p> <p>The school would have access to the support and services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum and ethos matters, and who provide regular training for staff. The school would have access to a network of advisers and</p>

		<p>consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school, embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>As a Voluntary Aided School, capital repairs and maintenance funding can be applied for.</p>
4.1.3.5	Would prefer a community primary school	Comment noted.
4.1.3.6	Don't think any religious body should be involved in education unless it is via an entirely privately funded model e.g. no council funding is provided	Comment noted.
4.1.3.7	Don't know the significance of a school being associated with a particular religion. Tend to think that education should include learning about all religions impartially	<p>A Church in Wales school teaches about other religious beliefs and points of view as well as Anglican Christianity. A church school does not measure its success criteria by pupils adhering to Christianity, but seeks to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and find their own response; be that within Christianity or not. The aim of a church school is to give a gift of broad education, allowing children to make an informed decision.</p>
4.1.3.8	Don't believe the Church should have any input. Most of the parents in both schools are non-believers and have never entered a Church in their life	
4.1.3.9	Don't know why the school should be a church school as very few parents or pupils attend church regularly in Llanerfyl or Garthbeibio	
4.1.3.10	No religious body should oversee education. Schools should be community schools, accepting pupils of all creeds, races and colour	
<p>4.1.4 No preference with regard to whether or not the new school is a Church in Wales school</p> <p>/</p>		

4.1.4.1	I understand that there is little difference between a church school and a community school	Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, allowing every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.
4.1.4.2	No strong opinions on this issue either way	Comment noted.
4.1.4.3	The schools coming together is more important than whether it is a C in W School or not	Comment noted.
4.1.4.4	The site of the school is more important than whether or not it is a Church in Wales School	Comment noted.
4.1.5 Concern about establishing a Church in Wales School on the Banw site		
4.1.5.1	Should the school be sited at Banw, the children would not be able to walk to the Church or Chapel as they can now	The Christian ethos of the school would be maintained regardless of the site, through support from the Diocese and the Section 50 inspection process.
4.1.5.2	Should a Church in Wales school be established in Banw, there would be an additional transportation cost to bring the children down to practices and services at the Church in Llanerfyl	The Section 50 inspection will address each key question, using the following evaluation statements as a guide:
4.1.5.3	Do not believe the same religious ethos could be maintained in Banw. Pupils would not be able to walk to the church or chapel in Llanerfyl, which is an important part of school life. A hall can be built at Llanerfyl School, but it would be impossible to build a church with walking links to Banw school.	How well does the school, through its distinctive Christian character, meet the needs of all learners? Rationale: Pupils should be achieving their full potential in our church schools. Maximising learning is paramount. Learners have

4.1.5.4	Human Rights Act makes reference to the rights of parents to have their religious and philosophical beliefs respected during their children's education. Moving the school away from Llanerfyl would go against this act as it would sever links not only with the Santes Erfyl Church but also Bethel Chapel – closure of the school would result in religious discrimination and a breach of the human rights act. Ysgol Dyffryn Banw site does not provide these important religious links	<p>academic, personal and spiritual needs, all of which should be addressed in a loving environment where distinctively Christian values and teaching are encountered.</p> <p>Inspectors must evaluate:</p> <ul style="list-style-type: none"> • how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background • how effectively the Christian character supports the spiritual, moral, social and cultural (SMSC) development of all learners whether they are Christian, of other faiths, or of none • how effectively the distinctively Christian character shapes the relationships between all members of the school community • how well the Christian character promotes an understanding of contemporary Wales and respect for diverse communities • the contribution of religious education to the Christian character of the school. <p>Wherever the school is sited it will be important to strengthen the relationship between the school and the Church. The Governing Body will be a key partner with the vicar, church committee, parents, staff, Mission area conference and the Diocesan education team to embed and strengthen the relationship between the Church and the school.</p>
4.1.6 Financial queries related to Church in Wales designation		
4.1.6.1	Understand the potential funding advantages of Church in Wales designation, but have also been informed by the local county councillor that voluntary aided schools are exempt from	Voluntary Aided schools are exempt charities for the purposes of the Charities Act 1993 and therefore automatically qualify for 80% mandatory rates relief.

	paying business rates. Neither Powys nor Church in Wales officers could confirm this at the drop-in event.	They may qualify for relief of up to 100% at the discretion of the local authority.
4.1.6.2	Would the Church in Wales contribute to running and maintaining the school?	<p>Responsibility for the provision, repair and maintenance of a Voluntary Aided School is shared between the school governors and the LA. The Governors are responsible for the external fabric of the school. The LA is responsible for the repair and maintenance and for the initial provision of the kitchen, dining hall, medical inspection room, caretaker's house and playing fields.</p> <p>Under paragraph 5 of Schedule 3 of the School Standards and Framework Act 1998, the Welsh Government has the power to grant aid up to 85% of the costs of the governors approved expenditure, with the governors themselves required to meet the remaining 15%.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21st Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The Council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p> <p>The Diocese of St Asaph provides resourcing for its schools in a variety of ways through access to expert advisors, training, resources and capital investment where resources can be</p>

		reallocated and invested. The Diocese does not receive direct grant or public funds but supports its schools through its own fundraising and income generation.
4.1.7 Other queries		
4.1.7.1	Have no objection to the new school being 'Church in Wales', however my preference would be for the school to be owned and run by Powys Council	Comment noted.
4.1.7.2	It's important that the school is a Welsh-medium school, doesn't necessarily need to be a Church of Wales School	Comment noted.
4.1.7.3	Can a CP become a Church in Wales School?	<p>The Council is not proposing that a CP school becomes a Church in Wales School, the Council is proposing to close the two current schools, and to establish a new Church in Wales School on one of the two current sites.</p> <p>It would be possible to establish a new Church in Wales School on the site currently occupied by Banw C.P. School, however this would require the Council to transfer interest in the Banw site to the Diocese, where it would be held in a charitable trust.</p>
4.2 Voluntary Aided Church in Wales categorisation		
4.2.1 Support for establishing a school of this category		
4.2.1.1	No objection to the merged school being Voluntary Aided Church in Wales if this is the easiest / cheapest way to continue Welsh-medium primary education in the area	Comment noted.
4.2.1.2	An advantage to being a Voluntary Aided Church in Wales school is that pupils can start at 4 years of age, which acclimatises them to school life before year one starts	The Governing Body of a Voluntary Aided school determines its admissions at statutory school age, and it is true that many schools provide early entitlement provision to enhance their offer.

4.2.1.3	The school would have access to increased funding by being a VA Church in Wales School	<p>The Welsh Government provides funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21st Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p>
4.2.1.4	No objection to this, as the only different as far as I can see is the school's current ability to amend the admissions policy.	Comment noted.
4.2.2 Disagree with establishing a school of this category		
4.2.2.1	It doesn't need to be voluntary aided, just Church in Wales	To be a denominational Church in Wales school the statutory category has to be either Voluntary Aided or Voluntary Controlled.
4.2.3 Queries about this category		
4.2.3.1	Document does not make it clear why the new school should be a voluntary aided Church in Wales School. My preference would be for it to be a CP school	Llanerfyl C. in W. (Foundation) School is the only Welsh-medium Church in Wales primary school in Powys. Should any new school established in the Banw Valley not be a Church in Wales primary school, the nearest alternative Church in Wales provision would be Castle Caereinion Church in Wales School (VC), which is an English-medium primary school. The nearest alternative Welsh-medium Church in Wales provision would be at Rhayader C. in W. School or Ysgol Trefonnen, Llandrindod

		<p>Wells, both of which are dual stream schools. The Council is proposing to establish a new Voluntary Aided Church in Wales School in order to continue to provide access to Welsh-medium Church in Wales provision.</p>
4.2.3.2	<p>Don't understand what this category means, or what sort of education this would give the children. Also, what would be the balance and the level of co-operation between the Church in Wales and Powys County Council with regard to funding, the curriculum, monitoring and support etc</p>	<p>In a Voluntary Aided School</p> <ul style="list-style-type: none"> • The governing body employs staff and decides admission arrangements • The land and buildings are normally owned by a charitable foundation • The governing body contributes to building and maintenance costs (through the Capital Repair and Maintenance Programme which is managed by the Diocese) • The governing body will have a majority of foundation governors <p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context that allows every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.</p> <p>The school would follow the denominational syllabus for RE.</p> <p>The school would have Estyn inspections as any other CP school, and would also have a Section 50 inspection which would address each key question, using the following evaluation statements as a guide:</p>

		<p>How well does the school, through its distinctive Christian character, meet the needs of all learners?</p> <p>Rationale: Pupils should be achieving their full potential in our church schools. Maximising learning is paramount. Learners have academic, personal and spiritual needs, all of which should be addressed in a loving environment where distinctively Christian values and teaching are encountered.</p> <p>Inspectors must evaluate:</p> <ul style="list-style-type: none"> • how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background • how effectively the Christian character supports the spiritual, moral, social and cultural (SMSC) development of all learners whether they are Christian, of other faiths, or of none • how effectively the distinctively Christian character shapes the relationships between all members of the school community • how well the Christian character promotes an understanding of contemporary Wales and respect for diverse communities • the contribution of religious education to the Christian character of the school. <p>The Diocese of St Asaph and Powys County Council will work closely with regard to funding, the curriculum, monitoring and support.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of</p>
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		<p>the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21st Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p>
<p>4.2.3.3</p>	<p>Would this mean that governors from the church would be the majority on the governing body and not parents? The church in the Banw Valley are continuing to weaken, there are very few services, with an average of 3-5 attending on Sundays. By now, bilingual or English services are held and the members are very elderly. Of course the diocese and wider Caereinion area would support, but this should be secondary compared with input from parents and people in the school's natural catchment area</p>	<p>Governors are the largest voluntary body in the country. They provide a valuable service to the community and help to influence the work of schools and the future of young people. Foundation governors are important members of governing body teams in church schools with a specific responsibility in terms of monitoring and developing the Christian distinctiveness of our church schools as well as a concern for standards.</p> <p>In the Diocese of St Asaph there are two types of foundation governors apart from the ex officio: those elected by the Mission Area Conference (MAC) of the attached parish; and those appointed by the Diocesan Board of Statutory Education (DBSE), generally based on the nomination of the local clergy or MAC.</p> <p>The Mission Area will encompass a number of Church Schools and it is preferable where possible for Foundation Governors to be rooted in or have a close affinity with the worshipping community linked to the school. If this is not possible then the MAC should look to the wider Mission Area to find the candidates with the required skills, enthusiasm and</p>

		<p>experience.</p> <p>Governing bodies have overall responsibility for schools and their core functions are:</p> <p>(a) ensuring that the vision, ethos and strategic direction of the school are clearly defined; (b) ensuring that the head teacher performs his or her responsibilities for the educational performance of the school; and (c) ensuring the sound, proper and effective use of the school's financial resources.</p> <p>The foundation governor has the additional responsibility of ensuring that the Christian foundation of the school is preserved and developed.</p> <p>A Voluntary Aided school will have such number of foundation governors as will lead to their outnumbering the other governors by two. This gives the school a larger governing body, to help and support the headteacher and school.</p>
4.2.3.4	What are the benefits of the category 'Voluntary Aided Church in Wales' for a new school?	<p>The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to PCC), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions, and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p>

		<p>As a Voluntary Aided School, capital repairs and maintenance funding will be apportioned to the school through the Diocese who receive grant allocation from Welsh Government.</p> <p>A Voluntary Aided school will have such number of foundation governors as will lead to their outnumbering the other governors by two. This gives the school a larger governing body to help and support the headteacher and school.</p>
4.2.3.5	<p>What would be the make up of the permanent governing body? How much influence would the Church have on who sat on the governing body?</p>	<p>The governing body would have exactly the same amount of community governors, parents governors etc as they usually would, but they would also need to have at least as many Foundation governors, so that they would have a bigger amount of governors.</p> <p>The Foundation Governors would need to be agreed and recommended by the Diocese. They don't have to be members of a Church in Wales, it could be people from a non-conformist background, but it's important that they are able to ensure that the Christian ethos is promoted through the school.</p>
4.3 Other categories		
4.3.1	<p>As long as a new school is created which is willing and able to accept children of all faiths and be sensitive to their needs, the category does not matter</p>	<p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context. That allows every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives. We ensure that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.</p>

		A church school does not measure its success criteria by pupils adhering to Christianity, but seeks to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and find their own response; be that within Christianity or not. The aim of a church school is to give a gift of broad education allowing the children to make an informed decision.
4.3.2	Community primary would also be a suitable category	Comment noted.

5. IMPACT ON PUPILS		
5.1 Additional travel		
5.1.1	Travel distance would increase for some pupils	The Council acknowledges in the consultation document that there would be an increase in travel for some pupils, regardless of where the new school was located. However, the Council's view is that the additional distance is not significant. In addition, there is already significant travel around the Dyffryn Banw area to access facilities across the area, therefore parents and pupils are already used to travelling around the area.
5.1.2	Should the school be in Llanerfyl, the furthest travel distance would be 10.01 miles. However, should the school be in Dyffryn Banw, the furthest travel distance would be 5.85 miles.	The Council acknowledges that the furthest travel distance for pupils would be greater should a new school be located in Llanerfyl.
5.1.3	An increase in travel distance for pupils would also impact on parents – particularly parents of pupils with health issues that need to go into school at lunchtimes	The Council acknowledges that establishing one new school in either location would impact on pupils currently attending the other school and their parents.
5.1.4	The majority of Banw pupils are already transported to school, therefore they are used to travelling by bus/car – an extra few miles will not be as significant for these pupils	The Council acknowledges on page 35 of the consultation document that if a new school was established on the current Llanerfyl site, 'Additional home to school transport would also be required for pupils currently attending Banw C.P. School. A

		number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance is likely to have a minimal impact.'
5.1.5	A few miles extra travel a day will not be a problem. Parents take their children across the county almost daily to different evening activities and think little of it.	Comment noted. The Council identified in the Consultation Document that the additional travel for pupils that would be required in order to achieve either option would be minimal, and therefore the additional travel was unlikely to have a significant impact on pupils.
5.1.6	Over 50% of present and future pupils live within walking distance of Llanerfyl school. Transferring these to the Banw site would be costly	<p>The Council identified in the Consultation Document that 'Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Banw C.P. School building be implemented, these pupils would no longer be able to walk to school'.</p> <p>The Consultation Document also includes an estimate of the impact of implementation of each option on school transport costs, which takes into account the impact of each option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College. This estimates that both options would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.</p>
5.1.7	Only a very limited number of children would be able to walk/cycle to a school located in Banw compared with the number able to do this in Llanerfyl – reference to Active Travel (Wales) Act 2013. Benefits of walking to school are well documented – children who walk or cycle to school are more alert and ready to learn than those who arrive by car. Sustrans Cymru has stated that 'Active travel to school needs to be recognised and promoted as an effective and equitable way of young people increasing their physical activity levels and reducing levels of childhood obesity across Wales	The Council notes this reference to the Active Travel (Wales) Act 2013, the comments by Sustrans Cymru and the comments about the benefits of walking to school.

5.1.8	Whichever site is chosen, Council spending should be put in place to provide safe walking/cycling routes from the main village centres (including Foel) to the chosen site, reducing car usage and encouraging physical activity both for school children and the wider community	Comment noted.
5.2 Impact on vulnerable pupils		
5.2.1		The current proposal is to close both schools and to open a new school on one of the current sites. Whilst the comment is noted, the written feedback collated after the engagement with parents held in February does not include any discriminatory comments about any children from ethnic minorities.
5.2.2 5.2.3		<p>The current proposal is to close both schools and to open a new school on one of the current sites. The draft Equalities Impact Assessment produced as part of the consultation documentation identifies that there may be pupils belonging to an ethnic group other than White British at Llanerfyl C. in W. School.</p> <p>However, as outlined on page 34 of the draft Equalities Impact Assessment, 'the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority's view is that the proposal would not have a negative impact on them in the longer term.'</p>
5.2.4	There are a higher number of pupils with Special Educational Needs at Llanerfyl, therefore closure of this school would have a greater impact on them and on their well-being. The School Organisation Code says that 'relevant bodies should pay	Consideration has been given to the impact of the proposal on children with Special Educational Needs (SEN), as required by the School Organisation Code. The impact of each option to establish a new school on the current Banw site is considered

	particular attention to the impact of the proposals on vulnerable groups, including children with Special Educational Needs (SEN)'	<p>on page 35 of the Consultation Document, and on page 33 of the Impact Assessment Document produced, as part of the draft Equalities Impact Assessment.</p> <p>As indicated on page 35 of the Consultation Document, 'Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.'</p>
5.2.5	Concern about the impact on autistic children who may struggle in bigger, noisier classes.	This concern is noted. The impact on pupils with additional learning needs is considered on pages 21 and 35 of the consultation document. As identified on these pages, should the Council proceed with a proposal to establish a new school on either of the current sites, 'The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition'.
5.2.6	When any change is implemented, important that a plan is put in place so that children with additional needs can slowly be introduced to a bigger school	<p>This concern is noted. The impact on pupils with additional learning needs is considered on pages 21 and 35 of the consultation document. As identified on these pages, should the Council proceed with a proposal to establish a new school on either of the current sites, 'The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition'.</p> <p>Whilst it is acknowledged that any new school likely to be established will have more pupils than currently attend Banw C.P. School or Llanerfyl C. in W. School, the new school remain a relatively small school, with less than 60 pupils.</p>

5.2.7	Keeping the school at Llanerfyl would act in the best interests of the majority of pupils and in particular the most at risk group of children (those with SEN and those belonging to BME group)	<p>The proposal's impact on pupils with SEN and pupils belonging to BME group is considered in the draft impact assessments carried out in respect of this proposal. The draft impact assessments will be updated to take account of issues raised during the consultation period, and will be taken into consideration when determining how to proceed.</p> <p>Whilst it is acknowledged that the proposal impacts on pupils with SEN and pupils belonging to BME group, the aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs and any pupils belonging to ethnic groups other than White British.</p>
5.2.8	How are you going to accommodate autistic spectrum, ADHD, cerebral palsy, epilepsy, dyslexia, ADD, physical needs – these are things that haven't been thought of	<p>The proposal's impact on pupils with additional learning needs has been considered on pages 21 and 35 of the consultation document. This would include pupils with conditions such as those listed. The Council's assessment of the impact on both options on pupils with additional learning needs is as follows:</p> <p>'All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.</p> <p>Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. Mitigation of possible negative effects of change,</p>

		especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.’
5.3 Impact on quality of education		
5.3.1	I don't think there would be an improvement to the educational opportunities for pupils at Ysgol Dyffryn Banw by establishing a new school in Llanerfyl without significant investment	Comments noted. As indicated on page 41 of the consultation document:
5.3.2	Pupils would be disadvantaged by a move to Llanerfyl due to the cramped conditions and the absence of the existing superior facilities only a mile up the road	<p>‘Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.’
5.3.3	The new curriculum has 6 areas of Learning and Experience. The first two are Expressive Arts and Health and Well-being. Ensuring facilities area available to enable the delivery of these key requirements should be paramount to the decision-making process if we value our children's education	Comment noted.
5.4 Other		
5.4.1	The children are the ones that will suffer if a wrong decision is made – the physical, intellectual, emotional and social well-being of each child is of paramount importance	Comment noted.

5.4.2	<p>Quotes from the consultation document seem to be clear in concluding that:</p> <ul style="list-style-type: none"> - If pupils moved from Llanerfyl to Banw, they would benefit due to the improved size and facilities available - If pupils moved from Banw to Llanerfyl, they would be negatively impacted. Existing pupils at Llanerfyl would also be disadvantaged due to the increased pupil numbers 	Comments noted.
5.4.3	<p>If the Llanerfyl pupils came to Banw it would be a win win situation – Banw children would have more social interaction and Llanerfyl children would have more facilities. If Banw pupils went to Llanerfyl, it would be a lose lose situation – Llanerfyl pupils would have less space individually and Banw pupils would be losing the hall and facilities</p>	<p>As outlined in the Consultation Document, there are advantages and disadvantages associated with both site options.</p>
5.4.4	<p>Pupils from the two schools would have to get to know each other</p>	<p>It is true that should the Council proceed with one of the options, pupils would be need to get to know each other. However, the Council would work with the two schools in order to establish new school, and it is hoped that opportunities could be provided for pupils to get to know each other during the period before the school opens.</p>

