

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.**

Service Area	Leisure Services	Head of Service	Stuart Mackintosh	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Graham Brown
Policy / Change Objective / Budget Saving	Transfer of Llanfair Caereinion Leisure Centre to Llanfair Caereinion High School (for the exclusive use of the school)						
Outline Summary							
<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 Llanfair Caereinion Leisure Centre. The current options are as follows:-</p> <ol style="list-style-type: none"> 1) Transfer of Llanfair Caereinion Leisure Centre to Llanfair Caereinion High School (to include public/community use) – please see separate IA 2) Transfer of Llanfair Caereinion Leisure Centre to Llanfair Caereinion High School (for the exclusive use of the school) 3) Closure of Llanfair Caereinion Leisure Centre – although a theoretical option, the Schools Service has confirmed that closure would not be acceptable. Therefore, this option is being discounted and no IA is required. 4) To retain the facility without change – no change to current situation so no IA required. <p>This Impact Assessment will focus on the potential impacts of options number 1 and 2: Transfer of Llanfair Caereinion Leisure Centre to Llanfair Caereinion High School (to include public/community use and exclusive school use).</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 st December 2016

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

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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 options to transfer Llanfair Caereinion Leisure Centre to the High School could save £14,043.</p> <p>The transfer of the centre to the school, with the school retaining exclusive use of the facilities would result in public access being lost to the site. It would in effect mean the closure of the Leisure Centre with leisure services no longer being delivered in Llanfair Caereinion. Members of the public wishing to access leisure facilities would have to travel to other centres.</p>	Neutral		Neutral	

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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
Supporting people in the community	<p>The proposal to close this centre would still mean that a reasonable and sufficient level of access to a range of services would be available across the county. 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.</p> <p>The proposal to close Llanfair Caereinion Leisure Centre to the public would mean that all of the positive impacts that Leisure Centres can have on supporting people in the community, as outlined above, would be lost for the people of Llanfair Caereinion and the surrounding area. Currently the centre offers fitness classes and sporting facilities, it can act as a social meeting point and brings community groups together.</p> <p>Closing the centre to the public would mean that residents would have to travel to access the activities and programmes outlined. This would not be possible for all individuals and opportunities for independence may be lost. Carers within the local community may no longer be able to access facilities with the people they care for due to transportation issues. The option to close would mean that</p>	Poor		Poor	

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	people are not being supported within their community to live fulfilled lives, with specific regards to providing access to leisure facilities.				
Developing the economy	Closing Llanfair Caereinion Leisure Centre would not help to develop the Powys economy as it would mean that jobs are lost within the community. Leisure Centres often provide good job opportunities and training for young people, e.g. lifeguards, sports trainers and assistants etc.	Very Poor		Very Poor	
Learning	The proposal to transfer the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School would mean that current learning activities at the site (that are delivered by the school) could continue unaffected. However, the proposal would negatively impact on members of the public that currently access the centre for learning and development opportunities.	Poor		Poor	

