

# 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.**

<b>Service Area</b>	Leisure Services	<b>Head of Service</b>	Stuart Mackintosh	<b>Strategic Director</b>	Paul Griffiths	<b>Portfolio Holder</b>	Clr Graham Brown
<b>Policy / Change Objective / Budget Saving</b>	Transfer of Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer)						
<b>Outline Summary</b>							
<p>Leisure Services have been tasked with achieving an additional £200k saving for 2017/18 as part of the MTFs. Part of the current proposals to achieve those savings consider the future of the Knighton Sports Centre. The current options are as follows:-</p> <ol style="list-style-type: none"> <li>1) Closure of Knighton Sports Centre – please see separate IA.</li> <li>2) Transfer of Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer)</li> <li>3) To retain the facility without change - no IA required as there would be no change to current circumstances.</li> </ol> <p>This Impact Assessment will focus on the potential impacts of option number 2: Transfer of Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer)</p>							

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

Version	Author	Job Title	Date
01	Nina Davies	Countryside Access Officer (Operational)	1 <sup>st</sup> December 2016

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

Council Priority	How does the policy / change objective impact on this priority?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement

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Council Priority	How does the policy / change objective impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Services delivered for less	<p>Leisure Services have been tasked with finding an additional £200k saving for the 2017/18 financial year. The option to transfer Knighton Sports Centre to another operator at zero cost to the council could save £122,927. If the decision was taken to transfer the centre, leisure services may continue to be delivered across Powys, at a reduced cost.</p> <p>It should be recognised at this point that no official approach has been made from anybody with regards to the option to transfer the Sports Centre. There has been some informal inquiries received, but they were only interested in exploring those further if the decision was made to close the centre. Therefore, it is not possible to state 'what' service may or may not be delivered if this option were to be taken up.</p>	Unknown		Unknown	

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<b>Supporting people in the community</b>	The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) would have an unknown impact on the access to leisure facilities. Leisure centres deliver access to fitness classes, sporting facilities, social & community events, group and society meeting and a range of community delivered & volunteer-led services – all of which enable people to be active, engaged and live fulfilling lives. If the centre were to be transferred, it is unknown whether all of these services would continue to be delivered.	Unknown		Unknown	
<b>Developing the economy</b>	The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) would have an unknown impact to the Powys economy. It may mean that jobs would be secured within the Knighton community. However, if the proposal included volunteer support that may be not the case.	Unknown		Unknown	

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Council Priority	How does the policy / change objective impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Learning	<p>Knighton Sports Centre is accessed weekly by children from the Knighton Church in Wales Primary school plus other local schools from over the border. The Sports Centre also accommodates Breakfast Club, Holiday Club, Brownies and other youth groups.</p> <p>The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) would have an unknown impact on these activities and therefore on learning.</p>	Unknown		Unknown	

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

Well-being Goal	How does the policy / change objective contribute this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) would have an unknown impact on employment opportunities for the town and unknown opportunities for residents to develop new skills in terms of leisure and sport.</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>		<p>Neutral</p>		<p>Neutral</p>	
<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) should have a positive impact as it would mean local residents and visitors to the town would still have access to some, if not all, opportunities to undertake sport and physical activities. The centre is also home to many local and community groups, which provide important social and learning opportunities to a mix of ages. Young people from the town would still be able to walk to their nearest leisure facilities.</p>	<p>Good</p>		<p>Good</p>	

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<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>Knighton Sports Centre is host to a number of community groups and organisations which allow members of the community to meet and connect. Transfer of the centre may mean that one of the town's social hubs can remain open.</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Unknown at this stage</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>					
<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><i>Welsh Language impact on staff</i></p>	<p>Unknown</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) should have a positive impact as people would still have access to facilities to do more sport and recreation.</p>	<p>Good</p>		<p>Good</p>	
<p><b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>					

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<i>Age</i>	The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) may have a positive impact on the young and the old, as they would be the age groups that may find it most difficult to access leisure facilities in another town due to a lack of access to a car or public transport. However, as we do not know what services or facilities any 3 <sup>rd</sup> party operator may offer, there could be, as yet unknown, negative impacts.	Unknown		Unknown	
<i>Disability</i>	The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) may have a positive impact on people with disabilities, as they may find it most difficult to access leisure facilities in another town. However, as we do not know what services or facilities any 3 <sup>rd</sup> party operator may offer, there could be, as yet unknown, negative impacts.	Unknown		Unknown	
<i>Gender reassignment</i>	No known impact.	Unknown		Unknown	
<i>Marriage or civil partnership</i>	No known impact.	Unknown		Unknown	
<i>Race</i>	No known impact.	Unknown		Unknown	
<i>Religion or belief</i>	No known impact.	Unknown		Unknown	
<i>Sex</i>	No known impact.	Unknown		Unknown	
<i>Sexual Orientation</i>	No known impact.	Unknown		Unknown	
<i>Pregnancy and Maternity</i>	Knighton Sports Centre hosts classes and group's specific to pregnant mothers, parent and toddler groups. It is unknown whether these would continue under any other regime.	Unknown		Unknown	