6. PUPIL NUMBERS		
6.1 It's unfair to close Llanerfyl School		
6.1.1	<p>Pupil numbers at Llanerfyl are increasing</p>	<p>As outlined in the Consultation Document, pupil numbers at Llanerfyl C. in W. (Foundation) School have decreased over recent years, from a maximum of 51 in January 2012 to 32 in January 2018. The latest projected pupil numbers available for</p>

		the school also do not suggest any significant increase in pupil numbers at the school over the next few years.
6.1.2	A reduction in pupil numbers in Banw School is the problem – it was the same situation 30 years ago, when the Council wanted to close Llanerfyl School and transfer the children to Banw.	As outlined in the Consultation Document in respect of this proposal, pupil numbers at both schools have decreased over recent years.
6.1.3	Although numbers at Llanerfyl School are declining, this is at a much slower rate than Banw CP School. Llanerfyl School's track record of community support will ensure that the school continues to thrive.	
6.1.4	The governing body at Banw School approached the Council because their numbers had dropped, and Llanerfyl School is suffering because of it	
6.1.5	Banw pupil numbers are low whilst the projected numbers at Llanerfyl are consistent – surely it makes more sense to disrupt the minority rather than the majority? Since when has Powys closed the school with the larger number of pupils to save the school that has the least number of children?	
6.1.6	It is morally wrong to close the school where the majority of the pupils attend (Llanerfyl) to a school with seriously falling numbers (Banw).	The Council is not proposing to close the school with the larger number of pupils to save the school that has the least number of children. Whilst it acknowledged that pupil numbers at Banw C.P. School are lower than pupil numbers at Llanerfyl C. in W. (Foundation) School, and are projected to decrease further over the next few years, pupil numbers across the Banw Valley have decreased over recent years, and are not projected to increase over the next few years.
6.1.7	Projected pupil numbers in consultation document suggest that pupil numbers in Llanerfyl School will remain stable for the next 5 years, whilst Dyffryn Banw numbers are down to as low as 13 by 2022. Why should Llanerfyl children suffer as a result of Ysgol Dyffryn Banw being unable to attract enough pupils to satisfy its future?	The Council is proposing to close the two schools and establish one new school in either of the two sites, in order to ensure continued provision of high quality Welsh-medium education for pupils in the area.
6.1.8	Predicted number for January 2022 is 13 in Banw School but 31 for Llanerfyl. 31 is still a large enough number of pupils for a	

	school to remain viable. If Llanerfyl School was located anywhere else in Powys, closing it would not be a consideration.	
6.1.9	Llanerfyl's geographical proximity to Ysgol Dyffryn Banw where numbers are small is the only reason why it's future is under threat – other authorities in Wales would treasure such a school and would do all they could to protect it	
6.1.10	Can the Council give examples of when they have previously closed a school with a larger number of pupils to save a school that has the smaller number of pupils? By 2020, projected figures show only 18 pupils at Banw.	
6.1.11	Not in any community previously has school B been closed to save school A. It would be severely unfair and a judicial review would follow if the decision was to close Llanerfyl.	
6.1.12	The school needs to be where the pupils are, and this is Llanerfyl – it's not practical to move a whole school population to a school where there are very few children.	
6.1.13	Closing Llanerfyl School would not act in the best interests of the majority of learners – projected number of pupils in Key Stage 1 is more than double in Ysgol Llanerfyl, so why move the majority of learners (13) for the benefit of the minority (6) in Key Stage 1? These are children who will be greatly affected given their young age and vulnerability – the School Organisation Code states that 'Proposers should ensure that the disruption to learners is minimised'	<p>The authority is concerned about the overall sustainability of pupil numbers in the whole area and establishing one school is a solution that was supported by both governing bodies.</p> <p>The authority recognises that any changes resulting from school reorganisation can be worrying for pupils. However, the authority works with school communities to ensure that the impact of any change is minimised. There is also responsibility on the leadership and management of any school to ensure that the wellbeing of pupils.</p>
6.1.14	Is Ysgol Pontrobert under threat because of its pupil numbers? Ysgol Llanerfyl shouldn't be sacrificed because of pupil numbers at Banw	The Council is not currently reviewing Ysgol Pontrobert. As outlined on page 6 of the Consultation Document, the review of primary provision in the Banw Valley was instigated following

		initial contact from Banw C.P. School, and has involved a number of steps as outlined in the Consultation Document. The review has been carried out in accordance with the Council's School Organisation Policy (2018).
6.2 Surplus places		
6.2.1	School Organisation Code states that 'Where there are more than 10% surplus places in an area overall, local authorities should review their provision and should consider whether to make proposals for their removal if this will improve the effectiveness and efficiency of provision. A significant level of surplus provision is defined as 25% or more of a school's capacity (as defined in Circular 21/2011) and at least 30 unfilled places. Should the new school be in Banw, I know of at least 12 children who would not be attending, therefore there is every likelihood that a school on that site would open its doors with only 36 pupils. The cost per pupil would be higher than other schools in Powys, and there would be at least 50% surplus places. The school could well be facing closure again within a few years.	<p>The Council acknowledges that a number of surplus places would remain in Banw C.P. School should a new school be established here, however there would be a significant overall reduction in the number of surplus places across the Banw Valley area.</p> <p>Following a decision on the way forward for the provision of primary education in the Banw Valley, parents would need to decide whether they would wish for their children to attend the new school or an alternative school. Should they wish their children to attend an alternative school, it is acknowledged that this would impact on pupil numbers at the new school. This is acknowledged as a risk on pages 20 and 34 of the consultation document.</p>
6.2.2	If all pupils from Llanerfyl went to Banw, there would still be close to 40% surplus places, which is deemed as 'significant' under the WAG School Organisation Code.	The Council acknowledges that a number of surplus places would remain in Banw C.P. School should a new school be established here, however there would be a significant overall reduction in the number of surplus places across the Banw Valley area.
6.2.3	Many Llanerfyl parents wouldn't take their children to Banw because of historical family prejudices, therefore there wouldn't be enough children at the school, and this school would again be under threat of closure in the near future	Following a decision on the way forward for the provision of primary education in the Banw Valley, parents would need to decide whether they would wish for their children to attend the new school or an alternative school. Should they wish their children to attend an alternative school, it is acknowledged that this would impact on pupil numbers at the new school. This is

		acknowledged as a risk on pages 20 and 34 of the consultation document.
6.2.4	The capacity of Llanerfyl school is only 44 + 5 nursery and the projected pupil numbers for 2020 is 48. The school would be at capacity from day 1 and unable to take any more pupils. Projected pupil numbers over 5-10 years are difficult to predict and the Council should build a +/- 10 capacity to any building in order to future proof it. It would be a shortsighted move by the Council to establish a new school on the Llanerfyl site	Whilst the capacity of Llanerfyl School based on current use is 44 + 5 nursery, the Council has carried out a revised capacity calculation of the school in accordance with the Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales', which includes the Art room as a class base. As indicated on page 32 of the consultation document, this provides a capacity of 59 + 5, which can accommodate all current and projected pupil numbers in the two schools.
6.3 Projected pupil numbers		
6.3.1	Should pupil projections have been underestimated, would be a real shame for the local community should the local school not be able to meet demand if the school was located in Llanerfyl	The Council notes these comments and acknowledges that there is uncertainty with regard to projected pupil numbers – as outlined on page 9 of the consultation document, 'These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's finance team, which is supplied by the schools themselves. However, it is acknowledged that the projected pupil numbers are subject to change.' Whilst it is possible that actual pupil numbers will be higher than the projected pupil numbers, it is also possible that actual pupil numbers will be lower than the projected pupil numbers.
6.3.2	Although not projected on the consultation, I feel that pupil numbers could rise in the future once there is stability in the site of the new school. Many parents moving to the area have enrolled their children into neighbouring schools because of the threat of closure for both schools.	
6.3.3	Projected figures show that there isn't a need for such a large school as Banw in the Dyffryn Banw area	As indicated in the Consultation Document, the projected pupil numbers suggest that the capacity at both current schools is sufficient to accommodate all pupils currently attending the two schools, and the projected pupil numbers for the next few years.
6.3.4	Due to the new development plan and planning policies, very few new houses will be erected in the valley in the future and as a result the size of Llanerfyl school would more than adequately serve the Dyffryn Banw community.	

6.3.5	The building in Banw is too big for the purpose of Welsh-medium education in the area. Planning laws will not allow large development within areas such as Dyffryn Banw as explained in Powys' policy H1 (Housing provision), therefore there is no need for a large capacity school in the area.	
6.3.6	Projected numbers are higher at Llanerfyl, however this should have no affect on the decision as both schools will be together whichever remains open. The suitability of the building as a school is the issue.	The Council's priority is to ensure the provision of high quality education for all pupils in the Banw Valley area, and believes the best way to achieve this is to close both current schools and open a new school in one of the two sites. Ensuring the best possible opportunities for pupils will be the main consideration when determining how to proceed.
6.3.7	Unlikely that pupils from different areas will be attracted to the area – generally parents will not transport their children in a different direction to their work place	Comment noted. However, as indicated in the consultation document, a number of pupils from the Banw Valley area currently receive home to school transport to access English-medium provision in Llanfair Caereinion. There is a potential that greater certainty with regard to the provision of education in the area could result in pupils accessing local Welsh-medium provision in the future.
6.3.8	Pupils choosing to attend alternative schools other than Dyffryn Banw was identified as a threat in the consultation document and in the report prepared for Cabinet. This is a real and ongoing threat. If Ysgol Dyffryn Banw site was chosen, there is a very high risk that we would lose Welsh-medium education in the valley altogether	Comment noted. 'Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers' is identified as risk for both options within the consultation document. The mitigation actions identified are to 'move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school'.
6.3.9	A question in the previous questionnaire asked whether parents would send their children to the opposing school. The answers which came back were that a percentage of parents would not be sending their children to the other school, whether it be Banw or Llanerfyl	

6.3.10	Cylch Meithrin Dyffryn Banw has 17 children on the register in 17/18	Comment noted.
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7. IMPACT ON STAFF		
7.1	Staff jobs should be protected – it would be unfair for staff to lose their jobs	As explained in the consultation document, should the Council proceed with establishing one new school to serve the area, ‘a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.
7.2	Ensure that staff are retained in the new school by introducing small classes, more one to one help etc	
7.3	The uncertainty is putting a strain on staff – what will the future of their jobs be?	
7.4	What will be the impact on staff working part time – will they be able to do this in future?	<p>Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to ‘ringfence’ all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.’</p> <p>The Council acknowledges that any school reorganisation proposal has an impact on staff at the affected schools. The Council is keen to conclude this process as quickly as possible, in order to minimise this period of uncertainty. Any staff needing support can be directed to the Powys Counselling Service.</p>
7.5	Need to ensure clear and regular communication with staff and their unions	Comment noted. Regular communication will be provided to staff and unions throughout this process.
7.6	Need to ensure that any reorganisation does not lead to compulsory redundancies, and that the positions in any new	The decision on ringfencing is made by the temporary governing body, however the Council encourages temporary governing bodies to ringfence when possible. Measures to

	staffing structure are ring-fenced to staff who are currently working in the schools, including part time staff	avoid compulsory redundancies are always considered as part of employment consultation exercises. These will include seeking volunteers, voluntary reduction in hours, job sharing, natural attrition (wastage), early restriction on recruitment, redeployment within the council and retraining of employees to meet requirements of vacant posts internally (as reasonable/proportionate). In line with legislation, part time staff would be treated no less favourably than full time staff.
7.7	If reorganisation takes place, there is a need to ensure that the processes for appointing to posts are fair for all candidates and to provide formal feedback to those that request it	The employment consultation process would include consultation on the selection criteria for appointing to posts within the new school. The process will be conducted in an open, fair and transparent manner at all stages. Feedback will be provided to unsuccessful candidates on request.
7.8	If reorganisation takes place, there is a need to be clear about what positions can be applied for and the requirements of those posts	The employment consultation process would include a proposed structure for the new school for comment, and would include consultation with staff and relevant trade unions. This would be underpinned by job descriptions for all posts.
7.9	Need to ensure that staffing structures include detailed job descriptions and appropriate management lines	
7.10	Agreement of structures should be as a result of thorough consultation with staff and their unions	
7.11	Governing bodies have a statutory duty under the School Teachers Pay and Conditions Document to ensure work life balance for teachers and school leaders. An assessment of impact on workload will need to take place in relation to any new arrangements.	The new school's Challenge Advisor will support the new governing body in ensuring that the Estyn guidance on reducing workload for teachers and headteachers is properly understood and implemented.
7.12	Any period of change creates uncertainty which can impact on staff well-being and morale.	The Council acknowledges that any school reorganisation proposal has an impact on staff at the affected schools. The Council is keen to conclude this process as quickly as possible,

		in order to minimise this period of uncertainty. Any staff needing support can be directed to the Powys Counselling Service.
7.13	Would staff start at the bottom point of the pay grade following implementation of a new staffing structure for any new school?	Employees will continue on whatever point they are on at the moment if the job is on the same grade.
7.14	What would happen if staff didn't want to apply for a post in the new school?	This would depend on the redundancy position at the time. Staff would have to engage in the process, however in some cases if there was not a suitable post in the new structure, staff could receive redundancy.

8. IMPACT ON THE COMMUNITY		
8.1 Impact on the Banw Community		
8.1.1 Reference to use by community organisations of the building in which the school is located		
8.1.1.1	Dyffryn Banw football club could no longer function without the facilities provided by the hall	The Council notes these comments regarding use of the building currently occupied by Banw C.P School by a range of organisations.
8.1.1.2	Several county organisations find the size, location, facilities and access attractive, notably Ysgol Theatr Maldwyn, Powys Eisteddfod	
8.1.1.3	Dyffryn Banw FC – makes regular use of the school corridor and cloakroom nearest the hall along with the 'committee room' throughout the football season. Also use the car parking space around the school and hall on match days, when hosting junior festivals and for parking when the juniors are training on the pitch. Without these facilities being available, the club would face huge difficulty in being able to replace them to continue to operate, losing the men's senior team and the junior section	

	which has 60 players signed on. This would be a great loss to the community of Llangadfan and Llanerfyl	
8.1.1.4	Merched y Wawr regional committees have met three times a year in Banw since the Centre opened in the 1980s. A number of sub-committees meet on these evenings, so the school and the centre are used. Closing Ysgol y Banw would have a negative impact on Merched y Wawr and other organisations that hold regional meetings here	
8.1.1.5	The community hall is used for activities such as Urdd, football club, young farmers, parties	
8.1.1.6	The building and adjoining hall are used for a number of community activities e.g. YFC, local sporting activities, a community facility for hire for local events, community events hosted by the school	
8.1.1.7	The committee room is used for Welsh language governor training, INSET training arranged by the authority	
8.1.1.8	The building is used for live performances by companies such as Theatr Arad Goch, Mewn Cymeriad, Bara Caws, Opera Cenedlaethol Cymru as there is room for up to 300 to sit in the hall	
8.1.1.9	Cwmni Theatr Ieuencid Maldwyn rehearse here weekly, as well as the local YFC, local Football Club, Merched y Wawr – local and regionally, Associated Board of Royal School of Music hold piano exams here, Badminton Club, Table Tennis Club, location for Remembrance services	
8.1.1.10	Banw School are arguing that many societies use the school, however it is the adjoining community centre which is used not	The Council notes this comment, and notes that many societies which use the building, such as Cwmni Theatr Maldwyn and the local football club, use the hall / changing rooms rather than the

	the school itself – this would continue to be available after closing the school building	school itself.
8.1.1.11	Much has been made of the fact that Cwmni Theatr Maldwyn and the local football club use the site, however they use the hall / changing rooms, not the school	
8.1.1.12	Reference has been made to the importance of the ‘cerrig orsedd’ – however, the future of education shouldn’t be based on the siting of the ‘cerrig orsedd’	A decision on where to locate a new school to serve the Banw Valley area will not be based on the location of the ‘cerrig orsedd’.
8.1.1.13	Dyffryn Banw FC has developed a pitch separate from the school, and plans are in place to set up changing rooms by the pitch, which is a requirement to progress up the football association of Wales pyramid. If this were to happen, the club would not be reliant on Banw School for changing facilities	The Council notes this comment, and that Dyffryn Banw FC are looking to set up changing rooms by the pitch, which would mean that they would not be reliant on the facilities at the school. However at the current time, there are no changing rooms by the pitch.
8.1.1.14	It is argued that the football team use Banw school to change etc, however it would be simple enough to erect a shower unit on the football field, which would be more convenient	
8.1.1.15	What would happen to activities such as the football club if the school closed? I want to know what would happen to this and other activities if the school closed.	The Council’s current proposal only relates to the school, not the adjoining community hall. However, should the Council proceed with a proposal which would result in there no longer being a school on the site currently occupied by Banw C.P. School, the Council would need to determine the future use of the site, taking into account the complexities regarding the Community Hall’s lease. Should the outcome be that there was no community hall, organisations such as the football club would need to identify alternative locations for their activities.
8.1.2 Reference to the Community Centre		

8.1.2.1	Due to the co-location of the school with the Hall, they are entwined and rely on each other	<p>Comment noted. The Council acknowledges the links between the Hall and the school due to the fact that they are located within the same building, and that whilst the Council is not proposing any changes to the community centre, it is possible that closure of the school would impact on the community centre. The Council notes on page 14 of the consultation document that one of the weaknesses of the option to establish a new school operating from the current Llanerfyl site is 'Concern about the impact on the Banw Community Hall if there was no school located on the site.'</p> <p>The Council also identified on page 44 of the consultation document in the summary of the Community Impact Assessment carried out in respect of the option to establish a new school on the Llanerfyl site that 'The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future.'</p> <p>The Council notes these comments regarding the lease of the Community Hall and complexities related to the co-location of the Hall and the school which would arise should the school close.</p>
8.1.2.2	The future of the conjoined Community Hall at Banw and some of its users are at real risk if there was no longer a school on the site	
8.1.2.3	A decision to close the school may affect the community centre which would be a loss to the whole area	
8.1.2.4	Concern about the financial consequences to the community centre should Ysgol Dyffryn Banw close	
8.1.2.5	The hall is a separate entity to the school – it has its own separate committee. Closure of the school would not mean closure of the community hall	
8.1.2.6	The hall and changing rooms have a separate entrance so could easily standalone from the remainder of the school	
8.1.2.7	The complexity and length of the community council's lease of the Hall, which includes parts of the Banw school footprint as well as a substantial parking area, undermines sales prospects for the school site	
8.1.2.8	Banw community hall lease includes shared access from the main road, the parking area in front of the hall and the main hall building and access lobby. In addition, it extends to three rooms within the footprint of the original school building. A condition of the lease is that the school has priority use of the whole leased area during normal school term time and during school hours. The lease stipulates financial arrangements between the Hall Committee and the School – PCC makes an annual capitation payment to the Hall in support of priority usage. All services	

	reach the Hall from within the school. The central heating boiler and oil store are on the school premises	
8.1.2.9	If the school closed, there would be implications to PCC due to the fact that it is adjacent to the hall – PCC would still have to maintain the building in line with H&S. Insurance would still have to be paid and heating would still be needed. If the building was demolished, the cost of demolition and removal would need to be taken into account	
8.1.2.10	<p>Banw Community Hall holds a 99 year lease from the County Council for the Community Hall. There are about 88 years still to run. The lease includes shared access from the main road, the parking area in front of the hall and the main hall building and access lobby. In addition, extends to three rooms within the footprint of the original school building. A condition of the lease is that the School has priority use of the whole leased area during normal school term time and during school hours. The lease stipulates financial arrangements between the Hall Committee and the School – PCC makes an annual capitation payment to the Hall in support of priority usage. All services reach the Hall from within the school. Central heating boiler and oil store are on school premises</p> <p>There are stipulations built into the lease relating to a County Council decision to close and demolish the school. Strict enforcement of those conditions would impose costs which far exceed the current finances and financial prospects of the Community Centre Committee and Community Council. Without detailed investigation of possible mitigation, the prospects for the Community Centre and potential Powys disposal receipts are bleak. Community Council wish to remind the County Council of Policy DM11 in the LDP relating to protection of Existing Community Facilities and Services.</p>	

8.1.2.11	Need to ensure it's just the schools that are evaluated and not the hall at Banw. The community hall at Banw can still function without the adjoining school. Toilets, kitchen and dining area are all directly adjacent to the hall, ensuring that all gatherings / functions could continue unaffected by closure of the school	<p>The Council's priority is to provide education of the highest quality for pupils in the Banwy Valley, and this will be the main consideration when determining how to proceed.</p> <p>However, the School Organisation Code (2013) states on page 29 that:</p> <p>'Where proposals involve the closure of a school the following information must be included in the consultation document:</p> <ul style="list-style-type: none"> • The impact of proposals on the local community, particularly in rural areas...' <p>The summary of the findings of the draft community impact assessment carried out in respect of the option to establish any new school on the Llanerfyl site noted that 'The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future.'</p>
8.1.2.12	How financially viable is the community hall?	The viability of the Community Hall is not a consideration within this consultation.
8.1.2.13	Who pays for maintenance and upkeep of the hall?	The Community Hall is responsible for maintenance and upkeep of the hall.
8.1.2.14	It cost £100 to hire the Banw Community Hall for a recent charity event. Had the same event been held in Llanerfyl, it would have only cost £40.	Comment noted. Hire charges for the two community halls are determined by the management committee of each hall, and it is up to organisers of events in the local area which hall they choose to hold an event.
8.1.3 General impact on the community		

8.1.3.1	Removal of the school from Banw would not have such a big impact on the community as it would have in Llanerfyl as there are other facilities in Llangadfan e.g. a busy café, shop and public house. Llanerfyl does not have a café, shop or public house	The Council notes these comments. The Council's view is that closure of any school has an impact on the community in which the school is located, therefore the Council acknowledges that closure of either site would impact on that community. The Council's priority is to provide the best possible education for pupils in the area, and the Council's view is that establishing one new school to serve the whole Banw Valley area is the best way to achieve this.
8.1.3.2	The Banw community is more dispersed, so moving the school's location would not have such a great impact on the community.	
8.1.3.3	Banw School is in a much more prominent location than Llanerfyl School, on the A458 Trunk Road, and adjoins two of the largest housing estates in the Banw Valley. Having such a prominent site left vacant would impact on the residential amenity of nearby residents, would detract from the appearance of the wider community and the impression people have of the county.	
8.2 Impact on the Llanerfyl community		
8.2.1 Impact of closing the school on the village of Llanerfyl		
8.2.1.1	Losing the local school would have a negative impact on social activity, and on the village's Welsh life	The Council notes these comments regarding the impact of not having a school in Llanerfyl on the Llanerfyl community. The Council acknowledges that closure of any school will impact on the community in which it is located, however the Council's priority is to ensure the best possible educational provision for pupils in the Banw Valley for the future. A draft Community Impact Assessment was published with the consultation documentation, this will be updated to take account of issues raised during the consultation and will be considered by Cabinet when determining how to proceed. Should the Council proceed with establishing one new Welsh-
8.2.1.2	Losing the school from Llanerfyl would change the unique character of this Welsh speaking village for ever	
8.2.1.3	Llanerfyl School plays an important role in the community and brings the community together as there is no shop, café or public house in the village.	
8.2.1.4	Llanerfyl School is at the heart of the community, without it the village would have nothing	

8.2.1.5	Numerous activities take place throughout the year when the community come together to support the school and socialise, either in the village hall, the Church or the School itself.	medium school on either of the current sites, the school would be expected to serve the whole Banw Valley area, and the Council would expect the school to maintain community links across the area.
8.2.1.6	The school plays a vital part in the community, with its strong links to the Church, Cylch Meithrin and the wider community	
8.2.1.7	Llanerfyl School events involve the whole community, which is very important in a rural community such as this, where social isolation can be such a problem, especially for the elderly	
8.2.1.8	Closure of Llanerfyl site would have a greater impact on the Llanerfyl community as there is no shop/tea rooms or public house for local people to engage and interact, unlike Llangadfan	
8.2.1.9	Closing the school would be another step towards destroying the local community (e.g. after the local shop/post office closed)	
8.2.1.10	Llanerfyl as a village would be a very sad place without a school and the sounds of children playing at break times	
8.2.2 Impact on Llanerfyl Village Hall		
8.2.2.1	Should there be no school in Llanerfyl, there would be an impact on the village hall as there would be a reduction in the use of the Hall. This would have a financial impact on the hall, which could lead to its closure	The Council notes these comments regarding the use of Llanerfyl Village Hall by Llanerfyl C. in W. (Foundation) School, and the potential impact on the hall should there be no school in Llanerfyl.
8.2.2.2	Llanerfyl School make regular use of the Village Hall, and brings the community together by holding concerts, coffee mornings, or other activities such as discos and beetle drives	
8.2.2.3	The village hall in Llanerfyl is not directly attached to the school, so it would not be directly affected should the school be re-sited at the Dyffryn Banw site	The Council notes this comment. Whilst it is true that the village hall is located separately to the school, the school does make

		use of the village hall, therefore closure of the school would potentially impact on use of the village hall.
8.2.2.4	The village hall is the community hub of Llanerfyl, not the school	The Council notes this comment
8.2.2.5	Closure of Llanerfyl school would not affect the community hall	<p>In the Community Impact Assessment carried out in respect of this proposal, the Council identified that 'There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities.'</p> <p>However, it is also acknowledged that there could be an impact on the Village Hall in terms of a reduction in income following loss of the school's use of the Hall.</p>
8.2.3 Other		
8.2.3.1	A high percentage of children at Llanerfyl school are from farming families. Recent evidence suggests that loneliness and mental health issues are high among farmers – they are at higher risk of social isolation. On average, one farmer commits suicide per week in the UK – let's not add to this problem by removing one element, which is so important in reducing this loneliness for people	The Council notes the comment. Whilst the Council is proposing to merge the two current schools and establish one new school in the area, there would continue to be access to primary provision in the Banw Valley.
8.3 General comments with regard to impact on the community		
8.3.1	Acknowledgement that loss of a school is detrimental to any community	The Council acknowledges that closure of any school would impact on the community served by that school. The Council's priority is to provide the best possible education for pupils in the area, and the Council's view is that establishing one new school to serve the whole Banw Valley area is the best way to achieve this.
8.3.2	The community locally has deteriorated a lot in 20 years, closing a school in either Llanerfyl or Llangadfan will not make a bit of difference to that village	

8.3.3	Reference to Wales Spatial Plan (2008 update) – refers to the social and physical well-being of the community, and that good access to services (which includes access to community services) is a key determinant of quality of life in rural areas	Comment noted.
8.3.4	To strengthen the community and potentially grow the Welsh language and educational opportunities for everyone, the new school needs to be established in the hub of the Dyffryn, its community centre, the football team, at the location that was built specifically for this purpose, with ample room for extension	Comment noted.