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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?	IMPACT Please select from drop down box below	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>Closing Llanfair Caereinion Leisure Centre would mean reduced employment opportunities for the town and reduced opportunities for residents to develop new skills especially in terms of leisure and sport.</p>	<p>Poor</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>Closing the Llanfair Centre to the public would mean that people have to travel further to access leisure facilities. This would result in increased usage of cars and therefore CO2 emissions.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The proposal to transfer the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School with exclusive use, would mean that local residents and visitors to the town would have reduced opportunities to undertake sport and physical activities, which could negatively impact on people's physical and mental well-being.</p>	<p>Very Poor</p>		<p>Very Poor</p>	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>		<p>Unknown</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>Closure of the Centre to members of the public would not have a positive contribution to global well-being. If people have to travel further to access leisure facilities this would mean an increase in CO2 emissions.</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</i></p>	<p>The use of the Welsh language at Knighton Sports Centre by staff and/or visitors is unknown.</p>	<p>Unknown</p>		<p>Unknown</p>	
<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Closing the centre to the public would have the same impact on the Welsh language as the English language.</p>	<p>Neutral</p>		<p>Neutral</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>Some centres in Powys have a higher number of Welsh speaking staff and customers due to the location. It is unknown what percentage of the staff at the Llanfair Caereinion Leisure Centre speak Welsh.</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 the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School would not encourage people to do more sport and recreation. In fact it would be taking away opportunities for people to do so and make it more difficult for some to access those opportunities.</p>	<p>Very Poor</p>		<p>Very 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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<i>Age</i>	The proposal to transfer the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School and close it to the public could have a more detrimental 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. There has been no formal consultation on this proposal, which has resulted in criticism from the Town Council and others. If this option were to be taken forward without consultation, PCC could be open to challenge.	Poor		Neutral	
<i>Disability</i>	The proposal to close the centre could have a more detrimental impact on people with disabilities, as they may find it most difficult to access leisure facilities in another town. There has been no formal consultation on this proposal, which has resulted in criticism from the Town Council and others. If this option were to be taken forward without consultation, PCC could be open to challenge.	Poor		Poor	
<i>Gender reassignment</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Marriage or civil partnership</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Race</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Religion or belief</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Sex</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Sexual Orientation</i>	No known impact. There has been no formal consultation on this proposal to date.	Neutral		Neutral	
<i>Pregnancy and Maternity</i>	Unknown. There has been no formal consultation on this proposal to date.	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?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle (5 ways of working)					
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The proposal to transfer the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School may enable short-term financial savings to be found, however, it may have a long term impact for the school and community. Taking on such an undertaking may result in costs to the school, the impact of which is unknown at this time. The decision to make the centre only available to the school, could have a negative long term impact for the town in terms of jobs, opportunities, health and well-being.	Poor		Poor	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Unknown		Unknown	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	There has been no formal consultation on this proposal, which has resulted in criticism from the Town Council and others. If this option were to be taken forward without consultation, PCC could be challenged, especially as there was for the Knighton Sports Centre proposals.	Poor		Poor	
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral	

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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>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>The proposal to transfer the Llanfair Caereinion Leisure Centre to the Llanfair Caereinion High School with exclusive use, would not have a positive impact on well-being goals. Reducing access to leisure facilities would hinder the work of the Health Board in terms of preventative health and well-being objectives. It would also hinder other community and youth groups who access the facilities.</p>	<p>Poor</p>		<p>Poor</p>	
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>Closing the centre could mean jobs being lost. Freedom Leisure provide an 'Access to Fitness' scheme available to people who receive certain benefits, carers, armed forces veterans. Closing the centre would mean these opportunities being lost in Llanfair Caereinion. Those living in poverty may not have the means to travel to other facilities to access those opportunities.</p>	<p>Poor</p>		<p>Poor</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>Unknown at this time</p>	<p>Unknown</p>		<p>Unknown</p>	

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Corporate Parenting: Enabling our looked after children to fulfil their potential.	Freedom Leisure as part of the contract offer 50% concessionary fees to Looked After Children. Freedom Leisure work with partner agencies i.e. social services to understand demand. This would be lost in Llanfair Caereinion if the centre were to close to the public. Looked after children may not have the means to travel to access other leisure facilities.	Poor		Poor	
Impact on PCC Workforce	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.			
Discussions with the High School over this option have not been successful to date.			
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			
Proceeding with this option without undertaking formal consultation may result in challenge			
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)

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	Choose an item.
	Choose an item.
	Choose an item.
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 for school and Governing Body in taking on additional buildings and responsibilities 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 would need to be proactive & encouraged to travel to next centre	

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7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
<p>The decision to transfer Llanfair Caereinion Leisure Centre to Llanfair Caereinion High School, with exclusive use for the school, would have negative impacts on the community. There would be reduced access to leisure facilities, reduced opportunities for improving health and well-being through being active, the removal of opportunities for social and community groups to meet, and possible job losses. At present the school have not agreed to any of the options and therefore discussions have not proceeded any further. There could be a risk in moving forward with this option without formal consultation and the involvement of the community.</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?
<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 further explore transfer to the High School.</p>
Please state when this Impact Assessment will be reviewed.
<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