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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?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The proposal to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) may enable short-term financial savings to be found, however, it may have a long term impact for the town and community if they are the ones that take over its running. Leisure centres (and especially pools) are very expensive to run. Taking on such an undertaking may result in significant increased costs to the community, the impact of that is unknown at this time.	Unknown		Unknown	
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.		Unknown		Unknown	



Principle	How does the policy / change objective impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<p><b><i>Involvement (including Communication and Engagement):</i></b> <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Consultation was held regarding the proposal to close Knighton Sports Centre. A day-time afternoon drop-in session was attended by more than 150 people. More than 475 people attended an early evening public meeting. Information was made available on the 'Have Your Say' webpages. Social media (Facebook and Twitter) were used to promote the consultation and the events being held. There was good media coverage. The consultation deadline was extended due to public demand and interest in the proposal.</p> <p>In total around a thousand residents – predominantly from Knighton but with a number from Presteigne and surrounding towns including those over the border – contributed their views on the proposal.</p> <p>With a total population of 3020 residents in Knighton this gives a response rate of around 30 - 33%.</p> <p>Note: It is not possible to give a precise response rate as there were residents from outside of Knighton who gave their views and there will also be a number of people who may have attended the drop in session, written in, emailed and attended the public meeting who were Knighton residents and have been counted more than once.</p>	<p>Good</p>		<p>Good</p>	<p>Knighton Consultation Feedback Report</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>However it is clear that the response rate is robust and a good representation of the community as a whole.</p> <p>The consultation showed that the community were vehemently against any proposed closure. If the decision were taken to close the centre, the feeling was that time should be made available for the community and/or any other interested parties to explore the options for a potential transfer.</p>				
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral	
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unknown until a business case for a potential transfer has been received.	Unknown		Unknown	
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.		Unknown		Unknown	
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Unknown		Unknown	

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Principle	How does the policy / change objective impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below	Source of Outline Evidence to support judgement
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.		Unknown		Unknown	
<b>Impact on PCC Workforce</b>	n/a as staff are employed by Freedom Leisure.	Neutral		Neutral	

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

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

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

Description of risks			
Required additional £200k saving for 2017/18 will have an impact on management fee paid to Freedom Leisure over life of the contract.			
Highly unlikely that this option could be implemented by April 2017, therefore current savings targets unlikely to be met within the timescale			
Unknown risk/impact to users of Knighton Sports Centre if it were to be taken over by a third party			
Financial penalties for Council to reduce leisure portfolio for Freedom Leisure			
Freedom Leisure being asked to relinquish a centre may result in loss of income / participation, which contribute to overall figures / commitments in contract			
Unknown risk to community if they were to take over the management of the Sports Centre			
Judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium Risk	
Mitigating Actions			Residual Risk (after mitigation)
			Choose an item.
			Choose an item.
			Choose an item.

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**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**

Schools Service – Potential change to swimming opportunities for 1 Powys school and others over the border in England.

Adult Social Care – unknown impact on access for local residents to services / health intervention programmes

Health Service – unknown impact on residents in locality of proposals

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7. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
<p>The decision to transfer Knighton Sports Centre to a third party operator at no cost to the Council (CAT transfer) may have a positive impact, as leisure facilities would be retained within the community. However, at this stage, with no proposal on the table, it is not possible to say whether this option would have an overall positive impact or not. If this option were to be explored, time would be required to run an in-depth, rigorous commissioning process whereby groups were invited to submit Expressions of Interest, followed by detailed Business Cases. Once those Business Cases had been received, additional Impact Assessments would be required.</p>		

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

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

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
<p>Cabinet are due to make a decision on this proposal on 20th December 2016. Appropriate arrangements would be put into place following that meeting if the decision was taken to explore transfer to a third party.</p>
<b>Please state when this Impact Assessment will be reviewed.</b>
<p>Cabinet are due to make a decision on this proposal on 20th December 2016. To be reviewed following that decision.</p>

10. Sign Off

Position	Name	Signature	Date
Service Manager:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

FORM ENDS