9. IMPACT ON THE WELSH LANGUAGE		
9.1 Impact on the Welsh language in the Banw community		
9.1.1	Although 85% of pupils at Banw School come from non Welsh speaking homes, Welsh is spoken consistently in the classes and on the yard	The comment is noted. The Council has no concern about standards in Welsh at either of the current schools.
9.1.2	In Banw, only 12% of children speak Welsh at home – 88% are from non Welsh speaking backgrounds, therefore their first language and preferred language is naturally going to be English	The comments are noted. However, the Council has no concern about standards in Welsh at either of the current schools.
9.1.3	At the recent Harvest thanksgiving service, the Headteacher of Banw School had to prompt the pupils as they could not answer the Welsh guest speaker’s questions – this shows that Welsh is not the first language of pupils.	As stated in the Welsh Language Impact Assessment carried out in respect of these proposals: ‘There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the

		Banw Valley area.’
9.1.4	It is a positive thing that the majority of pupils attending Ysgol Dyffryn Banw come from non Welsh speaking homes. This supports the aims of the Council’s Welsh in Education Strategic Plan and the School Organisation Policy	The Council’s aim is to increase the number of pupils educated through the medium of Welsh, in order to contribute to the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. The Council agrees that attracting pupils from non Welsh speaking homes to Welsh-medium education will be key in order to achieve this.
9.2 Impact on the Welsh language in the Llanerfyl community		
9.2.1	Welsh is the natural language of the yard in Llanerfyl	The Council notes these comments regarding use of the Welsh language in Llanerfyl C. in W. (Foundation) School and the wider Llanerfyl community. As indicated in the Welsh Language Impact Assessment carried out in respect of these proposals: ‘There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.’ Implementation of the proposal would result in the establishment of one new, larger school in the Banw Valley area, and the Council’s view is that this would contribute towards the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: ‘Both <i>option a and b</i> would contribute to realising the Welsh Government’s strategy of achieving a million Welsh speakers by 2050’.
9.2.2	80% of pupils in Llanerfyl School come from home where at least one of their parents speak Welsh	
9.2.3	All governors of Llanerfyl School are Welsh speaking, and meetings are held in Welsh. The Community Councillors are also all Welsh speaking, and the majority of Village Hall committee members. This is something that is quite unique in Powys these days	
9.2.4	Llanerfyl is a natural Welsh speaking school with at least 75% of pupils speaking Welsh at home in comparison to a very small number of pupils at Banw. There would be greater impact on the Welsh language should the school not be in Llanerfyl. Many parents would send their children to the English stream at Llanfair Caereinion should the school be based in Banw – this would have a profound effect on the Welsh language in the valley as the Welsh language would be considerably diluted, and goes against the Welsh Government aim of having 1 million Welsh speakers by 2050	

9.2.5	Llanerfyl is unique in the area by having a core of Welsh speaking families living and moving into the area. This is reflected in 75% of pupils at the school speaking Welsh at home.	Should the Council proceed with the proposal to establish one new Welsh-medium school to serve the area, the Council would hope that all pupils attending the two current primary schools in the area would transfer to that new school, ensuring continued access to Welsh-medium education in a Welsh-medium school. However, all parents are entitled to apply for a place for their child in whichever school they choose, and these applications will be accommodated in accordance with the Council's admissions policy.
9.2.6	If Llanerfyl school closed, some parents will be sending their children to the English stream in Llanfair Caereinion, which will reduce the number of pupils accessing Welsh-medium education and will be a step backwards in the Welsh Government's plan to reach a million Welsh speakers by 2050.	
9.2.7	Closing Llanerfyl School would irrevocably damage the Welsh language and Welsh medium provision in the area, the core of Welsh speakers would be split up, friends and families will be split with parents considering sending their children to five different schools	
9.2.8	Llanerfyl School is an integral part of the Welsh community that exists in Llanerfyl	The Council notes these comments relating to the role of the Welsh language within the Llanerfyl community. Should the Council proceed with implementation of the proposal, a new Welsh-medium primary school would be established to serve the whole Banw Valley. There is no reason to believe that this would have a detrimental impact on the Welsh language in Llanerfyl.
9.2.9	Llanerfyl School plays an important role in the continuance of the Welsh language in the community	
9.2.10	The Welsh language community of Llanerfyl is thriving, with more and more young families moving to the village	
9.2.11	Greatest fear is that closing the school would be detrimental to the Welsh language in the community	
9.2.12	The community of Llanerfyl is a stronghold for the Welsh language, and the school plays a vital role in ensuring it remains so	
9.2.13	Llanerfyl is the strongest area in terms of Welsh speaking – it's important to continue with the Welsh medium primary school within the most predominantly Welsh area	

9.2.14	The Welsh language is stronger in Llanerfyl. There is no doubt that moving children to Banw would weaken the Welsh language in the community	
9.2.15	Consultation on the school organisation code published this year identified the need to protect or maintain schools where Welsh is the natural language of the community. 75% of pupils attending Llanerfyl School are from a Welsh speaking background, compared with only 12% of children attending Ysgol Dyffryn Banw.	This consultation has been carried out in accordance with the School Organisation Code (2013), and a draft Welsh language impact assessment has been carried out in accordance with the Code's requirements. This assessment will be updated to reflect the comments received during the consultation period, and will be considered when determining how to proceed.
9.3 General comments with regard to impact on the Welsh language		
9.3.1	The impact of losing pupils from Welsh speaking homes who currently attend Llanerfyl, many of whom would not attend Banw school, would have a significant impact on the language spoken on the yard, and on the ability of non Welsh speaking pupils to absorb and learn the Welsh language by hearing it being spoken naturally	<p>As outlined in the Welsh language impact assessment carried out in respect of the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, 'There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.'</p> <p>Implementation of the proposal would result in the establishment of one new, larger school in the Banw Valley area, and the Council's view is that this would contribute towards the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: 'Both <i>option a and b</i> would contribute to realising the Welsh Government's strategy of achieving a million Welsh speakers by 2050'.</p>

9.3.2	School Organisation Policy states ‘the Council aims to...increase demand for Welsh-medium education and provides access to provision that will enable pupils to become confident Welsh speakers’	The Council’s view is that the proposal to establish a new school on either site would meet this aim and the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: ‘Both <i>option a</i> and <i>b</i> would contribute to realising the Welsh Government’s strategy of achieving a million Welsh speakers by 2050’.
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10. REFERENCE TO EARLY YEARS PROVISION		
10.1	Query whether the current location of the Cylch Meithrin in a village hall is ideal considering that there is an opportunity to establish a permanent Cylch Meithrin that would attract more children on the school campus at Ysgol Dyffryn Banw.	The Council notes this comment. The opportunity to look at locating early years provision on site was identified on page 19 of the Consultation Document as one of the ‘Reasons for the Proposal’ in relation to establishing a new school on the current Banw site.
10.2	Locating the Cylch Meithrin on school land would enrich the offer of the proposed new school, and would also facilitate the possibility of providing wraparound care	
10.3	Support for the principle of relocating the Cylch Meithrin to the site of the new school, on the condition that appropriate permanent indoor and outdoor space is available, which meets the requirements of CSSIW, Estyn and any other regulatory body. Would also request space for staff to keep resources and materials.	The Council notes these comments. Any plan to relocate the Cylch Meithrin to the site of the new school would be made in full discussion with the Cylch Meithrin to ensure that the provision met their requirements and the requirements of regulatory bodies such as CSSIW and Estyn.

11. FINANCIAL CONSIDERATIONS		
11.1 Transport costs		

11.1.1	Transporting pupils from Banw to Llanerfyl would be much less than the cost of maintaining the Banw building	Estimated additional transport costs have been included in the estimated savings illustrated in the Consultation Document in respect of this proposal. It is true that transporting all pupils currently attending Banw C.P. School to Llanerfyl and closing Banw C.P. School would result in an overall saving to the Council, however the same is true should the Council transport all Llanerfyl pupils to Banw.
11.1.2	The Council would save money by not having to provide as much transport for children if the school was in Llanerfyl, but is that a justified reason for locating the new school there?	There would be savings to the Council should there be one new school in the Banw Valley to replace the current two schools, regardless of the location of the new school. There are strengths and weaknesses associated with both possible locations, these are outlined in the Consultation Document issued in respect of this proposal.
11.1.3	Transport costs would be greater if the new school was in Banw as there would be more pupils to transport to the new school	An estimate of the impact of implementation of both options on school transport costs was received, and included in the Consultation Document.
11.1.4	If more than twice as many children need to be transported to Banw, the cost is naturally going to be greater than if the school was in Llanerfyl, even though the document says that the extra travel cost involved would be the same.	As outlined in the Consultation Document, the estimate 'takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College.' Based on this assessment, it is estimated that implementation of either option 'would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day'.
11.1.5	Transporting the majority of pupils from Llanerfyl to Banw would create a large increase in transport costs – currently only 3 Llanerfyl pupils receive transport	It would not be possible to calculate the actual costs until the location of the new school was known, as well as which pupils would be attending the school.
11.1.6	As well as transport to Banw, the Council would need to provide free transport to Llanerfyl parents who choose to send their children to the English stream in Llanfair Caereinion	Parents are entitled to choose English-medium provision if that is their preference, and as admissions authority, the Council has to accommodate these choices. Home to school transport

11.1.7	The Council keeps telling us it is short of money, yet it carries 15 children each day to Llanfair Caereinion primary site from the Banw valley – your own policy seems to be shooting yourself in the foot	<p>would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, which states that 'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'</p> <p>Should the Council proceed with a proposal to establish a new school, the Council would hope that pupils that currently attend Banw C.P. School and Llanerfyl C. in W. (Foundation) School would transfer to the new school, where they would continue to access Welsh-medium provision in a Welsh-medium school, however this would be a decision for pupils and their parents.</p>
11.2 Capital receipts		
11.2.1 Reference to selling the Banw site		
11.2.1.1	With the cuts and savings the Council is facing, selling the Banw building would help to fill the Council's coffers	The Council notes these comments. The potential that the Council could achieve a capital receipt from sale of the Banw C.P. School building was identified on page 33 of the Consultation Document in respect of this proposal.
11.2.1.2	Selling all or part of the Banw site releases much needed capital to the Council	
11.2.1.3	Selling Banw school could be used to enhance the site at Llanerfyl in the longer term	
11.2.1.4	If the Council needs to sell Neuadd Maldwyn, why not sell Banw School too	
11.2.1.5	The ownership of the Banw site allows possibilities for generation of much needed cash, whereas Llanerfyl gives no such opportunity.	

11.2.2 Reference to the Llanerfyl site		
11.2.2.1	The Council doesn't own the Llanerfyl building, so there would be no financial benefit to the Council from closing it	The Council notes this comment, and acknowledges that the Llanerfyl building isn't owned by the Council. This was acknowledged on page 19 of the Consultation Document – 'The Council would not benefit from any sale of the Llanerfyl site as it isn't owned by the Council.'
11.3 Capital costs		
11.3.1 Reference to improvements to the Banw site		
11.3.1.1	The cost of improvements to the Banw building would be much less than the option of investing in a piece of land to extend the buildings/grounds – this is not covered in the consultation document	The current proposals are based on establishing a new school in either of the two current buildings in their current condition. However, as explained in the Consultation Document, should a decision be made to proceed with either of the options, steps would be taken to ensure that the quality of accommodation for all pupils is at least as good as their current provision.
11.3.1.2	Alarming to see that the site at Banw would require £211,025 more to maintain over the next 5 years – how can this be justified in the current climate?	The Council has a duty to maintain school buildings to a standard that enables good teaching and learning. Should the Council proceed with the option to establish a new school on the Banw site, the Council would take steps to identify the scope of the work required to the building, and take appropriate steps to identify the appropriate funding source and commission the work, as outlined on page 26 of the Consultation Document.
11.3.1.3	Ongoing maintenance costs may be a bit more for the Banw site, but this is to be expected because it is a much larger building with more components/facilities to maintain. At a cost per square metre, the Banw site surely provides better value	Comment noted. Financial implications are one consideration of many to be taken into consideration when determining how to proceed.

11.3.2 Reference to improvements to the Llanerfyl site		
11.3.2.1	According to the consultation document, no capital funding has been allocated to provide additional facilities at Ysgol Llanerfyl, therefore this can't be taken into consideration when making a decision on the site	The Consultation Document makes clear that no capital funding is required to achieve either option. There is sufficient capacity within the two current buildings to accommodate the current and forecasted pupils at the two schools. Should the Council proceed with either option, steps would be taken to identify any investment needed, however a decision on the way forward will be based on the current buildings.
11.3.2.2	Cost of the upgrades required to Banw would be significantly less than the extension required at Llanerfyl to give the building the facilities it needs to enable it to function as a successful school.	
11.3.2.3	It would be a huge waste of taxpayers money (and possibly not even lawful) to invest in the Llanerfyl site which is not even owned by Powys CC, when a perfectly good one is available at Banw	
11.3.3 Other		
11.3.3.1	Both buildings need some maintenance work. Costings state that Banw needs approx. £388,275 over 5 years to get it to the desired standard. At the end of the 5 years, there would be a school with full facilities in good condition. The same report states that Llanerfyl would need £177,356 over a 5 year period to get to the desired standard. However, this does not include money needed for an extension which has been mentioned, and the school will still not have the facilities that Banw has. I'm sure the money that would need to be spent on Llanerfyl would be substantially more than £177,356.	Comment noted.
11.3.3.2	The County Times (19 th October) ran an article suggesting Llanerfyl could apply for a grant of a million pounds. Has this been misreported and if not why can Banw not apply for this funding?	Yes, this was misreported.

11.3.3.3	How could the council justify capital expenditure on another property not owned by the Council when Banw has all the facilities needed?	The Council is not currently planning any capital expenditure on either property. As outlined in the Consultation Document, should the Council proceed with either option outlined in the document, steps would be taken to identify any improvements required and funding arrangements.
11.3.3.4	Should the schools merge, would the funding for Llanerfyl School be available to be transferred to Banw School to help facilitate improvements to the condition?	If the two schools merge, the new school would be funded as one school in accordance with the funding formula. Other than funding linked to pupil numbers, funding linked to the closed site wouldn't automatically transfer to the new school.
11.3.3.5	Consultation document states on p14 and p34 that capital investment would be required to provide additional facilities, whereas on p25 no capital funding is required at Banw. In view of this, would Powys be prepared to spend money on a building they do not own and would the Trust who own it want such alteration to their building?	<p>As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> - Commission HOWPS to carry out further work to identify the scope of the work required - Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'
11.3.3.6	Would like to see the same kind of investment in the valley as has been seen in the new primary schools in the south of the county to give the children the best opportunity with the best teachers at the best new school in Powys – this is what the children deserve	The Council follows a process of prioritisation as outlined in the Schools Asset Management Plan when determining which schools will receive capital investment. The Council currently has no plans to invest in schools in the Banw Valley area, however should the Council wish to do so, business cases would need to be submitted to the Welsh Government for approval in order to access capital funding.

11.4 Cost per pupil		
11.4.1	Having the school on the Llanerfyl site would make more economical and financial sense as the school would have far fewer surplus places and would cost less per pupil than if the school was on the Banw site	<p>It is true that the cost per pupil of a new school on the Llanerfyl site would be lower than the cost per pupil on the Banw site. Based on the estimates provided in the Consultation Document, and an estimate of 54 pupils, the cost per pupil of a school on the Llanerfyl site would be £3945, whilst the cost per pupil of a school on the Banw site would be £4208. This is because more funding would be provided to a school on the Banw site due to factors such as the building condition and the square meterage.</p> <p>However, establishment of a new school on either site would result in an overall saving to the Council, and a reduction in surplus places in the area. Financial implications are one of a number of matters to be taken into consideration when determining how to proceed.</p>
11.4.2	Providing education at Llanerfyl would be more cost effective as the cost per pupil would be significantly less (over £350 per pupil). Cost per pupil at Banw is likely to increase as at least 12 children from Llanerfyl will not attend a new school should it be located at Banw	It is true that there would be an impact on the cost per pupil of a new school located on the Banw site should at least 12 children currently attending Llanerfyl C. in W. (Foundation) School not attend the school. However this is also true should pupils currently attending Banw C.P. School decide not to attend a new school located on the current site of Llanerfyl School.
11.4.3	Banw has the highest cost per pupil in Powys because of a building which is too big, lack of numbers and transportation costs	There are numerous factors which affect a school's cost per pupil. Cost per pupil only includes funding elements which are delegated, this doesn't include transport costs, therefore transport costs aren't a reason for the current cost per pupil of Banw C.P. School.
11.5 Reference to financial contribution from the Church		
11.5.1	If an extension was needed to the Llanerfyl site, the financial burden on the Council would not be too great as the St Asaph	If an extension was needed to the Llanerfyl then it would be considered by both the Council and the Diocese/Trustees.

	diocese has promised to contribute to the cost, and with a contribution from the Welsh Government it would not cost as much as the maintenance costs for Ysgol Dyffryn Banw	Funding could be applied for through 21 st Century School Programme. As a Voluntary Aided school any potential funding through the 21 st Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility. If the school were on the site of Banw the same funding stream would potentially be available as the school would be a Voluntary Aided school.
11.5.2	Connection with the Church in Wales allows for some match funding for any future projects which may be necessary	
11.5.3	The Diocese in St Asaph has said that it would be prepared to introduce capital should the school be located on the Llanerfyl site – questionable whether such funding would be available should the school be at Banw	
11.6 Priscilla Foster Trust		
11.6.1	Llanerfyl School benefits from an annual sum of £500 from the Priscilla Foster Trust	The Council notes this comment, and notes the financial contribution which Llanerfyl School currently receives from the Priscilla Foster Trust.
11.6.2	The school building in Llanerfyl has been left in trust to the children of Llanerfyl. It would be a shame not to use this asset, surely it would make economical sense?	The Diocese of St Asaph has for many years endowed schools to serve their local area. Regardless of the site of the new school, the Diocese would work with Powys County Council and the local community to ensure that any asset was used for the benefit of the children in the locality.
11.6.3	The Priscilla Foster Trust was established to provide an education for the children of the Parish – such funding may not be forthcoming should the school be sited at Banw	The new school would still be meeting its original charitable purpose if it was providing education for the children of the parish, even if it was sited in Llangadfan.
11.6.4	There seems no evidence to assume that the Priscilla Foster Trust could not be persuaded to consider investing in the Banw site from the proceeds of disposal if Banw were to become a C in W School	
11.7 Overall savings to the Council		

11.7.1	The consultation document indicates that closing Banw and opening the new school on the Llanerfyl site would be a greater financial saving to the authority (£14,000) – I don't understand why this should be. However, would be very disappointed if the decision were money led when this could be detrimental to the children's welfare and education	It is true that the Consultation Document indicates that establishing a new school on the current Llanerfyl site would result in a greater financial saving to the Council. This is because more funding is provided to the Banw site in relation to premises costs. Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.
11.7.2	As a taxpayer, the Council has a duty to demonstrate to me and others that they make prudent and sustainable long term decisions. A saving of £14,200 would be made annually if the site was at Llanerfyl	It is true that the estimated costings provided in the Consultation Document suggest that there would be a greater saving to the Council should the new school be established in Llanerfyl, however, establishing a new school on the Banw site would still result in an estimated annual saving to the Council of £49,226.
11.7.3	The local authority has a duty to its tax payer, and the financial figures produced in the consultation paper shows that the site which is the most financially viable is the Llanerfyl site	Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.

12. OTHER OPTIONS		
12.1 Retain both schools		
12.1.1	Keep both schools open	As indicated in the consultation document in respect of this proposal, there are many challenges facing the provision of education in the Banw Valley. These include low and decreasing pupil numbers, financial challenges, issues with building condition/ suitability and the need to continue to provide high quality provision.
12.1.2	Keep both schools open and support both to increase their numbers. If there was no threat of closure on either, more families would send their children to them	

12.1.3	Leave the schools as they are. It's not going to work having the two schools working together when there is bad feeling between them	<p>Consideration was given to 'Status Quo' as an option, however as indicated on page 16/17 of the consultation document, this was discounted because of the following reasons:</p> <p>'The Status Quo has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> - There would still be small numbers of pupils at each school - Pupils would still be taught separately - Would still be running two buildings which would mean twice the cost - Would not reduce surplus places in the area - Would not lead to a financial saving to the council - No early years provision in either school - Would not address the financial pressures faced by the two schools - Further decline is expected in pupil numbers in the area.' <p>The discounting of the Status Quo option is also supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area.</p>
12.2 Open a new school in a new location		
12.2.1	Open a brand new school in a new setting	Consideration was given to 'A new school operating from a new site in the area' as an option, however as indicated on page 17 of the consultation document, this was discounted for the following reasons:
12.2.2	Building a new school building between the villages would probably be acceptable to most in the valley, however it isn't	

	really an option because the Banw site is obviously an ideal setting for the new school as it stands	<p>'Option 4 (A new school operating from a new site in the area) has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> - There are already two buildings in the area that can accommodate current pupil numbers - Would need to purchase land, which would add to the expense - No guarantee that Welsh Government would provide funding as the new school would be very small - Would not provide good value for money based on potential investment per pupil.'
12.2.3	Building a new school building between the villages would probably ease community friction, however I am sure that the most economical way forward is to use the Banw site	
12.2.4	If funding could be secured from the Welsh Government to fund a new build school under the 21 st Century Schools programme, you should look at the possibility of a brand new school on a new site	
12.2.5	This would be the most sensible option, offering excellent educational experiences for children in the area, as is the case in other rural areas e.g. 'Craig y Deryn', 'T Llew Jones'	
12.2.6	Disappointing that consideration hasn't been given to this option as part of Band B of the Welsh Government's 21 st Century Schools fund, or the recent Welsh-medium capital grant.	
12.3 Multi-sited option		
12.3.1	The two schools working together would be the best option	<p>Consideration was given to 'A new school operating across the two current site' as an option, however as indicated on page 17 of the consultation document, this was discounted for the following reasons:</p> <p>'Option 1 (A new school operating across the two current sites) has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> - There would still be small numbers of pupils on each site
12.3.2	One school on two sites would be acceptable whilst investigating the possibility of a new build on a new site in the area	
12.3.3	Retain the two schools under one headteacher – this happened 4 years ago when Llanerfyl, Dyffryn Banw and Glantwymyn were under one headteacher. Also for some years now Glantwymyn, Llanbrynmair and Carno have been run by one headteacher. This type of arrangement may help with some of the tensions	

	and concerns locally, and in time, merging may happen naturally with the support and goodwill of the whole community	<ul style="list-style-type: none"> - Pupils would still be taught separately - Would still be running two buildings which would mean twice the cost - Would not reduce surplus places in the area - Would not lead to a financial saving to the council'
12.3.4	Wouldn't be cost effective to have a school operating on 2 sites	
12.3.5	Concern about the option of one establishment operating over 2 sites – communication suffers, reducing efficiency. Provision of resources is also less efficient	
12.4 Establish English-medium provision in the area		
12.4.1	Open an English-medium school in Banw to try and stop the migration down to Llanfair Caereinion from pupils wanting English-medium education	<p>As identified in the consultation document, it is true that a number of pupils from the Banw Valley area are currently transported to other schools in order to access English-medium provision. The Council is committed to providing continued access to Welsh-medium provision in the Banw Valley in order to contribute to the Welsh Government strategy to achieve a million Welsh speakers by the year 2050, and would hope that the establishment of one new school in the area, and greater certainty with regard to the future of education in the area, would lead to a reduction in the number of pupils accessing English-medium provision elsewhere in the future.</p>
12.4.2	A bilingual school in the area to keep those that travel to Meifod, Llanfair Caereinion, Castle Caereinion and Rhiw Bechan	
12.5 Carry out a wider review of education in the area		
12.5.1	The future of Welsh-medium primary and secondary education in the wider Caereinion catchment should also be under consideration.	<p>These comments are noted. The Council's current priority is to ensure continued access to high quality Welsh-medium education in the Banw Valley.</p>
12.5.2	Close both schools and build a larger Welsh-medium school in Llanfair Caereinion	
12.5.3	Would prefer to see the Council adopting a policy of clustering schools in the area. Closing a school would damage any community	

12.5.4	Build a larger school. All schools under 50 should be closed	
12.5.5	Invest in Llanfair Caereinion	
12.6 Increase pupil numbers in the area		
12.6.1	Understand what plans other agencies have in place that might lead to an increase in population numbers in the future e.g. NHS and MoD	The latest pupil projections for the two schools in the Banw Valley, as indicated on page 9 of the consultation document, do not suggest that an increase in pupil numbers in the area is likely over the next few years. Even if more families were to move to the area in the coming years, it is unlikely that this would have a sufficient impact on pupil numbers to justify the retention of both schools.
12.6.2	Attract more families to the area	
12.6.3	Stop providing transport to schools further away	Home to school transport is provided to pupils living in the Banw Valley area who choose to attend English-medium provision. This is in accordance with the Council's current Home to School Transport Policy, which states: 'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'
12.6.4	Stop transporting children out of the area just because they don't want to learn Welsh. Make them see it as a good idea, and if they still want to go to an English-medium school, they should pay for transport themselves.	
12.7 Other		
12.7.1	Allow one school to come to a natural end rather than closing both	As indicated on page 9 of the consultation document, pupil numbers at both schools have decreased over the last few years. The Council's priority is to continue to provide Welsh-medium education of the highest quality to pupils in the Banw Valley in the future, and the Council does not believe that

		allowing 'one school to come to a natural end' is an acceptable solution.
12.7.2	Close both schools if people don't agree	The Council's current aim through these proposals is to provide continued access to Welsh-medium education in the Banw Valley.
12.7.3	Consider the possibility of the new school not being a voluntary aided C in W school, but a community school instead	Comment noted. Whilst the Council could have proposed establishment of a community school, the Council is proposing to establish a Voluntary Aided C. in W. School in order to provide continued access to Welsh-medium Church in Wales provision.
12.7.4	Consideration should be given to working with the Cylch Meithrin to provide wraparound care on the site (in the context of the 30 hour provision)	This will be a consideration once a final decision has been made on whether or not to proceed with their option.
12.7.5	Welsh language immersion centre to be located on the site of the new school as a resource for the county	The Council has committed in its WESP for 2017-20 to establish provision for latecomers in Powys, however this has not yet been progressed. Consideration will be given to a range of options in order to determine how to proceed.
12.7.6	Investment in technology to enable full use of specialisms in other schools	The Council is developing a digital learning strategy with a view that schools should have the ability to work collaboratively without having to travel.

13. REFERENCE TO DOCUMENTATION

13.1 Consultation Documentation

13.1.1	The consultation document does not provide a common set of objectives and facilities for the new school and compare the cost and implications of achieving those objectives at each of the	The consultation document is based on the current facilities available at the two schools. As outlined in the Consultation Document, consideration would be given to any investment
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	potential sites – the intention seems to be to make a decision on the basis of other criteria, and only then work out what is going to be provided and at what cost	needed following a decision on where to locate the proposed new school.
13.1.2	Unclear what the capacity of the Llanerfyl building is as p.32 says 59+5 and p.51 says 44+5	As explained in the Consultation Document, the capacity figure of 44+5 on page 51 is the school's current capacity based on current use of the accommodation. The figure of 59+5 provided on page 32 is a re-calculated capacity figure, which includes the Art room within the school as a class base.
13.1.3	Would question the viability of the capacity figure of 59 for Llanerfyl	
13.1.4	The consultation document says that there are no walking routes to Banw School, however 27% of pupils walk daily to school from the housing estate which is behind the school	The Council notes this comment, and notes that pupils living in the housing estate behind Banw C.P. School walk to school.
13.1.5	The pupil projection figures need to be reviewed	As explained on page 9 of the Consultation Document, 'These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's Finance team, which is supplied by the schools themselves.' However, it is also acknowledged that pupil projection figures are subject to change – 'It is acknowledged that projected pupil numbers are subject to change'.
13.1.6	Pupil projections cannot be exact – for example people might move to the area.	
13.1.7	Disagree with the consultation document that the geographical location of Llanerfyl is better than Banw –Ysgol Dyffryn Banw is situated in the middle of the valley, between the three villages of Foel, Llangadfan and Llanerfyl.	The Council notes this comment, and acknowledges that Ysgol Dyffryn Banw is situated in the middle of the catchment area currently served by the two schools.
13.1.8	Access to Llanerfyl School is down a 'B' road, with space for two cars to travel down the lane without issue – not a narrow lane as incorrectly stated in the consultation document	The Council notes this comment, and that the 'narrow lane' referred to in the Consultation Document is in fact a 'B' road.
13.1.9	P.19 states that it would be more difficult for Llanerfyl to access after school activities at Banw – this is misleading because	Comment noted.

	many parents already attend activities at Banw village hall, including the boys football club	
13.1.10	P.14 Llanerfyl school may attract pupils from the Llanfair area, this is doubtful as Llanfair already has very good Welsh stream primary education	As stated on page 12 of the Consultation Document, as well as input from officers, the SWOT analyses for each of the options 'reflect comments provided by parents during initial engagement work carried out as part of the review process'.
13.1.11	p.14 states that there is land nearby which could be purchased to extend the Llanerfyl car park and building – is this for sale? How costly would it be to purchase? Is it close enough to the school to avoid having to walk to it? Is this going to be done before the new school opens?	These statements, which are identified as 'opportunities' in the SWOT analyses, were suggested by parents during this process.
13.1.12	Consultation document indicates that 26 children from the catchment area of both schools are travelling on a daily basis to a school further afield. There should be a policy from within the council to incentivise pupils to be educated at their nearest school. If a guardian decides to send their child further afield, the cost of transport should be from the individual not the council.	Comment noted. Home to school transport is provided to pupils living in the Banw Valley area who choose to attend English-medium provision. This is in accordance with the Council's current Home to School Transport Policy, which states: 'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'
13.1.13	Misleading that the consultation document uses the condition assessment to conclude that 'therefore, there would be an improvement in the quality of accommodation for pupils currently attending Banw C.P. School' – it would be fair to say that it would result in pupils attending a 'building that is in better condition', but not 'better quality of education'. Quality of accommodation is a combination of several factors – condition of the building, space standards, facilities available etc.	Comment noted.

13.1.14	<p>There is no statement in the report from the Church in Wales agreeing to support the Banw option, if it were selected, nor from the County Council explaining why Church in Wales designation was preferred at Banw</p>	<p>It is true that there is no statement from the Church in Wales agreeing to support the Banw option. The Diocese of St Asaph is a consultee in the process. A consultation response was received from the Diocese which states that ‘the Diocese of St Asaph wishes to support a way forward that enhances the educational opportunities for pupils so that the children of Llanerfyl and Banw, and the wider community can benefit’, and that ‘the Diocese will in partnership with Powys County Council and the local communities support the proposal to establish a new Voluntary Aided Church in Wales school’.</p> <p>The Consultation Document states that the proposal to establish a new Church in Wales School ‘would ensure continued access to Welsh-medium Church in Wales provision’.</p>
13.1.15	<p>Query re the inclusion of Estyn reports going back to 2014 for Llanerfyl School and 2016 for Dyffryn Banw School</p>	<p>The School Organisation Code (2013) states on page 27 that a consultation document must include the following information:</p> <p>‘information from the most recent Estyn reports for each school likely to be affected’</p>
13.1.16	<p>The document and impact assessment fail to adequately consider the impact that closing either site would have on the surrounding village landscape in terms of visual and residential amenity (i.e. potentially creating a vacant/derelict site) – the report states that should the Banw site no longer be required for education then the Council would need to determine how to use the vacant building in future – however, I would suggest that in order to fully consider the impact of closing the school on the community, the Council needs to consider how to use the vacant building/site now.</p> <p>Building on the Banw site is similar to that of Beguildy Primary School which was closed several years ago and remains for sale. Shocked to pass the site recently and see how badly the</p>	<p>These comments regarding the impact of closure of the Banw site on the visual and recreational amenity, and the references to the closure of Beguildy Primary School, are noted.</p> <p>The consultation document and draft impact assessments have been produced in accordance with the requirements of the School Organisation Code (2013). This states on page 28 that the consultation document should include ‘details of any potential transfer or disposal of land or buildings that may need to occur as a result of the proposals.’</p> <p>In respect of the proposal to establish a new school on the Llanerfyl site, the impact on land or buildings is provided on page 41 of the consultation document:</p>

	<p>site had dilapidated since its closure – detracts significantly from the visual amenity of the area and character and appearance of the village.</p> <p>Banw CP School site is in a much more prominent location, on the A458 Trunk Road, a major strategic road linking the Midlands to the coast. Also adjoins two of the largest housing estates in the Banwy Valley. Having such a prominent site left vacant would impact on the residential amenity of nearby residents, would detract from the appearance of the wider community and the impression that people have of the county.</p>	<p>‘ii) Impact on buildings</p> <p>Should a new school be established on the Llanerfyl site, this would mean that the Banw building would be surplus to requirements for the delivery of education.</p> <p>The Banw site is owned by the Council, therefore should the building no longer be required for the delivery of education, it would be declared surplus to requirements and would be disposed of in accordance with the Council’s asset management procedures, with the potential that a capital receipt could be realised. However, the school shares a site with a community hall. This could cause difficulties with any possible sale of the site.’</p> <p>The draft community impact assessment published has been produced in accordance with the guidance provided in the School Organisation Code (2013). The draft assessment will be updated to reflect comments made during the consultation period, and an updated version will be considered when determining how to proceed.</p>
<p>13.2 HoWPS building reports</p>		
13.2.1	<p>Query re the HoWPS building reports – there are several instances where the descriptions of the elements and conditions were the same as Llanerfyl, but Banw was given a higher rating (Dyffryn Banw building report section 3 1.8, 2.7, 4.3. Also section 3.2 and section 3.4)</p>	<p>The Property Condition Surveys produced by HoWPS provide a headline indication of building elements. The coloured rating indicates the surveyor’s assessment of work urgency, hence projects that have a similar description can have a different prioritisation.</p>
13.2.2	<p>Section 3.1 in Llanerfyl’s condition report states that the structural condition has no evidence of structural or movement throughout the whole building, yet in costings, it states cracking to external stonework evident recommend assessment and</p>	<p>Comment noted – there is an inconsistency in the report as the report indicates that a costing of £1,500 for structural assessment is required while the earlier narrative indicates that there is no structural movement within the building.</p>

	initial report from a structural engineer for both Music Room and resource (external wall) and Staff Room (External Wall)	
13.2.3	Feel the costings in the report are biased and unrealistic – it states that both schools need new boilers and both schools need the boiler rooms refurbishing, in fact Llanerfyl needs two boilers replacing. However it says that the work required on Llanerfyl would cost £27000 but Banw’s would cost £80000	The Property Condition Surveys produced by HoWPS provide a headline indication of where likely action is needed, and both schools are identified as requiring attention within the short or medium term. Potential costs were identified with the best information available to hand.

14. COMMENTS RELATING TO THE PROCESS		
14.1 Initial meetings with governing bodies		
14.1.1	Llanerfyl governors did not agree to the closure of their school and the creation of a new school	<p>It is true that the initial contact with the Council was made by Banw C.P. School. Subsequently, separate meetings were held with the two governing bodies, as well as two joint meetings. The minutes of the second of these joint meetings, held on the 15th January 2018, state that:</p> <p>‘Officers asked whether the two governing bodies agreed that closing the two schools and opening a new school would be the most appropriate way to move forward. Some governors commented that they thought that this was the most appropriate way forward.</p> <p>Neither governing body indicated that they disagreed that this was the most appropriate way forward.’</p> <p>However, following the meeting, it is acknowledged that correspondence was received from the governing body of Ysgol Llanerfyl, stating that they had not agreed to close Ysgol Llanerfyl.</p>
14.1.2	At no point in earlier discussions did the governors of Ysgol Llanerfyl agree to closing their school, however we were willing to work in collaboration with Ysgol Dyffryn Banw for the best interests of pupils	
14.1.3	Llanerfyl governors did not agree to close the school. Dyffryn Banw’s headteacher made the first contact to Powys with concerns about pupil numbers. Llanerfyl did not contact Powys because numbers are generally consistent at around the 32-36 mark (with the inclusion of pre year 1 pupils)	

14.2 Informal session for parents held on the 7th February 2018		
14.2.1	Some of the comments written by Ysgol Dyffryn Banw parents showed that Llanerfyl pupils aren't welcome in Banw – comments such as 'Welsh professional snobs', 'we've had to put up with their s*** food now we'll have to put up with their s*** children.' Also nasty personal comments about some of the school's staff	Whilst the comment is noted, the feedback collated after the engagement with parents held in February does not include any evidence of comments such as those quoted here, although it is acknowledged that some comments were made regarding staff.
14.2.2	Shocked and appalled by the written comments from parents of Ysgol Dyffryn Banw during the consultation day held at Llanerfyl on the 7 th February 2018. Parents referred to in a derogatory manner, and negative comments made about pupils.	Whilst the comment is noted, the Council's view is that none of the written comments made by parents of pupils at either school in the initial engagement held in February could be described as 'shocking' or 'appalling'
14.2.3	Reference to use of 'excrement' as descriptions in the informal consultation session.	Whilst the comment is noted, the Council has no evidence the 'excrement' was used as a description in the initial engagement held in February.
14.2.4	Comments suggested negative feelings towards the Welsh language, Llanerfyl children and their families. Some of the comments can be interpreted as racist	Whilst the comment is noted, the Council does not agree that any of the written comments provided were racist.
14.2.5	One of the Banw governors behaved in a threatening way to one of Ysgol Llanerfyl's parents in the car park after the meeting, leaving her very agitated	The Council is unaware that any Banw governors behaved in this manner to one of Ysgol Llanerfyl's parents.
14.2.6	Many parents won't want to send their children to Banw after their experiences during this session	Comment noted. Should the Council proceed with one of the options outlined in the consultation document, the Council would work with the two current schools to establish the new school, and would hope that all pupils currently attending the two schools would transfer to the new schools, regardless of where it is located. However, it is a matter for parents to decide which school they wish their children to attend, and should they prefer for their children to attend an alternative school, they

		could apply for a place in accordance with the Council's Admissions Policy.
14.3 Parents questionnaire Spring 2018		
14.3.1	The conclusion of the questionnaire was that the majority of respondents thought the Banw site was the best place for the new school, despite the majority of responses coming from parents at Llanerfyl school	<p>It is true that the conclusion of the report outlining the findings of the questionnaire distributed to parents of pupils at Banw C.P. School, Llanerfyl C. in W. (Foundation) School and Cylch Meithrin Dyffryn Banw in Spring 2018 states the following:</p> <p>'Whilst 16 questionnaires were received from families that currently have children attending Ysgol Llanerfyl, only 11 questionnaires ranked the option of 'A new school operating in the current Llanerfyl building' as their preferred option. In contrast, only 8 questionnaires were received from families that currently have children attending Ysgol Dyffryn Banw, however 12 questionnaires ranked 'A new school operating in the current Dyffryn Banw building' as the preferred option.</p>
14.3.2	A question in the previous questionnaire asked whether parents would send their children to the opposing school. The answers which came back were that a percentage of parents would not be sending their children to the other school, whether it be Banw or Llanerfyl	<p>The questionnaire distributed to parents of pupils at Banw C.P. School, Llanerfyl C. in W. (Foundation) School and Cylch Meithrin Dyffryn Banw in Spring 2018 asked respondents to indicate how likely they were to choose for their children to attend a new school established in the current Dyffryn Banw building or the current Llanerfyl building.</p> <p>10 respondents (36%) stated that they were unlikely or very unlikely to choose for their child/children to attend a new school operating in the current Dyffryn Banw building. 2 respondents (7%) stated that they were unlikely or very unlikely to choose for their child/children to attend a new school operating in the current Llanerfyl building.</p>
14.4 Decision making process		

14.4.1	Hope that this important decision will be made in an honest, unbiased and sensible manner by the members of the Cabinet, and that you will remember that it is the future of our children that is central to this issue	These comments are noted. The Council's aim is to ensure the provision of education of the highest quality for pupils in the Banw Valley area in the future, and the decision on the way forward will be made on this basis.
14.4.2	It's important that the decision is made based on providing the best education for children in the area, on facts and truths, not on emotion and politics	
14.4.3	I trust the intelligence of the panel and Cabinet members to make the correct and most logical decision	
14.4.4	Would have concerns that the well-being and educational needs of pupils aren't at the forefront of decision making if it was decided to move children from a satisfactory school to a poor/bad school from a suitability perspective	
14.4.5	If the decision is for Llanerfyl pupils to come to Banw, the decision will have been made for the community, not because of politics.	
14.4.6	Will the decision be made on costs?	Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.
14.5 Reference to Cabinet meeting 18th July 2018		
14.5.1	The site at Llanerfyl scored as a more cost effective and appropriate option in the report presented to Cabinet in July 2018	The report presented to Cabinet in July included an officer recommendation that the new school should be established on the Llanerfyl site, based on an options appraisal carried out by officers.
14.5.2	A detailed report was compiled over a period of 8 months plus. The recommendation made was to site the new school in	However, there was little to choose between the two sites, and

	Llanerfyl, and there was factual and concise evidence to reinforce this recommendation.	therefore, as stated in the minutes of the Cabinet meeting: 'The Portfolio Holder for Finance, Countryside and Transport presented the report and advised that he was proposing an amendment to the recommendation in the report so the consultation would not be specific on which site the new school would be on.'
14.5.3	Why did the Cabinet disregard the outcome of the report by the consultation team in July?	This is part of the democratic process – Cabinet can either accept the recommendations presented to them, amend them or throw them out altogether. There are other occasions where recommendations have been amended at the Cabinet meeting.
14.5.4	How was one councillor able to change the recommendation presented to Cabinet?	The Cabinet member had suggested that it would be fairer for the consultation to include both sites as options. The other Cabinet members had agreed with this, and had supported the amendment.
14.5.5	I asked the Cabinet member why he waited until the afternoon of the Cabinet meeting to come up with another recommendation, and he simply said that he hadn't ready the report correctly prior. Should the future of our children's education be based upon the flippant attitude of one man and completely ignore the views of a team who had spent months compiling the report?	This was the first opportunity the Cabinet member had to discuss this matter with his Cabinet colleagues.
14.5.6	I wonder how much persuading the Chairman of Banw Governing Body did of one of the Cabinet members to change the original recommendation	The Cabinet member was not influenced by anybody to change the original recommendation. He made his judgement on the basis of the paper presented.
14.6 Reference to the consultation process		
14.6.1	Parking and space to drop off and collect the children is an important factor – I did not see highways listed in the list of consultees	The School Organisation Code does not require consultation to take place with highways specifically.

14.6.2	100 or more attended the consultation session in Banw, only 40 or so attended the session in Llanerfyl	It is true that more than 100 attended the drop in consultation session held in Banw Community Hall on the 15 th October 2018, whilst approximately 40 attended the drop in consultation session held in Llanerfyl Village Hall on the 4 th October 2018.
14.7 Reference to process going forward		
14.7.1	Llanerfyl is a Foundation School and a Church in Wales School and any decision relating to its closure would have to be referred to the Welsh Government	<p>The fact that Llanerfyl is a Foundation School and Church in Wales School does not mean that any decision on closure of the school would automatically be referred to the Welsh Government. However the School Organisation Code (2013) does state the following on page 45:</p> <p>‘5.7 Referral of local authority decisions to the Welsh Ministers</p> <p>Under section 54 of the 2013 Act where proposals have been approved or rejected by a local authority the following bodies may within 28 days refer the proposals to the Welsh Ministers for consideration:</p> <ul style="list-style-type: none"> i. Another local authority affected by the proposals; ii. The appropriate religious body for any school affected; iii. The governing body of a voluntary or foundation school subject to the proposals; iv. A trust holding property on behalf of a voluntary or foundation school subject to the proposals; and v. A further education institution affected by the proposals. <p>The bodies making the referral will need to set out why they believe that the decision reached by the local authority is wrong.’</p>

14.7.2	Will the original report that concluded that the proposed new school should be in Llanerfyl still be part of the process?	The work done up until the Cabinet meeting on the 18 th July was considered by Cabinet at that meeting. At the next decision point, Cabinet will be considering the consultation document and the responses received to the consultation. However, most of the information that was included in the original Options Appraisal report is also contained within the consultation document.
14.7.3	In the next step of the process, will the recommendation be made known to the Headteacher and governing body before it goes to Cabinet, as with the previous stage?	The Cabinet papers are published a week before the Cabinet meeting. The Council would endeavour to let the schools know before the papers are published.
14.7.4	Will an extension be needed to the timeline because of the amendment to the consultation made in Cabinet?	No, the timeline is still the same.
14.7.5	How will the temporary governing body be formed?	The temporary governing body would be formed by requesting Expressions of Interest from members of the two existing governing bodies.
14.7.6	Will the local member be allowed to speak in the Cabinet meeting?	Yes, the local member will be allowed to speak as local member. However, she will not be involved in the decision making.
14.7.7	What is the role of the scrutiny committee within this process?	Scrutiny does not have a role in this process. As the consultation report goes to full council for a discussion, it does not go to scrutiny.
14.8 Reference to legal challenge / judicial review		
14.8.1	Apart from the hall matter, all factors conclude in favour of the Llanerfyl site. To conclude otherwise would leave the local authority open to challenge without any basis for their decision based on the information provided	As outlined in the consultation document in respect of the proposals for Banw C.P. School and Llanerfyl C. in W (Foundation) School, there are advantages and disadvantages associated with both site options, and these, as well as the issues raised during the consultation document will be considered by the Cabinet when determining how to proceed.

14.8.2	In today's climate I do not believe the decision to close Llanerfyl could be justified under challenge given the economic factors involved	The Council's priority is to ensure the best possible educational provision for pupils in the Banw Valley for the future.
14.8.3	Any decision must be made with the backing of the information available and distributed, as the decision of closure may well be challenged by both side	
14.8.4	Llanerfyl is clearly the choice the local authority has to make as this is the choice the evidence supports – any decision contrary to Llanerfyl would be difficult, if not impossible to defend by the local authority. Based on the information provided, Llanerfyl should be the preferred site and any decision to the contrary would be open to subsequent challenge	
14.9 Reference to County Councillors		
14.9.1	It's unfair that Cllr Myfanwy Alexander is on the Governing Body of Llanerfyl School – the council sides with her	Cllr Alexander has declared an interest in this matter, and therefore has stepped down as Portfolio Holder for Education for this matter.
14.9.2	The councillor for Banwy should resign as a governor on Llanerfyl School and listen to the views of her electorate and represent the whole area. We need a councillor to speak up for us now more than ever.	
14.9.3	Cllr Alexander should resign as Chair of the friends of Llanerfyl School or step down as a councillor.	
14.9.4	Concern about the impartiality of the local member and her influence in the Council	
14.9.5	How familiar is the Leader of the Council with the area? Has she visited the community?	The Leader of the Council has visited both schools.
14.10 Impact of the process on the community		

14.10.1	I urge you to bring the discussion to an end and make a decision as soon as possible as it is creating bad feeling in the community	The Council acknowledges that any school reorganisation proposal has an impact on the affected communities, and is keen to conclude this process as quickly as possible, in order to minimise this period of uncertainty for the communities involved.
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Appendix C - Minutes of meetings with School Councils, Governors and Staff

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**A Report on the meeting with the School Council of
Banw C.P. School**

October 24th 2018

A Meeting with the School Council of Banw C.P. School

Officers from the School Transformation Team met with Dyffryn Banw School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Dyffryn Banw and Ysgol Llanerfyl.

One session was held with 8 pupils from the school council.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
 - a. On the current site of Dyffryn Banw Primary School **or**
 - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Ysgol Dyffryn Banw? What's good about the school?

- The park and the large hall
- The yard for playing netball
- A good place to do exercise and sports
- A good place to do athletics with a 200 metr running track
- A good place to do the long jump
- 4 classrooms so we study maths and language in different rooms
- Many computers
- The hall is good for sports if it rains
- The hall is good for concerts, Eisteddfod y Foel. The Powys Eisteddfod is also coming here
- A good hall for gymnastics
- A large canteen and kitchen
- An after school cooking club
- There is a kitchen by the hall as well
- A breakfast club
- School lunch has improved and the food is delicious - the food comes up from Llanerfyl
- Chips on Friday
- There is a lot of space here, so there is enough room for us to have time alone if necessary
- The little ones like the bikes
- It is a healthy school and we make fruit pots

- The school is suitable for disabled children or children who have had an injury e.g. a broken leg, because there are no stairs
- 2. Is there anything you dislike about Ysgol Dyffryn Banw, or anything that could be better?**
- No
 - Have more spaces for nature, a nature corner
- 3. If things changed, and if Ysgol Llanerfyl pupils also came to the school in Dyffryn Banw, what Impact would this have?**
- We are friends with Llanerfyl children already, so there wouldn't be much of an impact on us
 - Llanerfyl children come here quite a lot already, for example to see Mr Formula
 - It would be good to have more sports and competitions. There are not enough children here to have a netball team at present, so there would be enough children for this
 - It would be good to have more children in the school and more friends
 - Llanerfyl children would have to come to school by car / on the bus
 - There is room for 120 children here, so there is plenty of room for more children
- 4. Is there anything that worries you about the possibility that Ysgol Llanerfyl children could come to Ysgol Dyffryn Banw?**
- I worry that we wouldn't be friends and that Llanerfyl children would stick together and that Dyffryn Banw children would stick together
 - We would be happy for Llanerfyl children to come here - there's plenty of space here and I would be happy to welcome new children here.
- 5. If things changed, and if Ysgol Dyffryn Banw pupils went to school in the Ysgol Llanerfyl building with Ysgol Llanerfyl children, what impact would this have?**
- I would worry about this - my mother is English and my sister wasn't allowed to go to Llanerfyl because Mum was English
 - This would be good for Llanerfyl children, but there's not enough room for everyone there
 - There are stairs at Ysgol Llanerfyl and I worry that if there were disabled children at the school, they would not be able to get upstairs
 - There wouldn't be room for everyone in the classes
 - There is no canteen or hall
 - It's dangerous to cross the road to go to the hall
 - There is only one female toilet at Llanerfyl, there are more toilets here

6. Is there anything that worries you about the possibility that you would have to go to Ysgol Llanerfyl?

- I don't think there's enough room for everyone
- I'm worried that people would move to Ysgol Llanfair or Ysgol Pontrobert
- I worry about crossing the road to go to the hall
- I'm worried that they don't let English children go to Llanerfyl. I would have to go to Llanfair
- It would be good for Llanerfyl children, but I don't think the change would be good for us.

7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:

- Having one school is a good idea but the loss of a school in one place will affect that community
- If there were one school, it would be easier for the children to make friends and the school would be able to compete in netball and choir competitions, and be better at Eisteddfodau.
- Ysgol Llanerfyl is good at some things and Ysgol Dyffryn Banw is good at other things, so the new school would be able to be good at lots of things

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.



**A Report on the meeting with the School Council of
Llanerfyl C. in W. (Foundation) School**

October 24th 2018

A Meeting with the School Council of Llanerfyl C. in W. (Foundation) School

Officers from the School Transformation Team met with Llanerfyl School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Llanerfyl and Ysgol Dyffryn Banw.

One session was held with 7 pupils from the school council, and a second session with 2 late arrivals.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
 - a. On the current site of Dyffryn Banw Primary School **or**
 - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

1. What do you like about Ysgol Llanerfyl? What's good about the school?

- The food is good here
- We are all friends
- The building is big enough
- There is plenty of room here
- It's easier to be here because there aren't many children here
- The site is open after school and at weekends
- The building is old
- The building and the classrooms are colourful, and there are lots of things on the walls
- The playing field, there is plenty of space to have 4 play areas at the same time
- I like to play rounders, cooking, running, football, netball and crafts here
- Eisteddfodau and taking part in the Urdd
- The site is safe and it's safe enough to cycle and walk to school
- The teachers are kind and willing to help you
- The teachers can be strict but they help us and are kind
- Being able to walk to school
- I like the fact that it is a small school, there are friends in different year groups, and everyone knows each other

2. Is there anything you dislike about Ysgol Llanerfyl, or anything that could be better?

- Rugby, we are not allowed to tackle because it's a 'contact sport'
- There are plenty of computers in the school, but the internet is slow
- There is no hall at the school, but we use the village hall. When it rains, we use the classrooms. We use the hall for the Urdd and for concerts, and go to the Church for thanksgiving.
- It's a long way to Welshpool to buy sweets!
- Nothing, I like the school

3. If things changed, and if Ysgol Dyffryn Banw pupils also came to the school in Llanerfyl, what impact would this have?

- We don't know them very well, so we would have to get to know them
- I worry that there is less space at this school - no room in the classroom or on the playing field
- We know some of the children already through trips, playing rugby and Mr Formula
- We need to get to know the children first
- We would have to make new friends
- Llanerfyl children would show Dyffryn Banw children where to go
- We would be able to make more friends
- If the Dyffryn Banw children came here, the school would have to be made bigger

4. Is there anything that worries you about the possibility that Ysgol Dyffryn Banw children could come to Llanerfyl?

- No, nothing worries us about the Dyffryn Banw children coming here
- There would be more competition to get a place in the sports teams
- How would 55 pupils fit in this building?
- The only concern is that Ysgol Llanerfyl would have to be made bigger

5. If things changed, and if Ysgol Llanerfyl pupils went to school in the Ysgol Dyffryn Banw building with Ysgol Dyffryn Banw children, what impact would this have?

- We would not be able to cycle to school
- We would have to go to school by car or by bus
- A larger minibus would be needed to take everyone to school
- It would be harder for small children to find their way around the school because the school is bigger
- Different teachers, it would be better if our present teachers went to Ysgol Dyffryn Banw too
- The school is bigger and there would be more space for sports
- Mum works at Ysgol Dyffryn Banw so that would be good
- It would be sad for my parents and grandparents because they went to school at Llanerfyl and the school wouldn't be there any more

6. Is there anything that worries you about the possibility that you would have to go to Ysgol Dyffryn Banw?

- I would have to make new friends
- I do not want to go to Dyffryn Banw, I want to stay here

7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:

- We are happy in the school
- We like the school as it is

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

**Minutes of the Consultation meeting with governors and staff of Ysgol Gynradd
Gymunedol Dyffryn Banw held on the 15th October 2018 at 7.30pm at Ysgol Dyffryn
Banw**

Present-

Governors of Ysgol Dyffryn Banw – Kate Pinder, Emlyn Thomas, Eleri Mills, Richard Tudor, Marie Shirley Smith, Ruth O'Dwyer

Staff of Ysgol Dyffryn Banw – Delyth Thomas, Catrin Tudor, Nia Ellis, Rhian Jones, Penny Davies, Mererid Lewis, Betsan Llwyd

Powys County Council representatives – Cllr Aled Davies, Alec Clarke – Head of Learning, Marianne Evans – Senior Manager Schools Transformation, Catherine Cottle – HR Business Partner

Representative of the St Asaph Diocese – Sheridan Goodey, Jennie Downes

Clerk – Diane Rees

1 Welcome

Cllr Aled Davies welcomed everyone to the meeting and thanked them for attending. All present introduced themselves.

Cllr Aled Davies explained that Cllr Myfanwy Alexander was the Portfolio Holder for Education but had declared an interest as she is a Governor at Ysgol Llanerfyl, therefore he had been appointed to act as temporary Portfolio Holder for this consultation.

Cllr Aled Davies commented that a drop in session had been held in the Community Hall from 3.00pm until 7.00pm that day and that the purpose of the evening meeting was to give the opportunity for Banw governors and staff to ask questions about the consultation.

2 Background to Consultation

Cllr Aled Davies asked Marianne Evans to outline the background to the consultation process.

Marianne Evans provided an overview of the consultation. She explained that the consultation period had started on 24 September 2018 and was due to finish on 5 November 2018. When the consultation period ends, the next step will be to look at the comments received during the consultation period, and to produce a consultation report, which responds to the comments. The consultation report will go to the Council, who will discuss the proposal, and then Cabinet who will make a decision on how to proceed.

If the Cabinet decides to go ahead with one of the options, statutory notices would be published, and there would be a period of 28 days when people could submit objections. Following this, another report would be produced, outlining the objections received. This report would be considered by Cabinet, who would then make a decision on whether or not to proceed with implementation. It is anticipated that the whole process will be complete by May/June 2019.

3 General discussion

Comment: Pleased to note the good response to the afternoon consultation session. I believe that when the facts are looked at, for the parents of pupils at Banw to move to

Llanerfyl school there would be a need for investment – the facilities are not as good there. No discussions have been held regarding building commitments at the Llanerfyl site if it was chosen, but there would be a wish list of improvements that would be needed, which would be very costly.

Dr Alec Clark: The figures that were in the report from Heart of Wales Property Services (HOWPS) have to be taken into context, there are fluctuations year on year in schools. In many ways some of the things mentioned were a wish list more than how old a boiler is at that point in time. It is clear in the consultation document that there are two categories that would be looked at – the condition of the building and then the suitability of the building in terms of day to day use. In terms of looking in the round, I would like to visit both schools on a school day when there are children there. In terms of the council's Challenge Advisors and School Improvement colleagues, there are no major concerns about the quality of education in either of the schools. We have historical Estyn reports, however remember that these are snapshots of the school at a point in time. I would want to see both schools in the light of day, running as usual.

Cllr Aled Davies: I would like to visit with Alec. I visited the school on the snow day in April, it was planned that there would be children here but unfortunately both schools were closed. However, both schools are able to accommodate all children in their current state.

Dr Alec Clark: I'm confident that an effective school with all the pupils in it could be run on either site. However, whatever decision is made, it is possible that there won't be full buy in from the other party. If the new school was in Banw, some consultees have already indicated that not all the Llanerfyl children would come here, and vice versa.

Cllr Aled Davies: Although it would take time to settle, I hope for the sake of the education within Dyffryn Banw that the two school communities can move forward with whichever option is chosen. It's so important that a school continues here in the valley and for it to flourish.

Comment: If you are providing a good education, it attracts people anyway. The most important people in all of this are the children.

Dr Alec Clark: We have been told that the current uncertainty at the moment is resulting in parents not wanting their children to come to this school at the moment.

Comment: I understand that, that's why it's so important that a decision is made as soon as possible.

Dr Alec Clark: Whatever the outcome of this process, it needs to be a stable solution that is fit for the future.

Comment: I'm sure it said in the report that there are 26 children who travel out of the area to another school, and are provided with free transport.

Dr Alec Clark: Which ever site is chosen, it is unlikely, from the comments that we have heard, that the new school will manage to receive all the pupils in the area, but if only a percentage choose the new school, it would be an increase to the current numbers on roll.

Cllr Aled Davies: With regard to potential investment in the future, there is no doubt that whichever site is chosen, investment would be needed in the medium term.

Marianne Evans: Based on the capacity of the two buildings, all children can be accommodated on either site. However, there is a duty on the authority to look at the suitability of what's there already and what's actually needed because there would be

different needs in both. For example, if the school was in Llanerfyl, we would need to look at whether there is enough storage, have they got enough cloakrooms, have they got enough toilets, and I think it would probably be the same here. No capital funding is needed immediately to be able to accommodate all pupils at either site, but as an authority we would want whichever site is chosen to be the most suitable to meet the needs of learners, so there would have to be some funding at some point.

Comment: If all the pupils came from Llanerfyl School to Banw School – it would be a win win situation. The Banw children would have more social interaction and the Llanerfyl children would have more facilities. If the Banw school pupils went to Llanerfyl school, it would be a lose lose situation because Llanerfyl would have less space individually and Banw would be losing the Hall and the facilities.

Marianne Evans: Cabinet will have to look at things from each perspective, and consider the advantages, disadvantages and the impact for both.

Comment: The community aspect comes into it as well due to the co-location of the school with the Hall – they are entwined and rely on each other.

Marianne Evans: I have spoken with the Chair of the Community Hall committee, who explained which bits of the hall were leased to the community but also that every service coming in was via the school – electricity etc. so I accept that there would be a huge impact – you can't just close a door and say, that was the school, that was the Hall – the two are far more integrated.

Comment: How did the HOWPS survey not pick up that the Hall and the school were so intertwined?

Marianne Evans: It was known that they were intertwined but we hadn't had the full details or appreciated the reality.

Dr Alec Clark: HOWPS carried out a broad building survey more in the style of an asset management plan, they came in as building surveyors. It was not their duty to unpick in terms of community usage, potential expensive costs of separating the buildings. I had assumed that the switch gear, mains inlets and outlets, drainage etc were shared, so actually it was a more complex picture but it is the quality of potential education for children and that would come at the top of the list.

Comment: The Hall is a huge asset to the school because we use it so often, we have use of it during the day, we have PE lessons there and use the stage for performances, we can access it all day and with the new curriculum it would be used even more.

Dr Alec Clark: I agree that it would help deliver the standard for the performing arts and expressive arts element of the curriculum and also the Health and Wellbeing in terms of having dry access to sporting and physical activities during the day.

Comment: The children that attend Llanerfyl have to walk to the Hall in all weather, at some times of the year when there were practices for performances such as Christmas time, they had to walk back and forward four or five times a day. This could be seen as a Health and Safety issue. If it is raining, PE has to be carried out in the classroom, if you have 32 children in a classroom, this is not acceptable, there is nowhere for the pupils to go for fresh air. Some pupils eat their lunches at their desk as well.

Comment: If Llanerfyl pupils came to Banw, it would be because individuals had made a decision for the community, not a school that exists because of politics. The report has given us figures regarding money to be spent on building a new extension at Llanerfyl, however it does not take into account that there would be additional costs to move boilers / services etc if Banw school shut. Shutting the school would not be a simple process. Also how much call would there be for a building of this size in this rural area if the building was closed?

Cllr Aled Davies: Property prices aren't the same as the middle of Birmingham or London, the potential of capital receipt for the authority was not a large sum compared to other costs. Everyone had seen the list in the consultation. While there could be receipts for potential investment, this did not drive the process, what drove it was the education and the opportunities for pupils in a small school. By opening one school, it could help with things such as budget, as well as other things such as numbers for football teams. The authority could invest in the building – there had been an extension in the past. Possibly the Church could be asked to provide a contribution. If a large amount of expenditure was needed, we could make a bid for a Welsh Government grant. As the proposal is to establish a Church in Wales VA school, whether on the Llanerfyl site or the Banw site, Welsh Government would provide 85%, compared to 50% for other schools.

Sheridan Goodey: The information is correct with regard to the 85% funding, however that would need to be looked at within the limit of the whole 21st Century funding for schools and the money available. 21st Century Schools funding is for big capital investment, it would need to be looked at in the context of how much money Powys has asked for.

Cllr Aled Davies: A business case would need to be put forward. There are no guarantees, the case to Welsh Government could be accepted or rejected.

Comment: Where would an extension go on the Llanerfyl site as there are no grounds around the school suitable to build on.

Cllr Aled Davies: We cannot get into that level of detail at the moment – there is no commitment to any capital expenditure at this stage.

Comment: There are rumours going around that the person who owns the ground around the school was willing to give the ground to the authority. However, the opposite rumour had also gone around at the meeting in the day, so this information is unreliable and cannot be taken into consideration.

Comment: As a parent of a child in the Banw school, are we being asked to choose the site as it is now in Banw or the site as it is now in Llanerfyl? Is that correct?

Cllr Aled Davies: Yes that is correct.

Comment: The Llanerfyl site has no car park, canteen, playing field or facilities, disabled access or a hall, however all this is available two miles up the road.

Cllr Aled Davies: There are pros and cons to both sites, the consultation is an opportunity to gather all the information and highlight the benefits of both sites. A decision will not be made tonight.

Comment: During the initial engagement with parents held in the spring, parents were asked to complete a questionnaire. More forms were returned from parents at Llanerfyl school than parents at Banw school but actually the consensus was that

more parents believed the new school should be at Banw. That included the parents of children who currently attend Ti a Fi.

Dr Alec Clark: Many people today have talked about the positives of the Banw site, however this is a formal consultation so will be based on written responses. Stakeholders needed to provide their written comments for the authority to look at and analyse.

Comment: I haven't been to Llanerfyl school yet but will be visiting the school this week. What should I be looking for?

Dr Alec Clark: In terms of equity at both sites, both are functioning schools, therefore you have to take into account that both could go forward as the new site.

Comment: The numbers in the consultation paper need to be corrected.

Comment: It's wrong where it states in the document that no pupils walk to the school, when there is an estate directly behind the school that pupils walk from.

Dr Alec Clark: Any comments submitted will be taken into consideration when determining how to proceed. To address any concerns about a local councillor having a vested interest, the Cabinet have shown their high esteem of Cllr Aled Davies by asking him to take over the process.

Comment: The Friday night previously, the local member took me around the Llanerfyl school site, how could she do this if she didn't have an interest.

Cllr Aled Davies: The decision was up to the councillor, she may have been asked to go and support Llanerfyl. It is very difficult for a local member to please everybody but it is important that she represents all residents in the area. Everyone needs to try and take the emotion out of the process and look at the evidence, to ensure that thoughtful comments are made through written submissions, not just expressed in meetings. The evidence would then be put into a report, which was such an important process, so that all the relevant information could be gathered together. The Authority's decision may not please everybody.

Comment: The process sounds fair, but if the process is going according to fairness, would the local member be allowed to speak on the decision day? She would be encouraging the Cabinet to make their decision in favour of Llanerfyl site.

Cllr Aled Davies: The decision would be made by the Cabinet members but not including Cllr Myfanwy Alexander. Cllr Alexander would be able to speak at the meeting as local member. Before Cabinet makes a decision, the consultation report will also go to full council. Cllr Myfanwy Alexander would be allowed to comment as local member at the full council meeting.

Comment: the local member should be neutral as she represents both areas, Llanerfyl and Banw, but we are all aware of the situation and of her influence in Council. Would the consultation potentially back Llanerfyl as they have the support of the church?

Cllr Aled Davies: We have consulted with them before the initial consultation and after the recommendation was altered, and so would ask for their observations. However, the feedback has been that the Dioceses is happy to support whatever decision comes out of the consultation and is best for the communities. At this stage, it is an open consultation, any taxpayer can comment.

Dr Alec Clark: Who the consultation affects has got to have the greatest opinion. This will be considered. People should consider what a seven year old pupil would consider to be the best setting and what's best for the pupils.

Comment: What power does the scrutiny committee hold within the council?

Cllr Aled Davies: Scrutiny does not have a role within the consultation. A decision was made a couple of years back that where a consultation goes through full Council, the scrutiny committee does not have a separate role, it was bypassed by full council. If there was clear evidence for a course of action, the consultation going through full council would give it extra weight and it gives everybody a chance to have their say. A recommendation would be received about the consultation from full council and the Cabinet would consider that whilst making the final decision. The regulators, Estyn and the Welsh Government audit office would deem the full council sufficient.

Comment: Why did the report indicate that the Banw site would need so much money to bring it up to scratch? The school is in Property Plus, the standards are pretty average and the building has a condition rating of B, so if the decision was made for the school to be at the Banw site, would money be spent to upgrade the school or not, as you commented earlier that it was a functioning school, would we just stay as it was.

Cllr Aled Davies: It's about prioritisation of works through the major improvement programme.

Marianne Evans: There is a priority list which has an agreed scoring criteria, a prioritisation matrix, which looks at condition, suitability, sufficiency, Health and Safety, and whether a school is part of a school reorganisation process.

Comment: Does it matter who owns the building? Would the council invest in a building they don't own?

Cllr Aled Davies: It's about providing an appropriate environment for pupils, it doesn't matter who owns it. Llanerfyl school is not owned by the Authority but could have improvements made to it with Authority funding.

Sheridan Goodey: The Llanerfyl school building is held in Trust and the trust would say that it can only be used for educational facilities.

Comment: What would happen to the Llanerfyl school building if the Authority did decide to close it.

Sheridan Goodey: Powys County Council would be required to transfer the school into an educational trust and the trust would be held for the children in the community. The asset of the building is held in a trust, this is because the trust has a charity status.

Comment: If the decision was to site the school at Banw, as there wouldn't be any obvious need for the building at Llanerfyl for education purposes, in those circumstances, would the trust sell the building, invest the proceeds into education in the area.

Sheridan Goodey: It's more complicated than that, the church would need to wait for a final decision to be made and at that point the Diocese could go to the Charity Commission, to explain the situation and to request to move forward with whatever proposal and wait for them to respond. It's not possible to confirm what the Diocese would do with the building, it would be the Charity Commission's decision to agree to the dissolution of the Trust.

A query was raised that the diocese was not dissolving a trust simply an asset of the trust.

Sheridan Goodey confirmed that it would be dissolving a trust.

Cllr Aled Davies: The consultation remains open until the 5th November if governors wish to make any further comments.

4 Staff Feedback / Queries

Cllr Aled Davies: This is an opportunity for staff to have their say. Catherine Cottle is here to answer any questions staff have regarding the process.

Marianne Evans: If the Cabinet were to recommend closure of the two schools and the establishment of a new school, one of the first things to happen would be to set up a temporary governing body formed from members of the existing two governing bodies.

Cllr Aled Davies: Is it possible to give a timeline or some potential dates, to give an idea of how long the process would take?

Marianne Evans: If Cabinet were to make a final decision in April/May 2019, the Temporary Governing Body could potentially be established at the end of the Summer Term. Their first role would be to recruit a Headteacher. From September to December, the temporary governing body together with the Headteacher would form the staffing structure for the school. It was usual for the new Headteacher to be involved with the staffing process. After that the HR process starts for the staffing structure which Catherine Cottle can explain.

Catherine Cottle: This meeting tonight is part of the public consultation to decide whether or not to proceed with the proposal to establish one new school. The staff are involved in the public consultation as they are being asked, as people who know, who are doing the job, whether this is a good idea or not. This is separate from the consultation process that would happen further down the road if the proposal went ahead, when there would need to be consultation with staff over the staffing structure. As previously mentioned, most new schools start with the appointment of a Headteacher, then the temporary governing body work with the Headteacher to look at the new staffing structure and to match staff to that structure. One point to understand is that staff are employed in a post in Banw School. If the proposal were to go ahead, the posts would be redundant, but there would be new posts within the new school. We would hope very few people would be made redundant. There are very specific sets of guidance around the Headteacher and Deputy Headteacher posts, which state that the temporary governing body could choose whether or not to ring fence those posts, so that would be a very early decision. The same regulations are actually silent on what happens to the rest of the staff but the Local Authority takes a very strong view that the remainder of the posts would be ring-fenced to the existing staff, because it makes moral sense and good business sense. If the authority were to make all the people redundant from the two schools, they would find it very hard to get skilled, experienced people to work at the school, and the current staff are the people who have relationships with the pupils. So there would be an expectation from the Local Authority that the rest of the posts would be ring fenced, and if they weren't the trade unions would be very unhappy.

Dr Alec Clark: The only caveat there would be if enough staff wanted to make themselves redundant or take the opportunity of being made redundant, which is the only time it would not carry through.

Catherine Cottle: The authority would always look at ways of avoiding compulsory redundancies, so one of things that would inevitably be looked at if there was going to be a

reduction in the number of staff would be to ask if anyone was interested in the Voluntary Severance Scheme (VSS). That's not to say that everybody who expressed an interest in VSS would be able to get it. In relation to the transformation in Welshpool Primary schools, where four primary schools merged into two schools, voluntary redundancy was something that was offered under that process but in the end, only one person was able to take it up. There were no compulsory redundancies because inevitably with change, some people moved on and they were left with vacancies in one school and a full staff in the other school. So in Welshpool Primaries and in the establishment of Ysgol Calon Cymru, there were no compulsory redundancies. Although the opportunity for redundancy could be there, the authority would only be able to release people if they were not needed for the structure of the new school.

The way it would work would be that the Headteacher would be involved in creating the staff structure and the appointments to that staff structure, but the temporary governing body are also involved in the appointments, so that helps with any possible allegations there may be of bias. Going by the timeline that Marianne had outlined, the temporary governing body with assistance from Human Resources would develop the staffing structure during Spring 2020, implementing the new structure wherever possible by matching/slotting staff to jobs so they were not put through any unnecessary processes. The selection could be through a skills audit which would allow time for everyone to be in post before the break for the Summer holidays in 2020 and would enable all pupils to know what classes they would be going to in September 2020 and who their class teacher would be.

Comment: Who would choose the temporary governing body?

Catherine Cottle: The temporary governing body is made up of members of the existing governing bodies from the current schools, all of whom would be invited to express an interest in being on the temporary governing body, at the same time as still being on the existing governing bodies. Usually it is the Portfolio Holder that makes the final decision about the membership of the governing body but it wouldn't be in this case.

Dr Alec Clark: There is an option for the Cabinet to delegate that decision, but in my experience, it is important that there is a good mix of both schools and a large amount of common sense required.

Catherine Cottle: In Welshpool it sorted itself out, the chair of the governing body was from one school and the vice chair from another school, the governing body would be roughly the same size as the existing one, the temporary governing body could be smaller but there are rules around how you constitute the governing body. There are interim arrangements before the new school starts, the temporary governing body would set a new budget which would need to be agreed with the local authority and then hand over to the new permanent governing body.

Dr Alec Clark: Everyone would need to work together to make sure that the process happened correctly and smoothly for the children.

Comment: What about the make up of the governing body – would a Church in Wales school's governing body have more members on it?

Sheridan Goodey: In a Church of Wales school, the governing body would have exactly the same amount of community governors, parent governors etc as they usually would, but they would also need to have at least as many Foundation governors, so that they would have a bigger amount of governors on the governing body.

Comment: How much influence would the Church have on who sat on the governing body?

Sheridan Goodey: The Foundation Governors would need to be agreed and recommended by the Diocese. They don't have to be members of a Church in Wales, it could be people from a non-conformist background, but it's important that they are able to ensure that the Christian ethos is promoted through the school, that was the additional job of a Foundation Governor.

Comment: Would the Christian ethos be a lot more than it currently is at the school as monitored by the authority? Would they have to teach a lot more religious education?

Jennie Downes: Alongside the Estyn inspection, it would be statutory for the school to undertake a Section 50 Church inspection. The inspection would ensure that the Christian ethos was embedded in the school and core to all the values, Compassion is an example of a Christian value, the pupils showed compassion and the ethos was very visible to people visiting the school. When the new school was created, the School would create a new mission statement, aligned to the Christian values. For example 'working together in harmony'. This might be underpinned with a Bible verse.

The Foundation governors would be people that would support the Christian ethos in your school, ensure the collective worship was of a certain standard, some of this may already be in place in the school

Headteacher: how often are the section 50 inspections carried out?

Sheridan Goodey: The inspection would be either at the same time or within a short period of an Estyn inspection, that would be a decision for the school.

Dr Alec Clark: A lot of schools have the two inspections together, the Estyn team are used to having a member of the diocese with them and it doesn't cause any problems.

Jenny Downes: The Diocese would provide support prior to a Section 50 inspection and would give a few pointers. Good practice might include Governors listening to views of pupils through the School Council the school council and show the school how to work with the community, to help bring the two communities together and make sure that it was successful. The Diocese may ask how the school brought the communities together, how did you manage change, did children have a part in it, were the voices of the communities heard? A church school was still expected to study other religions and other faiths.

Cllr Aled Davies: I have a Church in Wales school in my area and when you walk through the door you don't really see a difference, it's really an extra resource to support the school.

Sheridan Goodey: The Diocese could provide extra support for example during a bereavement, and there are other services that can be accessed through the church which could be helpful.

Comment: Can we have clarification on the numbers on the governing body? For instance if Banw governing body is made up of 10 members at present, would there be an additional ten foundation governors on the temporary governing body?

Sheridan Goodey: There is a Statutory Instrument for numbers on a governing body and that would set out the legal requirement for the numbers of governors on a governing body.

Comment: I had understood from earlier in the meeting that there would be five governors from Llanerfyl and five governors from Banw but if they have to have an

equal number of Foundation governors to the governing body, would that then be ten additional Foundation governors?

It was agreed to provide information about the make-up of the temporary governing body and the new permanent governing body.

Comment: The timetable mentioned in the consultation paper states that the new school would open in 2020. Could this be shortened, as whichever site is chosen, there is a school running already.

Marianne Evans: It's fair to raise the point. Concerns about the timescales were also raised in the meeting in Llanerfyl. I accept that it does sound like a long time from here to the opening, so it may be possible to move quicker and to open after Christmas 2019.

Catherine Cottle: Looking at the timescale now and bearing in mind that the temporary governing body wouldn't be established until September, to have the new school open by January 2020 may be too tight. Where the authority has tried to do the process too quickly, it has put the Headteacher and staff under significant stress. After Easter 2020 could be possible, but you would almost be through the school year, so 1st September 2020 would be the most sensible option. Unions prefer schools to open in the September, also if there should be the need for any redundancies, which we hope there won't be, it would just be a more natural time for staff to move schools.

Comment: If a decision is made, what would happen to the staff if not all pupils from the other site transferred to the new school? As staffing is based on expected pupil numbers, if the actual number was lower, would we then have to go through another process to reduce staff?

Catherine Cottle: Members of the temporary governing body would have to make decisions on staff numbers based on the number of pupils expected to be at the school. If down the line the numbers are lower, then a decision to reduce might have to be taken. There is a risk of lower numbers, it is always a risk in school transformation, and managing change from a staff perspective, staff sometimes say that they are not going to move.

Catherine Cottle: I will be available to answer questions at a later stage, should the proposal be supported by Cabinet, and a generic e-mail address would be given to staff and governors which would be monitored and responded to, as soon as the final decision is made.

Comment: Why did the original recommendation change?

Cllr Aled Davies: I asked for the recommendation to be changed. The officers had drawn the Cabinet report, but when I read it all, I thought that it was too close to call. It's important that the process is open to everyone, is open and that no options are closed off.

Cllr Aled Davies thanked everyone for attending, including the representatives from the church and the translator for her services.

Minutes of the Consultation meeting with governors and staff of Ysgol Llanerfyl Church in Wales School held on the 4 October 2018 at 7.30pm at Llanerfyl School

Present-

Governors of Ysgol Llanerfyl – Trefor Jones, John Gittins, Lowri Rees, Dyfrig Jones, Cllr Myfanwy Alexander, Rhian Owen, Gaynor Roberts, Ffion Simmons (Clerk)

Staff of Ysgol Llanerfyl – Meinir Jones, Llinos Williams, Penny Davies, Haf Lewis, Nesta Jones, Meinir Russell

Powys County Council representatives – Cllr Aled Davies, Alec Clark – Head of Learning, Marianne Evans – Senior Manager Schools Transformation, Nancy Owen – Finance Business Partner, Catherine Cottle – HR Business Partner

Representative of the St Asaph Diocese – Sheridan Goodey

Clerk – Diane Rees

1. Welcome

Cllr Aled Davies thanked everyone for coming to the meeting to meet with the officers of the Authority. All attendees introduced themselves.

Cllr Aled Davies noted that a drop in session had been held in Llanerfyl Hall from 3.00 until 7.00pm that day, and that the purpose of the evening meeting was to give the opportunity for Llanerfyl Governing Body and staff members to ask questions about the consultation.

2 Background to the Consultation

Marianne Evans provided an overview of the consultation. She explained that the consultation period had started on 24 September 2018 and was due to finish on 5 November 2018.

When the consultation period ends, the next step will be to look at the comments received during the consultation period, and to produce a consultation report, which responds to the comments. The consultation report will go to the Council, who will discuss the proposal, and then Cabinet who will make a decision on how to proceed.

If the Cabinet decides to go ahead with one of the options, statutory notices would be published, and there would be a period of 28 days when people could submit objections. Following this, another report would be produced, outlining the objections received. This report would be considered by Cabinet, who would then make a decision on whether or not to proceed with implementation. It is anticipated that the whole process will be complete by May/June 2019.

3 General Discussion

Comment: The council had produced a report which reached the conclusion that the proposed new school should be in Llanerfyl. Would that report still be part of the process?

Marianne Evans: The work done up to now has been considered by Cabinet and, at the next decision point, Cabinet will be considering responses received to the consultation. Most of the information that was included in the original Options Appraisal report is also contained within the current consultation document.

Comment: Would the report would be considered again?

Marianne Evans: The pros and cons of the Options Appraisal report are already included in the consultation document.

Comment: After all the work that had been carried out for the original report, I don't understand how one councillor was able to change the recommendation, it made a mockery of the system.

Cllr Aled Davies explained that he was the County Councillor who asked for the amendment to the original recommendation, so that consultation took place on the two possible sites. He suggested that it was fairer to both schools to include both sites in the consultation. Members of the Cabinet had supported him with the amendment.

Comment: If the change to the consultation was fair, did this show that the original report was unfair? The school is an unfair position due to the change in the recommendation.

Cllr Aled Davies: It was a matter of opinion. I gave my opinion at the Cabinet meeting – I don't believe it was unfair. Point 5.51 in the report refers to the condition / suitability of the two schools. It isn't clear from this information which is the most suitable site, which is why both sites needed to be considered as part of the consultation.

Dr Alec Clark: In terms of the relevance of the report, it was a report that had gone to Cabinet and is available with the papers of that meeting. The original report was a matter of record.

Cllr Aled Davies: You can go on any council website in Wales and download the reports and minutes of council meetings. Elected members may need to look at what is recorded so far.

Dr Alec Clark: Both the Councillors are right. It's a consultation period, which would have to happen anyway for the public record. I know that it may feel like it has had a false start but it hasn't.

Comment: The original report was compiled by experts, professional people doing it day in day out. There was a lot of hard evidence in there, it was not just someone's opinion, and it was factual.

Dr Alec Clark: Those facts did not change.

Cllr Aled Davies: The paper was taken to the Cabinet based on the officer recommendation that the new school would be established on the Llanerfyl site. The reasons for this, whilst justifiable, could be challenged. When it came to Cabinet, there was concern that there was little to choose between the two sites, therefore it would be fairer to include both of the school sites. It was not unusual for recommendations to be amended.

Cllr Aled Davies's comment that recommendations were always changing was challenged, and he was asked why there wasn't a discussion beforehand. He was also asked to name three occasions where recommendations had been changed, because she was not aware of any.

Cllr Aled Davies referred to a Finance report regarding the use of reserves where the recommendation had changed. He explained that changes happened regularly and that the

purpose of Cabinet was to consider the report and accept the recommendations, tweak them or throw them out altogether. Once the consultation had finished, a further report will go to Cabinet with a recommendation. Again the recommendation can be amended as part of the democratic process. The amendment to the original recommendation had just brought another element in, not changed it substantially. It is important now that people respond to the consultation document, so that these responses as well as other evidence can be considered when deciding how to proceed. He acknowledged that it was extremely difficult to take emotion out of the situation and look at all evidence before coming to a decision and he would make sure that Cabinet know all the nuances.

Dr Alec Clark: Even if the recommendation had not been amended, the process would still be running to the same timeline, we would still have been here tonight. It is a very difficult decision, and his view was the more consultation carried out the better. Clearly, whatever the outcome, one school will feel like the loser, so it's important that everyone should have the opportunity to give their full opinion. The process was close to the heart of both communities and both had strong opinions – anything that affects your family brings strong emotions. It is where it is in terms of the democratic process, and the democratically elected members chose to go forward on the amended recommendation.

Comment: At the drop in session I asked Cllr Aled Davies to put himself in my situation - if he was on a governing body for a school where the figures have been consistent and the projections for the next five years are consistent, then there is an issue up the road at another school where the numbers have dipped, would he have been happy to be dragged into the situation, into the consultation? The governing body at Banw approached the Authority and Llanerfyl School is suffering because of it.

Cllr Aled Davies confirmed that the governing body at Banw had made the initial approach to the authority about a year ago, as they were concerned about pupil numbers and the impact on the education of children in the Dyffryn Banw Valley. He asked Marianne Evans to take the governors through the process since then.

Marianne Evans: It is true that the governing body of Banw School originally approached the Authority with concerns about numbers and the future education of children in the Dyffryn Banw valley. She explained that separate and joint meetings were held, and both governing bodies had agreed that the right way forward was to look at having one school, to protect education in the area. There was a recognition that whilst it was not quite as bad at Llanerfyl, pupil numbers at both schools are forecast to dip, therefore the authority needed to look at the whole picture, to consider the two schools.

Comment: One thing the community in general in Llanerfyl can't understand is that if numbers dropped in Llangedwyn School, for example, the council would look at closing Llangedwyn School – the council wouldn't look at closing Llanrhaeadr Ym Mochnant School, because that isn't the school where the numbers are dropping. I have looked through the records and can't find a single occasion when consideration was given to closing a school next door to a school where pupil numbers have dropped. I'm more than happy to look at a solution that tries to bring the best for all the pupils and families in the valley but it is important for people who live here to understand why. Llanerfyl school wasn't facing closure until quite rightly the Headteacher at Banw brought up her concerns about the education that could be provided in Banw. Educational experiences for the pupils at Llanerfyl are fine. It's like

saying that his house is on fire but we will pour water through your window next door, the crisis was not generated in this school and so it's important to remember, and in an open way, if our numbers were down in the teens, and there were 40 pupils in Banw, the people in Banw would not be happy to close Banw School and send the children down here to Llanerfyl. I know that the difference in numbers is not huge, but there is a feeling that we do not want to be sacrificed to solve their problem. That's not what has happened anywhere else. This was discussed here in the past here, and it has left a bad taste in the mouths of local people. We all want to move onto the future and forget the past, and I think that everyone in this room agrees that there are not enough pupils to sustain two schools in the area, but people feel agitated because they feel that this was an unjustifiable process.

Cllr Aled Davies: I'm very aware of the feeling in the room, this was reinforced this afternoon at the drop in session. As a council, we need a strategic overview of this and also to focus on the education of the children as well as many other factors. Whichever solution is agreed, it will not be perfect and it will not suit everybody, so we must ensure that there is a strong school in the valley. It is quite a distance to the end of the valley, it's a big catchment area, and I appreciate that the schools are at the heart of the community.

Comment: I know more about the strategic view of education than a lot of people, but in every other place, if numbers fall in school A, we do not think that we must close school B. We may look at an area solution and in a way that's what we are doing here but on basic fairness, that has to be a major factor. Ultimately the school needs to be where the children are. There has never been a proposal to close a school and move a whole school population to a school where there are a very few children, it hasn't been done because it is not practical and that cannot be stressed enough.

Marianne Evans: It is not about closing one or two schools, it is about establishing a new school in the valley. For fairness, the council thinks that the best way of doing it is to close both schools and to establish a new school with new governance, new staffing. That would then create a new approach, and also treats both schools equally. Whether you think that's right or wrong is your view, but that is why the authority is proposing to close both schools and start a new school on one of the existing sites.

Dr Alec Clark: There are positives whichever of the sites were chosen. The authority is currently putting bids together to equip schools with up to date IT equipment, which will be more essential than ever in the future. I want IT provision to be really good right across the County but in financial terms, two schools equals two servers, two contracts – the costs kept adding up.

A question was asked about whether the costs are part of the decision for the consultation.

Dr Alec Clark: It's the quality of education going forward, making sure you have the appropriate resources – this is more than cost. Also if there was the possibility of putting optic fibre in the valley, that your IT resources are up to date. IT is just an example, but a good example.

Comment: I asked Cllr Aled Davies in the drop in session this afternoon if the process was about cost, and he had confirmed that it was not about cost. However, as a taxpayer I know that you have to manage your costs. Our school has been so careful

with the school delegated budget – parents even cut the grass to keep costs down. This should be noted.

Comment: Surely you have to go for sustainable education so that the school can keep on going in the future.

Comment: I'm confused about the numbers in the consultation document – on page 32 it gives pupil numbers as one amount whilst on another page, it seems to indicate something different.

Marianne Evans: Page 32 of the document relates to the option to establish a new school on the current site of Llanerfyl, then it gives the details of the new school if it was established on the Llanerfyl site. The maximum capacity would be 59, this includes the art room as a class base, this is why the figures differ. Page 51 of the consultation document shows the current capacity at Llanerfyl school – it was not possible to propose a school of 44 when the combined pupil numbers would be more than that, so we would seek to get the maximum capacity possible for Llanerfyl school.

Comment: Is it just the art room that makes a difference to the capacity?

It was confirmed that this was correct.

Comment: If the projected pupil numbers show that there is enough capacity at Llanerfyl School for the next five years, with sustainability and the record of careful budget management at the school, surely that was what the Authority should be looking at.

Marianne Evans: Both sites are big enough to accommodate all pupils, this is why neither site requires capital investment – given the combined pupil numbers, they could all fit in either site. However, dependent on which school site was chosen, the authority would then have to look at the building to see what adaptations, if any, would be required. This could include storage, are there enough toilets etc. Essentially though, all pupils can fit in both buildings.

Comment: When a previous Headteacher left here, there were 62 children attending the school and Powys inspectors and advisors visited frequently. At no point was it said that there was an issue with capacity or facilities, nobody said that an additional mobile classroom was needed. People who came in and saw how the school was run were quite content with the capacity, so we could be fairly secure on any capacity issue.

Cllr Aled Davies: Capacity at the school site was not an issue within the consultation. At one time Llansilin school had 90 pupils, but if you went there now you would wonder how it was possible to accommodate all these pupils in that building. The same with Llanrhaeadr – a relatively new school which can accommodate 120 pupils, there are approx. 86 pupils there now and you wonder how it would be possible to accommodate another 30 pupils.

Comment: There has been an issue with the perceived lack of facilities but I think the parents would tell you if they were not happy with facilities, purely by not stopping here and going up the road to educate their children. The fact that they have stopped

here and the numbers are consistent should tell you everything you need to know about how content pupils and parents are with the school.

Comment: Challenge that in the consultation paper, it says that the quality of education in Banw school is better than that at Llanerfyl school and that page 51 of the consultation document mentions significant limitations to the buildings. What were the limitations? I have a daughter in the sixth form at Caereinion High School who is very upset that the document suggests that she is having a substandard education.

Marianne Evans: When the surveyors came out to carry out the condition assessments at the schools and look at the buildings, this is the information we have to base the analysis on. In terms of suitability of the building for teaching and learning and generally supporting pupils, its things like the lack of a hall, lack of dining space. These are a disadvantage at Llanerfyl compared to Dyffryn Banw, however that doesn't mean to say that the building is not fit for purpose.

Comment: Does that mean that the children currently attending the school are more disadvantaged?

Marianne Evans: This is what the surveyors told us about the building, this is the suitability assessment that we received. It doesn't mean that the children aren't being taught well and in a happy environment and using the facilities. We know that you have access to a hall, although you do have to walk up a lane to it. You are using the facilities available to the best you can, however we have to include what the property people tell us in the document.

Comment: Back when there were 62 pupils at the school and nobody flagged it as an issue, at any point was there an application for a capital bid for these additional facilities in Llanerfyl, which we were struggling so badly without? Actually, when the authority decided not to put a hall or a dining hall or a satellite launch pad on the list, that's because they knew there wasn't a problem, because the capital list was driven by the problems in the physical state of the building. There has never been a bid, therefore the Authority cannot comment on the facilities. If the Authority had put in five bids over the last fifteen years but had not received a grant, it would be different, but at no point did anybody say the facilities at Llanerfyl are poor. Carno School is a good example, Carno is a small school where the facilities were terrible and flags had been raised constantly for years of what to do about Carno, whether to close it or whether to renew the building, at no point did anyone say that the facilities at Llanerfyl are poor.

Cllr Aled Davies: The surveys were in comparison with new schools which had had been opened which would score an A, nobody would build an exact school like this now, you would all see improvements that you would want to make, there is always ambition to improve your facilities, so it was a graduation from perfect, brand new at the very top all the way down to the poorest grade D.

Comment: The quality of the accommodation at Llanerfyl School was graded as a B and Dyffryn Banw school was graded as a C.

Dr Alec Clark: In terms of the admission number, you are a foundation school, which really puts you in the autonomous bracket in terms of making your own decision for admission numbers, it is a legal status.

Comment: In the next step of the process, when the recommendation is made on which school to close, would the decision be made known to the Headteacher and governing body before it goes to Cabinet, as in the previous consultation? I went to a meeting and everybody knew at the meeting besides the people that should have been told, someone from Cabinet had released the information before speaking to the school first. Can you assure us this will not happen again?

Marianne Evans: The documents are published a week before the Cabinet meets. The Authority would let the school know before the paper is published.

Cllr Aled Davies: There would be a discussion right up until the whole council have discussed the proposal, then a recommendation to Cabinet before a decision was made. It is important that the Authority treats the both schools fairly in regard to information going out.

Comment: If one school costs much more to run than the other, surely the cheaper should win. The officers indicated that the costs would not be relevant, it was not the main factor and I said that the County is skint. There was a balanced budget at Llanerfyl, one school was careful with the budget, one school was haemorrhaging money, surely this should be considered.

Nancy Owen: The financial situation of both schools is constantly changing. The figures in the documents are the figures submitted to the Cabinet by the full governing body of each school which went in the paper presented to Cabinet every year. My understanding is that since the governing body at Llanerfyl submitted their initial budget on the 1st May 2018, they have worked hard and the figures have now changed, and we are now looking at a projected surplus for the 2018/19 financial year.

Marianne Evans confirmed that all the updated information would go into the next report, so it would be an updated version with figures as up to date as are available at the time and explained that only documents signed off officially by the governing body could be included in the consultation document.

Comment: Queried that on page 11 of the document that the Estyn inspection report went back to 2014 for Llanerfyl school and to 2016 for Dyffryn Banw school.

Cllr Aled Davies: This was the last official inspection date for each school. Although Llanerfyl had a monitoring visit in 2016, the full report was at the official inspection date in 2014.

Dr Alec Clark: Although Estyn inspectors re-inspect the school on a monitoring visit, they don't give a judgement, and the school doesn't receive a full report. The judgements given in the report cannot be changed. The revisit is a statutory part of the process but it doesn't form a judgement, the purpose of the revisit is to identify whether appropriate progress has been made, and whether the school should be put back into the regular inspection cycle.

Comment: Llanerfyl School has received a document where the inspector commented that in his 30 years of teaching, he had never seen such standards of written and spoken welsh, to compare with the inspection. However, that could not be put in the document because it was a thematic review so we were not allowed to publish that. This is why we say that we feel that we don't get a fair crack of the whip – we have got a person who has taught in Ceredigion for 35 years who says that they have never seen standards comparable to those in our school but that was a document that had to be put in a locked box. If Dyffryn Banw won a prize for nose blowing, they would somehow be allowed to be put it in the document – it feels that we are being treated unfairly. If you were to ask the High School about the education these children have

when they go up from here into Year 7 of the High School, they would tell you what the standards are like in this school. We have all the evidence of what the standards are like, but for some reason, we are not allowed to say. We are a school where the numbers are not critical and where the standards are so high that people have not seen the like in 35 years but we are not allowed to say that, we have a fine and adequate site which is described as inadequate, we are wondering what the hell would we have to do to be left alone.

Dr Alec Clark: The documents you refer to could be submitted as part of the consultation response. The church inspection if available could also be submitted, then they would be a matter of public record.

Marianne Evans: the consultation document is based on guidance from the Welsh Government which states what needs to be included. This includes two things about quality of education – that the last Estyn inspection must be published – what the outcomes were plus the follow up activities, and that school categorisation data must also be included. This information is publicly available for all schools.

Dr Alec Clark: The process of school categorisation is that the Challenge Advisors team work under a national model from Welsh Government from a consultation with ERW. Every school should be on a journey to improve the school and the education provided, it needs to be a dynamic process, so they look at the figures, have common sense about it all and look at it as part of the journey. The Challenge Advisor would look at the data and agree the categorisation colour with the Chair of Governors. The information would be updated if the categorisation were to change since the consultation document was published. Are you as governors concerned about the fact that you have a temporary Headteacher which would reflect in the assessment?

Comment: Following a conversation with the Challenge Advisor for the school it was agreed that in order to receive extra support for a new headteacher, we would accept a lower categorisation, however the Challenge Advisor acknowledged that the results at Llanerfyl were way ahead of many schools assessed as green schools. The governing body accepted a lower categorisation to provide additional support for a new Headteacher but all of a sudden, because of a drop in numbers at a school up the road, it has put us as a disadvantage, if we could go back, the governing body would not have accepted the lower category, we would have argued differently if we had known about the proposed closure and that the problems up the road would affect us.

Dr Alec Clark: The Cabinet members will look at everything in the final report and all of the things in the consultation process. Going forward, the proposal is to close both schools and establish a new school, if you were green, purple or orange, the quality of education was irrelevant, because going forward it would be a new school.

Comment: It was not irrelevant for a teacher if you are going for an interview in the new school, because governors and parents were going to read the document and this may affect our employment prospects.

Dr Alec Clark: If there was a change to overall numbers of staff, this would be carried out by formal consultation, with union involvement. This process has nothing to do with categorisation of schools – this would not be included in that context.

Catherine Cottle: The categorisation of a school would absolutely not form part of the process and had no bearing on the selection of staff, it would be the individual skills of the members of staff. I'm involved in the primary school transformation in Welshpool and there,

in terms of the processes, there has been fairly little selection process, some staff had fallen out naturally, the situation depends on people's lives and what they want.

Comment: Clearly the transportation costs for the two options would not be the same – could we get a more detailed estimate of costs?

Marianne Evans: The figures in the consultation document are from analysis carried out by the Council's Transport Unit and are based on current costs of home-to-school transport in the area – any updated information will be included in the Consultation Report.

4 – Staff feedback/queries

Catherine Cottle explained to the staff members present that the current process is a public consultation, where you are asked what would work at each school and what wouldn't work. Once the final decision was taken, then there would be a separate consultation exercise with staff.

When two schools close and a new school is established, all posts become redundant – your job would not exist. In the consultation process, we would consult with you about the redundancy of the posts and the structure of posts within the new school. The temporary governing body would have the right to ring-fence the post of Headteacher and Deputy Headteacher and that would be their decision, but the legislation doesn't say whether the other posts at the school should be ring-fenced. However, the temporary governing body is made up of existing members of the two current governing bodies, so they would consider why would they let current staff go and then have problem with recruitment. The unions would strongly advise to keep existing staff.

So consultation would take place with staff, the temporary governing body would make changes to the staffing structure, the existing governing bodies would then consult with staff about the redundant posts, then the temporary governing body would consult with existing staff about the new structure. We would want it to be a meaningful consultation and want to hear your comments. If we do have to use a selection process, this is usually through a skills audit, which sounds scary to support staff, but basically you would need to put in writing the kind of things you would be asked in interview, if you have worked in a primary environment, this would tick all the boxes.

Comment: Would I start at the bottom point of the pay grade as it was a new job?

It was confirmed that the employee would continue on whatever point they are on at the moment if the job is on the grade – e.g. if you are a grade 4 now and the new job is grade 4. If you are a grade 3 now and you get a grade 5 job, you would start at the bottom of the pay grade. The existing years of service would continue, along with any benefits of long service and sickness entitlement. For pensions calculations there would be no break, the process was a procedural operation,

Catherine Cottle clarified that if a staff member had a drop in salary, there might be a one off compensatory award, which they would get as compensation for loss of earnings, and reassured the staff that HR would be there to help the process at all times.

Comment: How would the new temporary governing body formed?

It was explained that the temporary governing body would be formed by requesting Expressions of Interest from members of the two existing governing bodies. Existing governing bodies would continue to run at the same time as the temporary governing body

until the two schools shut which involved double the workload for governors who were members on both of the governing bodies.

Comment: What would happen if they didn't want to try for a new post?

Catherine Cottle: It would depend on the redundancy position at the time. Officially you would have to engage in the process. In some cases, if there was not a suitable post in the new structure, you can have redundancy. She advised the staff members to ask their unions for support. The unions were aware of the consultation and would be invited to the relevant consultation meetings. The governors were reassured that although it would be a once in a lifetime process for them, the authority had managed many similar processes.

Comment: At a governing body meeting earlier in the week, the timeline of the process had been queried – did the authority still expect the new school to open in September 2020 and would they now need an extension due to the amendment of the consultation? Parents were asking governors where their children would be going. Would the new school be ready for pupils to move into by September 2020?

Marianne Evans: The timeline is still the same – new school to be established by September 2020, Following a final decision, the timeline would be re-looked at to see if it was feasible to make the process shorter, for the school to start on 1 January 2020. It was acknowledged that this was the middle of school year, but it may make a big difference by the schools closing Christmas 2019. She noted that although the process was simple in some ways, in other ways it was not simple and the governors needed to understand the complexity, in terms of what we are doing and to consider the timeframes of HR consultation.

Comment: They would like the process to be as quick as possible, as this was a period of uncertainty for pupils and staff and as a parent, it was just prolonging the agony if the process dragged on to Easter/May 2020.

Marianne Evans: When a final decision has been made, the temporary governing body could then be established in September 2019, their first role would be to appoint a Headteacher, the staffing structure and consultation with staff could not begin until a Headteacher was appointed, this would further influence the decision for the timetable.

Comment: The community will tear themselves apart until there is a decision. If there was any way that the process could go through quicker, it would be better. It was noted that one parent had sent their child to another school, because of uncertainty, we will get over this bump but the faster the better, it could be a just a month is knocked off the timetable.

Dr Alec Clark: It is a fragile situation where pupils are being moved and that it would be wrong to put out alternative dates unless they were certain, given the size of schools and emotion in the community, but that he had learnt from previous consultations that the longer you wait the worse it was but his advice would be you cannot start considering an earlier date until the Headteacher is appointed. If the new school started in September the Authority would use the funding formula in place at the time, so both existing schools would get 5 months and then the new school would receive 7 months of funding.

Cllr Aled Davies ended the meeting by informing the staff and governors that they could contact the Authority with any questions that they had following the meeting and thanked the governors and staff for attending the meeting. He explained that the Authority was trying to be fair to both schools and that there wasn't an easy answer but that the consultation would be a thorough and open process.

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**Banw Community Primary School
and
Llanerfyl Church in Wales Foundation School**

Updated Impact Assessments

February 2019

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Proposals relating to Banw Community Primary School and Llanerfyl Church in Wales Primary School

1. Introduction

Powys County Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
 - a. on the current site of Banw C.P. School **or**
 - b. on the current site of Llanerfyl C. in W. (Foundation) School

In-line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2013) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

Draft impact assessments were prepared and published with the consultation documentation. These impact assessments have now been updated to reflect issues raised during the consultation period.

2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation. Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

2.1 Option to establish a new school on the current site of Banw C.P. School

Proposal	<p>Option A:</p> <p>To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Banw C.P. School</p>
Outline Summary / Description of Proposal	
<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> a. on the current site of Banw C.P. School or b. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>	

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£28,715	£20,511	£None	£49,226

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12 th September 2018
3a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	7 th February 2019

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

Service Area informed: **Contact Officer liaised with:**

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal 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
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	This option would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. The Banw building provides access to more facilities than the Llanerfyl building – in particular, there is access to a hall on site. Should this option be implemented, all pupils in the area would be able to access these facilities.	Good		
Residents and Communities We will support our residents and communities	<p>The proposal would mean that there would be no provision in the village of Llanerfyl. However, there is a separate village hall in Llanerfyl, which would continue to be available. The building currently occupied by Llanerfyl C. in W. School is not owned by the Council – should the building no longer be required for the provision of education, the Trust would determine its future use.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the community of Llanerfyl through not having a school in the village, and also potentially a negative impact on the village hall through loss of use by the school.</p>	Poor	Priscilla Foster Trust to consider possible future uses of the building.	Poor
Source of Outline Evidence to support judgements				
Initial engagement with parents, consultation report				

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	Neutral		Choose an item.
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The proposal would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	Neutral		Choose an item.

<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. However, this option would mean that pupils living in Llanerfyl who can currently walk / cycle to school would be unable to do so.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	Neutral		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	Neutral	Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.	Good

<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>	n/a	Choose an item.		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl, and could result in pupils choosing to transfer to English-medium provision instead of a new Welsh-medium school on the Banw School.</p>	Good		Choose an item.
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl.</p>	Good		Choose an item.

<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, potentially being part of a larger group of staff could provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Good	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<p>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities. However, there would be no provision in Llanerfyl, therefore pupils who live in Llanerfyl and can currently walk / cycle to school would no longer be able to do so. The additional travel required could also impact on pupils' ability to access after-school activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School. Comments were also received that implementation of this option would have a positive impact on opportunities for pupils to take part in sports activities due to being part of a larger group of pupils.</p>	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The intention of the proposal is to improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.

Disability	<p>A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School</p>	Neutral	The aim of the proposal is to improve the educational opportunities for all pupils, including any pupils with ALN. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.	Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	<p>The proposal would provide improved educational opportunities for all pupils, regardless of their race.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.</p>	Neutral	The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils belonging to ethnic groups other than White British.	Choose an item.

Religion or belief	<p>Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</p> <p>Feedback was received during the consultation period which outlined concerns that implementation of this option would have a negative impact on links with the Church.</p>	Neutral	Church in Wales ethos to be maintained regardless of site, through support from the Diocese and the Section 50 inspection process.	Choose an item.
Sex	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	Good		Choose an item.
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.</p>	Good		Choose an item.
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	N/A	Choose an item.		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools. Some concerns were raised during the consultation period about the safeguarding arrangements linked to implementation of this option, due to the co-location of the Banw building with the Community Hall.	Good	There is a Safeguarding Policy in place, and regular Safeguarding Audits are carried out.	Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Impact on Powys County Council Workforce</p>	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	<p>Neutral</p>	<p>Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.</p>	<p>Choose an item.</p>
<p>Source of Outline Evidence to support judgements</p>				
<p>PLASC, consultation report</p>				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
<p>Low</p>	<p>Medium</p>	<p>Medium</p>
<p>Mitigation</p>		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 st C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	Various stages during the process
Council decision required	No	Date required	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
N/A	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
N/A
Please state when this Impact Assessment will be reviewed.
This impact assessment will be reviewed at each stage of the process.

2.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Proposal	<p>Option B:</p> <p>To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Llanerfyl C. in W. (Foundation) School</p>
Outline Summary / Description of Proposal	
<p>The Council is consulting on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> a. on the current site of Banw C.P. School or b. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>	

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£36,999	£26,427	£None	£63,426

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12/09/18

3b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	07/02/19
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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

Service Area informed: **Contact Officer liaised with:**

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal 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
Learning and skills We will strengthen learning and skills	<p>The proposal would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. However, the Llanerfyl building is smaller than the Banw building and provides access to less facilities. In particular, there is no access to a hall on site, although the school does access the village hall which is located at the end of the lane.</p> <p>Feedback received during the consultation period suggested that there was concern that implementation of this option would have a negative impact on learning and skills for pupils currently attending Banw C.P. School as there are less facilities in the Llanerfyl building, as well as no access to a hall on site.</p>	Neutral	Investment could be provided in order to enhance the learning environment and to enable the school to embrace new technology. Consideration to be given to the level of investment required and how this can be funded.	Good

Council Priority	How does the proposal 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
<p>Residents and Communities We will support our residents and communities</p>	<p>The proposal would mean that there would be no provision in the village of Llangadfan. Banw CP School is co-located with a community hall, therefore closure of the school / site could impact on the community hall.</p> <p>Feedback received during the consultation period reflected concerns about the impact of implementation of this option on the community hall in Banw, due to the extensive use that is made of the hall by a range of organisations, and about complexities that would arise should there be no school on the site due to the Community Hall’s lease. Concern was also raised that it could be difficult to establish an alternative use for the site, and that it could remain vacant, which would have a negative impact on the area, particularly given the school’s prominent location on the main road.</p>	<p>Poor</p>	<p>Consideration to be given to possible future uses of the Banw building, which would safeguard the community hall.</p>	<p>Poor</p>
<p>Source of Outline Evidence to support judgements</p>				
<p>Initial engagement with parents, consultation report</p>				

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However, the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.

<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>There is no access to a hall on the Llanerfyl site. Whilst the school does have access to the village hall, which is located approximately a quarter of a mile walk away, the lack of a hall on site could make it more difficult to access the hall for activities when needed. Many Llanerfyl pupils live in the village and currently walk to school. This recommendation would enable them to continue to do so.</p> <p>Feedback received during the consultation period reflected concerns about the impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	Neutral		Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	Neutral	Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.	Good
<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>	n/a	Choose an item.		Choose an item.
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Opportunities to promote the Welsh language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, however being part of a larger group of staff would provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Good	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<p>There is no hall on the current site, which could impact on opportunities to take part in sport and recreation activities. However, there is access to the village hall, which is located approximately a quarter of a mile away. In addition, there is a yard and a playing field on site which can be used for sport and recreation activities. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				

Age	The proposal will improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.
Disability	<p>A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.</p> <p>Feedback was received during the consultation period which suggested that this option would have less of an impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School</p>	Good		Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	<p>The proposal would provide improved educational opportunities for all pupils, regardless of their race.</p> <p>Some feedback was received during the consultation period which suggested that this option would have less of an impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.</p>	Neutral		Choose an item.

Religion or belief	Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School.	Neutral		Choose an item.
Sex	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.

Principle	How does the proposal 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
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	<p>Discussions with two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council. Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	<p>The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.</p>	Good		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools.	Good		Choose an item.

Principle	How does the proposal 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
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Neutral	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating

Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 st C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	Capital investment in the school	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	Various stages during the process
Council decision required	No	Date required	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

	2018-19				2019-20				2020-21			
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
N/A		

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
N/A
Please state when this Impact Assessment will be reviewed.
This impact assessment will be reviewed at each stage of the process.

3. Equalities Impact Assessment

Powys County Council

Equality Impact Assessment (EqIA)



Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

3.1 Option to establish a new school on the current site of Banw C.P. School

Proposal	Option A: To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Banw C.P. School	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Joanna Cassey Dr Alec Clark
Date of Assessment	August 2018 Updated February 2019		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE	
Briefly describe the aim or purpose of the change proposal being assessed.	<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> c. on the current site of Banw C.P. School or d. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>
2. OBJECTIVES	
Please state the current business objectives of the change proposal.	<p>The reasons for establishing a new school on the current site of Banw C.P. School are as follows:</p> <ul style="list-style-type: none"> - Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education - Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school - Would provide a more efficient model of delivering primary education in the Dyffryn Banw area - Would minimise surplus places in the Dyffryn Banw area - Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school - The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision - The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site - The Banw building has been assessed as being more suitable for curriculum delivery purposes - There is access to a hall on site

3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> - This is the larger site of the two and could easily accommodate all current pupils in the area - There are more facilities on this site e.g. indoor hall, dining hall, large playground and playing fields, plenty of parking - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	
4. CORPORATE RELEVANCE		
How does this change proposal relate to Vision 2025?	<p>Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'</p>	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	
	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.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	

	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	<p>Yes <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	No <input type="checkbox"/> ✓
6. DATA ANALYSIS		
<p>6.1 Quantitative</p> <p>Summarise the key quantitative data analysis results, providing key headline statistics.</p> <p>Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 3 pupils are eligible to receive free school meals - SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus - Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of all pupils in the school is White British - Looked after Children: There are no Looked After Children in the school <p><u>Llanerfyl C. in W. (Foundation) School</u></p>	

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: No pupils are eligible to receive free school meals - SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus - Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2% - Looked after Children: There are no Looked After Children in the school <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected</p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal's impact on pupils belonging to the protected characteristic groups:</p>

<p>characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes. Comments received also reflected concern that this option would have a greater impact on pupils with ALN, as more pupils with ALN currently attend Llanerfyl C. in W. School.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period reflected concern about the impact of this option on pupils belonging to ethnic groups other than White British, and concerns about discrimination of these pupils, and about the safety of these pupils, should the Council proceed with establishing a new school on the current site of Banw School.</p> <p><u>Religion</u> – Comments received during the consultation period raised concern that a new Church in Wales school established on the current site of Banw School would not have the same ethos as the current Church in Wales school on the Llanerfyl site. Also, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</p> <p>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</p> <p>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</p>
<p>9. EQUALITY IMPROVEMENT</p>	
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Should the proposal be implemented, a new Welsh-medium VA Church in Wales school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, however it is acknowledged that there would also be an impact on pupils currently attending Banw C.P. School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Banw C.P. School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.</p>

	<p>Ethnic Group – The proposal to locate a new school on the current site of Banw C.P. School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority’s view is that the proposal would not have a negative impact on them in the longer term.</p> <p>Free School Meals – a small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Banw C.P. School would have some impact on these pupils, it is unlikely that this impact would be negative. Pupils would continue to access the same school site, therefore there would be no additional travel implication for the pupils or their parents.</p> <p>Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</p>	
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not: Need was not identified at time of writing Service Strategy</p>

3.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Proposal	Option B: To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Llanerfyl C. in W. (Foundation) School	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Joanna Cassey Dr Alec Clark
Date of Assessment	August 2018 Updated February 2019		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:</p> <p>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</p> <p><i>The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.</i></p> <p>The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.</p>			
1. AIM or PURPOSE			
Briefly describe the aim or purpose of the change	The Council has carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:		

<p>proposal being assessed.</p>	<ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> e. on the current site of Banw C.P. School or f. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>
<p>2. OBJECTIVES</p>	
<p>Please state the current business objectives of the change proposal.</p>	<p>The reasons for establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School are as follows:</p> <ul style="list-style-type: none"> - Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education - Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school - Would provide a more efficient model of delivering primary education in the Dyffryn Banw area - Would minimise surplus places in the Dyffryn Banw area - Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school - The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision - Pupils numbers are slightly higher in Llanerfyl C. in W. (Foundation) School than in Banw C.P. School and are projected to remain higher - The building currently occupied by Llanerfyl C. in W. (Foundation) School has been assessed to be in a better condition than the building currently occupied by Banw C.P. School - Potential capital receipt to the authority from sale of the Banw C.P. School building
<p>3. BENEFITS and OUTCOMES</p>	

<p>i) What are the intended benefits or outcomes from the change proposal?</p>	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> - Current numbers at Llanerfyl are slightly higher than Banw, therefore this would be a more convenient location for the majority - Current pupil projections at Llanerfyl are higher than Dyffryn Banw - Building is currently in a better condition than Banw - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	
<p>4. CORPORATE RELEVANCE</p>		
<p>How does this change proposal relate to Vision 2025?</p>	<p>Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to ‘Improve our schools infrastructure’. In order to achieve this, ‘we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.’</p>	
<p>5. DATA USED</p>		
<p>5.1. What data has been used to conduct this assessment?</p> <p>Tick/shade boxes as appropriate.</p>	<p>Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.</p>	<p>✓</p>
	<p>Service user satisfaction rates, broken down by the protected characteristics.</p>	
	<p>Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.</p>	
	<p>Qualitative data gathered from those that are not currently using the service.</p>	
	<p>Complaints monitoring against the protected characteristics</p>	
	<p>Wider research reports and findings.</p>	

	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	<p>Yes <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	No <input type="checkbox"/> ✓
6. DATA ANALYSIS		
<p>6.1 Quantitative</p> <p>Summarise the key quantitative data analysis results, providing key headline statistics.</p> <p>Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>iii) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>iv) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 3 pupils are eligible to receive free school meals - SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus - Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of all pupils in the school is White British - Looked after Children: There are no Looked After Children in the school <p><u>Llanerfyl C. in W. (Foundation) School</u></p>	

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: No pupils are eligible to receive free school meals - SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus - Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2% - Looked after Children: There are no Looked After Children in the school <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns.</p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal's impact on pupils belonging to the protected</p>

<p>Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>v) Do certain groups have a different service user experience? How will a change affect this?</p> <p>vi) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>vii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>viii) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>characteristic groups:</p> <p><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period referred to the fact that pupils from ethnic groups other than White British attend Llanerfyl School.</p> <p><u>Religion</u> – Some comments received during the consultation period referred to positive aspects related to the current Church in Wales status of Llanerfyl School. However, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>iv) Which protected characteristic groups are particularly affected?</p> <p>v) Will people on low incomes be affected?</p> <p>vi) Will Welsh speakers be affected?</p>	<p>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</p> <p>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</p> <p>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government's School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</p>
9. EQUALITY IMPROVEMENT	
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>iv) Can the impact be mitigated, and how will this be done?</p> <p>v) Does the proposal require modification to reduce or remove this impact?</p> <p>vi) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, however it is acknowledged that they would also be an impact on pupils currently attending Llanerfyl C. in W. (Foundation) School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to</p>

meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, these pupils would continue to attend the same school site, therefore the impact on them would be minimal. The aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group.

Free School Meals – A small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet their needs. However there would be an additional travel implication. Whilst free home to school transport would be provided for the pupils to enable them to access the new school, there would be an additional travel implication for their parents to access any activities at the school.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?

Yes

Date added.....

Reference.....

No ✓

If no, please explain why not:

Need was not identified at time of writing Service Strategy

4. Community Impact Assessment

4.1 Banw C.P. School

i) Proportion of pupils from within / outside the catchment area that attend the school

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

Closest Welsh-medium school	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that 25 out of the 26 pupils for whom Banw C.P. School is the closest Welsh-medium school attend this school, whilst one pupil attends Llanerfyl C. in W. (Foundation) School. In addition, one pupil that lives closer to another Welsh-medium school attends the school.

ii) Other facilities or services provided by the school

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- 'Cwis Llyfrau' ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

iii) Other services accommodated by the school

A number of other activities take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings

- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

iv) Other use by the community of the school building

The school is co-located with a community hall, which is used for a wide range of activities. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opera Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

v) Other links between the school and the community

- As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and ensures strong links between the school and the Dyffryn Banw community.

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

- Banw C.P. School is co-located with Banw Community Hall. Whilst the current proposals relating to Banw C.P. School is not proposing any changes to the Community Hall, it is likely that there would be an impact on the Community Hall should there be no school provision on the site.

- There is no other facility in the Llangadfan / Foel area where the services currently provided by / accommodated in the school and community hall could be provided.
- However, there is a Village Hall in the neighbouring village of Llanerfyl. It is possible that some of the services / activities provided could be accommodated here.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should there be no school in Banw, additional travel would be required for pupils currently attending Banw C.P. School. Should a new school be located on the current site of Llanerfyl C. in W. (Foundation) School, additional travel would be required to access this site. However, a number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance to the alternative location is likely to have a minimal impact.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be additional travel distance for pupils / parents living closer to Banw C.P. School, which could impact their ability to access after school activities and other activities arranged by the school.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.2 Llanerfyl C. in W. (Foundation) School

i) Proportion of pupils from within / outside the catchment area that attend the school

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

Closest Welsh-medium school	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that all 29 pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium school attend this school. In addition, 3 pupils who live closer to other Welsh-medium schools attend this school.

ii) Other facilities or services provided by the school

The following after-school clubs are provided by the school:

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

A range of other extra-curricular activities are provided. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need

- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Taking part in ‘Plygain yr ifanc’
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

iii) Other services accommodated by the school

- Opportunity for high school aged pupils to help with or lead clubs for their Baccalaureate, work experience
- A member of staff that has additional needs regularly comes to school to help in the kitchen
- A member of staff from the Cylch Meithrin helps in the school, which helps with transition between the Cylch and the school.

iv) Other use by the community of the school building

- Local children and young people use the schools external facilities regularly e.g. playing field, yard and park to socialise, play football and other sports
- The Cylch Meithrin held their Afternoon Tea on the school site, using the kitchen and playing field
- The school’s Easter Bingo is held in the building and is attended by members of the community
- The end of term BBQ arranged by the Friends of the School is held on the school field and is a community event.

v) Other links between the school and the community

- The school uses facilities in the village, including the Church, the Chapel and the Hall
- Pupils attend clubs e.g. Dyffryn Banw football club, Llanfair Caereinion hockey club, Dance club, Gymnastics club
- The school provides integration between members of the community which is important as there is no shop, pub or café in the community.
- Friends of the school activities, coffee mornings held in the Village Hall and religious services held by the school in the Church and the Chapel
- The school / pupils support the Llanerfyl Fair every year
- The children receive easter eggs from the community every Easter

- Members of the community bring produce from their gardens to promote the children's education
- Representatives from the church come to the school to speak with the children and to take religious services. Visits from Impact bus
- Money is received annually from the Priscilla Foster Trust which was established to provide education to the children of Llanerfyl
- Links with the Cylch Meithrin which takes places in Lanerfyl – opportunity for Cylch Meithrin children to attend activities such as the Harvest Service, Sports day, Christmas party
- Members of the community come to school to prepare the children to compete at local eisteddfodau
- Over the last year, many members of the community have come to the school to inspire the children e.g. marathon runner Andrew Davies, John and Tom Ellis, craftsman Carwyn Owen, Sian James, Ben Dant, Mari Lovgreen
- Activities arranged by the school bring the community together e.g. Barbecue, Santes Dwynwen Dance, Bingo, Beetle Drive, Halloween Disco

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

- The building occupied by Llanerfyl C. in W. (Foundation) School is not owned by the Council – it is owned by the Priscilla Foster Trust. Should there be no school in Llanerfyl, the Trust would need to determine the building's future use.
- There is a Village Hall in Llanerfyl which is located on a separate site to the school. Should there be no school in Llanerfyl, it is unlikely that this would impact on the Village Hall, therefore the Hall would continue to be available to community activities.
- In addition, should a new school be established on the site currently occupied by Banw C.P. School, school provision for pupils living in Llanerfyl would be provided at this location, and this facility and the co-located community hall would continue to provide activities for the whole Dyffryn Banw area.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should there be no school in Llanerfyl, additional travel would be required for pupils currently attending Llanerfyl C. in W. (Foundation) School. Should a new school be located on the current site of Banw C.P. School, additional travel would be required to access this site.

Whilst the distance between Llanerfyl C. in W. (Foundation) School and Banw C.P. School, and therefore the travel time between the two sites, is considered to be acceptable, many of the pupils that currently attend Llanerfyl C. in W. (Foundation) School live within the village of Llanerfyl, and therefore are able to walk or cycle to school. Should any new school be located on the site currently occupied by Banw C.P. School, these pupils would be unable to walk to school.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Banw C.P. School, there would be additional travel for pupils / parents living closer to Llanerfyl C. in W. (Foundation) School, which could impact their ability to access after school activities and other activities arranged by the school.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.3 Issues raised during the consultation period

Comments received during the consultation period expressed concern about the impact of the proposals on both communities involved. These concerns are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

4.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School

i) Impact on pupil travel

- Pupils who currently walk / cycle to Llanerfyl School would be unable to do so

- Increase in travel for pupils currently attending Llanerfyl School
- ii) Impact on parents
- Establishing a new school on the Banw site would be inconvenient for parents as work commitments and other after school activities tend to be in the direction of Llanfair Caereinion, Welshpool, Newtown
 - Having to take / collect children from school activities would be inconvenient for parents of pupils currently attending Llanerfyl School.
- iii) General impact on the village of Llanerfyl
- Losing the school from Llanerfyl would have a negative impact on social activity in Llanerfyl
 - Llanerfyl school brings the community together as there is no shop, café or pub in the village
 - Activities arranged to support the school take place during the year, and are an opportunity for the community to come together
 - The school has strong links to the Church, Cylch Meithrin and the wider community
- iv) Impact on Llanerfyl Village Hall
- Concern about financial impact on the village hall following a reduction in use of the Hall
 - Llanerfyl School makes regular use of the Village Hall for concerts, coffee mornings and other activities such as discos and beetle drives
 - Comments were also received which suggested that closure of Llanerfyl School would not directly affect the Village Hall as the hall is not directly attached to the school.

4.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School

- i) Impact on pupil travel
- Pupils living in Llanerfyl would be able to continue to walk / cycle to school
 - Increase in travel for pupils currently attending Banw School
- ii) Reference to use by community organisations of the building in which Banw School is located

- The building / adjoining hall are used by a number of community organisations:
 - Dyffryn Banw Football Club
 - Ysgol Theatr Maldwyn
 - Powys Eisteddfod
 - Merched y Wawr regional committee
 - Urdd
 - YFC
 - Governor training / INSET training
 - Theatre performances
 - Sports clubs

- Concern about where these activities would take place should there be no school on the site and should this result in an impact on the community hall

- iii) Concern about impact on the Community Centre
 - Concern about implications for the Community Centre should there be no school on site
 - Reference to complexities that would arise should there be no school on site due to the Community Centre's lease
 - Concern about financial impact on the community centre should the school close

- iv) General impact on the community
 - Possible that closure of Banw School would not have such a big impact on the community as there are other facilities in Langadfan, e.g. a café, shop and pub
 - Concern about impact on the area should the school close and the Council be unable to identify an alternative use / sell the site due to its prominent location on the main road.

4.4 Conclusion

4.4.1 Option to establish a new school on the current site of Banw C.P. School

Should a new school be established on the current site of Banw C.P. School, there would be no primary provision in the village of Llanerfyl. This could impact on the community of Llanerfyl through the school's involvement in activities in the village and links with the Llanerfyl community, and comments were raised during the consultation period which referred to the importance of Llanerfyl School within the community, particularly as there is no shop, café or

pub in the village, and that activities arranged by the school are an opportunity for the community to come together. However, should the Council proceed with this option, the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in Llanerfyl, the building currently occupied by the school would be returned to the Priscilla Foster Trust, who would determine its future use.

There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities. However, concerns were raised during the consultation period about the impact on the village hall due to loss of income from the school.

There would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School and other stakeholders to access a new school on the current site of Banw C.P. School. Whilst the additional distance is minimal, it is acknowledged that this would mean that pupils living in the village of Llanerfyl would no longer be able to walk / cycle to school. In addition, there would be an impact on parents, as the school would be located further away from them. For some parents, the Banw site could be less convenient, particularly if they work or need to transport pupils to activities in the alternative direction (Llanfair Caereinion, Welshpool, Newtown).

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

4.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be no primary provision in the building currently occupied by Banw C.P. School. This could impact on the area of the Banw Valley currently served by this school, through involvement in school activities and links with the community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in the current Banw C.P. School building, the Council would need to determine how to use the building in the future. The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community

hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future. In particular, concerns were raised regarding the Community Centre's lease, and comments were received which reflected complexities which would arise should the Council proceed with this option, due to the Community Centre's lease, and concern was raised about the financial impact on the Community Centre should there be no school on site.

Ultimately, closure of the school at Banw could mean that the adjoining community centre would no longer be available for the community. Whilst it is acknowledged that a village hall would remain in the village of Llanerfyl, reference was made in the consultation responses to the wide range of community organisations which use the Community Hall at Banw, and concerns were raised about where raised about where these activities could take place should the Community Hall no longer be available.

Should a new school be located on the current Llanerfyl site, there would be an additional travel requirement for pupils currently attending Banw C.P. School and other stakeholders to access a new school on the current site of Llanerfyl C. in W. School. However, this additional travel would be minimal.

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

5. Welsh Language Impact Assessment

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

5.1 Banw C.P. School

i) Standards in the Welsh language

The following tables provide information about standards in Welsh at Banw C.P. School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

Foundation Phase

	Number of Year 2 pupils	No. 5+	% 5+	No. 6+	% 6+
2014	7	6	85.7%	2	28.6%
2015	4	4	100%	1	25%
2016	4	4	100%	2	50%
2017	7	7	100%	0	0%
2018	1	1	100%	1	100%

Key Stage 2

	Number of Year 6 pupils	No. 4+	% 4+	No. 5+	% 5+
2014	7	7	100%	4	57.1%
2015	2	2	100%	2	100%
2016	8	7	87.5%	4	50%
2017	3	3	100%	1	33.33%
2018	6	6	100%	3	50%

Welsh Language Charter

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- 'Cwis Llyfrau' ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

A number of other Welsh language activities take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings
- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

The school is co-located with a community hall, which is used for a wide range of activities, many of which are held through the medium of Welsh. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opra Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

iv) Other links between the school and the Welsh language community

As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and for a range of Welsh language activities serving the Dyffryn

Banw area and beyond, and ensures strong links between the school and the Welsh language community in Dyffryn Banw and beyond.

5.2 Llanerfyl C. in W. (Foundation) School

i) Standards in the Welsh language

The following tables provide information about standards in Welsh at Llanerfyl C. in W. (Foundation) School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

Foundation Phase

	Number of Year 2 pupils	No. 5+	% 5+	No. 6+	% 6+
2014	6	6	100%	3	50%
2015	4	4	100%	2	50%
2016	4	4	100%	1	25%
2017	1	1	100%	0	0%
2018	7	6	85.7%	1	14.3%

Key Stage 2

	Number of Year 6 pupils	No. 4+	% 4+	No. 5+	% 5+
2014	7	7	100%	3	42.9%
2015	5	5	100%	0	0%
2016	8	8	100%	5	62.5%
2017	8	8	100%	2	25%
2018	5	5	100%	2	40%

Welsh Language Charter

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

The school is a Welsh-medium school, therefore all after-school clubs are provided in Welsh. The following after-school clubs are provided by the school:

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

As a Welsh-medium school, extra-curricular activities are provided in Welsh. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need
- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Urdd activities
- Taking part in ‘Plygain yr ifanc’
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

As the majority of children come from Welsh speaking homes, Welsh is the natural language of the yard.

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

- The school provides an opportunity for high school aged pupils to take part in clubs, and to lead clubs as part of their Bacalaureate qualification.
- As part of the Welsh language Charter, it is intended that pupils will arrange for members of the community to receive Welsh lessons within the school building.
- Governors meetings are held in Welsh.

iv) Other links between the school and the Welsh language community

- The school is a central part of the community and village of Llanerfyl, which is a stronghold for the Welsh language.
- There are strong links with the Church, the Chapel, the Village Hall, the Cylch Meithrin and the Community Council.

5.3 Issues raised during the consultation period

Comments received during the consultation period referred to the Welsh language impact of both options. These comments are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

Estyn also referred to the impact of the proposals on the Welsh language in their response to the consultation, which is provided in the consultation report. In their response, Estyn stated that both options outlined in the consultation document ‘would contribute to realising Welsh Government’s strategy of achieving a million Welsh speakers by 2050.’

5.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School

- There would be a greater impact on the Welsh language should there be no school in Llanerfyl
- Should there be no school in Llanerfyl, possible that parents would send their children to alternative, English-medium providers instead of the proposed new school
- Should there be no school in Llanerfyl, possible that Welsh speaking parents of pupils that currently attend Llanerfyl would send their children to alternative schools, which would mean that there would be less pupils from Welsh speaking homes at the school
- Concern that moving the school to Banw would weaken the Welsh language in the area
- The majority of Banw pupils come from homes where no Welsh is spoken

5.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School

- The majority of Llanerfyl pupils come from homes where at least one parent speaks Welsh, so Welsh is the natural language of the school
- Llanerfyl is the strongest area in terms of speaking Welsh – it’s important that the Welsh medium primary school is located in the most Welsh area

5.4 Conclusion

5.4.1 Option to establish a new school on the current site of Banw C.P. School

The Banw Valley area is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

Implementation of this option would mean that there would be no provision in the village of Llanerfyl. There is a risk that some pupils would choose to attend alternative provision instead of the new Welsh-medium school, which could include English-medium provision. However a number of pupils from the Banw Valley area already travel to Llanfair Caereinion to access English-medium provision. It is also possible that the provision of a larger school would encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

5.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. Foundation School

The Banw Valley is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

This option would mean that there would be no provision in the building currently occupied by Banw C.P. School. However, there would be provision in Llanerfyl. This would be a larger school, which would be more sustainable for the future. A number of pupils from the Banw Valley area currently travel to Llanfair Caereinion to access English-medium provision. It is possible that the provision of a larger school could encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

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CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor James Evans, Portfolio Holder for Corporate Governance, Housing and Public Protection

SUBJECT: Question from County Councillor Roger Williams

What resources does Powys County Council have to support members of staff with mental health problems?

Response

The Council has a number of initiatives to support employees with mental health issues. The most obvious is perhaps the Employee Counselling Service where employees can access six sessions with a BACP-registered counsellor. With regards to more difficult issues, Services may request that employees receive up to 12 sessions with the counsellor. Furthermore, employees can also be referred to Occupational Health so that a qualified Occupational Health practitioner can advise both the patient (employee) and their manager on any reasonable adjustments that can be made to assist the employee and the manager. Note too that the Council's Sickness Absence Policy has a manager's guide to mental health issues.

Further to this, we are currently in the process of putting together our Employee Health and Wellbeing offering which will, as it currently stands, comprise of employee surveys on health and wellbeing in the workplace, a Mental Health and Wellbeing policy, together with workplace initiatives on improving health (and of course mental health) in the workplace. The Council currently has a Stress Management Policy which has a Stress Risk Assessment that employees can complete to determine the level of stress they are experiencing.

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CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Learning and Welsh Language

SUBJECT: Question from County Councillor Phil Pritchard

The review of High Schools in South Powys was completed some 3 years ago, and it was confirmed that a review of High schools in North Powys would follow shortly afterwards, with particular reference to having 3 high schools all within a radius of 11 miles. There has been no such review carried out to date.

I would be grateful if you would confirm to me when is the review for North Powys going to be carried out, and will it be followed (as previously promised) by a review of some 7 or 8 small primary village schools, all within approximately 8 miles of Llanfair Caereinion, particularly identifying the potential savings for Powys County Council?

Response

In March 2018, Cabinet approved a new School Organisation Policy and Delivery Plan. There was no reference to considering any secondary schools within an 11 mile radius.

The Delivery Plan includes the following actions:

Ref.	Project	Links to priorities within the School Organisation Policy	What will the project deliver?	Progress to date
1.1	Implement the outcome of phase 1 of the secondary school review – North Powys	<i>New Welsh-medium provision to be established</i>	Recommendation on location for new provision and delivery plan	- Work progressing on new Welsh medium secondary provision in Newtown. Strategic Outline Case to be developed.
			Implementation period	tba

1.2	Complete phase 2 of secondary school review – North Powys	<p><i>Secondary schools to become ‘all through schools’ or part of multi-sited arrangements</i></p> <p><i>Improvements to the Powys schools estate, either as part of the Welsh Government’s 21st Century Schools Programme or as part of the Council’s Asset Management Programme</i></p>	Recommendations for secondary education in North Powys and implementation plan agreed	<p>Recommendations for secondary schools in North Powys are being developed in partnership with the schools themselves.</p> <p>The following developments are being progressed:</p> <ul style="list-style-type: none"> - Llanfyllin All Through School – consultation completed - Llanidloes High School and Llanidloes CP School – federation agreed - Initial discussions taking place with Llanfair Caereinion schools <p>Newtown High School is already a dual-sited school and Ysgol Bro Hyddgen is already an ‘all through school’</p>
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This Cabinet has not agreed to ‘review 7 or 8 small primary village schools, all within approximately 8 miles of Llanfair Caereinion.’ However, as stated within the School Organisation Policy, the authority expects ‘*Small primary schools^[1] to be part of formal collaborations / federations / amalgamations*’, and is working with the primary sector to achieve this.

^[1] The Welsh Government defines a ‘small school’ as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

17.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Stephen Hayes, Portfolio Holder for Adult Social Care

SUBJECT: Question from County Councillor Phil Pritchard

It was previously agreed by cabinet that if Town Councils did not take full responsibility for running the Day Centres, PCC would close them, creating a very large and relevant financial saving.

Can you please identify costs of keeping all these Day Centres open up to date, and confirm whether or not any review is likely to take place in the near future, particularly in relation to the current suggested proposal of a 9.5% increase in council tax?

Response

In the 2014-17 Medium Term Financial Plan, which was approved by Council on 5th March 2014, it was proposed to reconfigure Day Time Opportunities for Older People. The proposal was to deliver the following savings 2014/15 £250k, 2015/16 £300k, 2016/17 £450k and 2017/18 £490k. The approved proposal stated that there would be a disinvestment from Powys County Council directly delivering Day centres for Older People, whilst developing a different form of service.

For example, consideration was given to seek out community groups/voluntary organisations who might wish to run their local centres but it was emphasised that 'it would have to be at lower cost than PCC direct delivery, and engage volunteers to assist in service delivery'. Within this option Community Asset transfer to community groups was possible as part of the Council's overall approach to Community Delivery.

In July 2016 Cabinet were informed about the work that had taken place up to November 2015 to find alternative providers to take over the running of the Centres on a much reduced financial envelope, resulting in only limited success. Also, to approve options for public consultation in respect of Day Time Activities (including Day Centres) and to understand the risks and implications of each in order to support the decision making process. The Report was supported by a full Review and Options Appraisal together with a needs assessment (called a Business Intelligence Insight) for each geographical area of Powys and a whole county overview.

Following the public consultation, it was Cabinet's decision on 20th December 2016 to remove the requirement to make the saving of £1.1m to enable the continuation of a reduced in-house day service in current localities and authorise the portfolio-holder for

Adult Social Care, in conjunction with the Head of Transformation and Director of Social Services, to enter into discussions with Town and Community Councils or other community, private or third sector bodies and if appropriate conclude partnership arrangements for the funding, management or delivery of Day Time Activities.

The Cabinet report was made following consideration of the consultation responses which emphasised the value of carers' respite provided through day centres, along with the challenges of making the savings required due to ongoing statutory requirements.

Expenditure incurred for the delivery of Older Day Time Activities

Financial Year	£m
2016/17	£1,611
2017/18	£1,575
2018/19 Forecast outturn	£1,424

Some change to the delivery of the provision has made £188k of savings to date and further planned savings of £117k are expected in 2019/20. One off Town Council funding was secured in 2017/18 of £35k.

There is an ongoing review with all the day centres with further developments anticipated during the coming financial year. This review considers the most effective, efficient and economical management and provision of day centres across the county. An update on this work was provided to Council on the 19th February 2019 and provides an overview of the position at that time. This report is available at <https://powysintranet.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=4833>

17.4

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Phyl Davies, Portfolio Holder for Highways, Recycling and Assets

SUBJECT: Question from County Councillor Kathryn Silk

What provisions are in place to ensure that the fabric of the current Brecon Library in Ship Street is maintained in a condition commensurate with its Listed status?

Response

The Grade 2 listed library in Brecon located on Ship St is currently maintained by the Library Service. On closure of the property the responsibility for maintenance and general care will pass to the Corporate Property team who will manage the building until such time the building is sold or transferred. The property team will inspect the building regularly and ensure the building does not fall into disrepair during the period of non-use. The property team will inspect prior to closure to determine how best to manage the building to ensure the fabric of the building is maintained appropriately commensurate with its listed status.

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CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Learning and Welsh Language

SUBJECT: Question from County Councillor Matthew Dorrance

The Welsh Labour Government is committed to providing 30 hours a week of government-funded early education and childcare for working parents of three and four year olds, for up to 48 weeks of the year.

Will the Cabinet make a statement on its preparations for the roll out the Welsh Government's funded childcare offer?

Response

The policy aim of providing 30 hours a week of early education and childcare for working parents of three and four year olds, for up to 48 weeks of the year, by the end of the current Welsh Assembly is undoubtedly one that will be popular with eligible families.

As an Authority we are working very closely with Welsh Government officials and neighbouring Authorities on roll-out plans to ensure access to provision in all parts of the County. However, professional advice is that there remain clear and significant roll out challenges to be overcome. They principally include the adequacy of resourcing, but also include practical administrative arrangements. These are of no surprise to the partners we are working with and we will continue to work with them to secure solutions to the benefit of local communities.

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17.6

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Learning and Welsh Language

SUBJECT: Question from County Councillor Matthew Dorrance

How much has Powys County Council's decision to develop a helipad at the Prom, Brecon cost taxpayers?

Response

The original helipad was located on the playing fields of Brecon High School, which, as you know, is where the new school is being built. In discussions with the Brecon Lions Club, who have a licence to operate the helipad, the authority agreed to replace it and the Promenade was agreed to be a suitable site.

The cost (approximately £20k) will be included as part of the overall Brecon High School project cost.

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CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2019

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Learning and Welsh Language

SUBJECT: Question from County Councillor David Jones

There has been a trend to reduce the percentage of funding to schools from the total education budget whilst increasing the percentage funding to central services. Has she any plans to reverse this trend bearing in mind best practice?

Response

One of the reasons the percentage delegated has decreased was mainly due to the fact that the age of admission changed from 4 to 5 two years ago. The likely % of delegated fund compared to the total Schools budget in 2018/19 is 74.74% based on the information from the Section 52 RA. Schools Service is having to find significant cuts over the next two years, and schools have not had those cuts imposed on them, therefore the % of delegated funds will increase as schools have been protected. Schools are being scrutinised in an attempt to drive efficiencies through new ways of working to ensure they are getting best value for money from their funding.

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