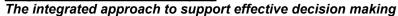




MEDIUM RISK IMPACT ASSESSMENTS

- 1819-01 Right sizing high cost placements/packages and bring some people back into community living
- 1819-02 Learning Disabilities Supported Tenancies
- 1819-04 Business Support Savings 2018/19
- 1819-06 Reduce Supporting People budget
- 1819-10 ICT Savings 2018/19 System Rationalisation
- 1819-11 ICT Budget Absorbing £70k of new costs
- 1819-23 Cease Funding Tourist Information Centres
- 1819-26 Heart of Wales Property Services Ltd
- 1819-29 Failure to achieve MTFS target of £35k in respect of the commercial portfolio
- 1819-30 Transfer of the operation of public conveniences
- 1819-31 Raise age of admission
- 1819-36 ALN





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	Adults	Head of Service	Dylan Owen/Jennifer Jeffreys	Strategic Director	Phil Evans	Portfolio Holder	Cllr Stephen Hayes
Proposal 1819-01 Right si		1819-01 Right sizing	high cost placements /	packages and bring som	ne people back into com	nmunity living	
Outline Summary / D	escription of Proposal						

Right sizing high cost placements for Learning Disabilities and bringing some service users back into community living. Clients will be moved, when assessed as appropriate to meet their ongoing needs from high cost packages into a more appropriate care setting that delivers value for money and will enhance and promote independence in line with the Social Services and Well-being (Wales) Act. The client will still receive adequate care in a more cost effective environment. Deliver £350k savings in 2017/18 and £150k savings in 2018/19.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£150,000	£0	£0	£0	£0	£150,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	Contract Management Activity between PCC and Provider	No

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

Version	Author	Job Title	Date
Version 2	Sue O'Grady	Senior Manager – MH & Disabilities 21/11/2017	





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				

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		Unknown		Unknown
Health and Care We will lead the way in effective, integrated rural health and care		Unknown		Choose an item.
Learning and skills We will strengthen learning and skills	There will need to be comprehensive co-productive approaches with service users/families/advocates to ensure that they fully understand the pathway and support available to them.	Good		Good
Residents and Communities We will support our residents and communities	More people will be supported at home to maintain or regain independence with different forms of technology in a supported living framework.	Good		Good



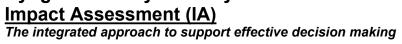


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Priority and Impacts evidenced by Joint Commissioning Strategy: Adults with a learning Disability

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		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.	People will be supported to regain or maintain independence and therefore become more resilient and self-reliant in terms of meeting their personal outcomes.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral





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	g Welsh language: A society that promotes and protects culture, he	ritage and the Welsh I	language, and which encourages people to participate in the arts, and sports and	d recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral
Opportunities to promote the Welsh language	No impact	Neutral		Neutral
Welsh Language impact on staff	No impact	Neutral		Neutral
People are encouraged to do sport, art and recreation.	No impact	Neutral		Neutral
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or o	rircumstances (includ	ding their socio economic background and circumstances).	
Age	People will be supported to regain or maintain independence.	Good		Good
Disability	People will be supported to regain or maintain independence in a progressive way.	Good		Good
Gender reassignment	No impact	Neutral		Neutral
Marriage or civil partnership	No impact	Neutral		Neutral
Race	No impact	Neutral		Neutral
Religion or belief	No impact	Neutral		Neutral
Sex	No impact	Neutral		Neutral
Sexual Orientation	No impact	Neutral		Neutral
Pregnancy and Maternity	No impact	Neutral		Neutral





Source of Outline Evidence to support judge	ments
	Evidenced in key priorities in Joint Commissioning Strategy :Adults with a Learning Disability

7. How does your proposal impact on the council's other key guiding principles?

Principle 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.	This objective will satisfy the direction of travel for people with disabilities to be supported in the community to promote and enhance independence and provide sustainable provision in the future.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working will be key to the delivery of this, through integration and working with providers and other third sector partners.	Good		Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Liaison will users and families is already underway as part of the return to home project and will be achieved through the individual care plan review processes.	Neutral		Neutral
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.	Current project is being delivered through the Learning Disabilities thematic board as part of the 'return to home' project.	Good		Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Neutral



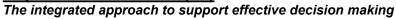
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Individuals with a learning disability in accommodation with 24 hour paid support. Parent/carers will be part of the ongoing work to identify any proposed changes to the current package of care/future service provision	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.	Safeguarding continues to be at the forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Neutral
Impact on Powys County Council Workforce	No impact	Neutral	No impact	Neutral

Source of Outline Evidence to support judgements

There will be no direct change to unpaid carers or to the requirements of the safeguarding of individuals with a learning disability, the Council's Statutory duty will continue to be met.

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	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
Choice – service users / carers may not want to move or change the service they have	High	To work with the individual/parents/advoc	cates in evaluating	Medium
Capacity – may not be suitable alternative options available for the service users and speed at which we could repatriate service users in the appropriate accommodation	Medium	Increase market access		Medium
Reviewing the assessment – we may find that many are actually at the right level and services cannot be changed	Medium	None		Medium
Provider not prepared to negotiate rates	High	Re-negotiation/notice of contract		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

o. maleative timetable for actions to delive	<u> </u>		6.11
Action	Target Date	Outcome	Decisions made
Renegotiation of contracts	March 2019		
Return to home project Phase 1	March 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

		201	8-19			201	9-20			202	0-21	
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Within service												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The process of returning suitable individuals to Powys to live closer to families and their communities is seen as a positive step forward in order to support individuals with complex needs. Promoting independence and progression is in line with the delivery of the Social Services and Well-being (Wales) Act 2014.

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?

Peopletoo Financial Improvement Plan, Budget sustainability paper developed by HOS and 'return to home' project documentation.

14. On-going monitoring arrangements?

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

Supervision of Social Care staff, panel and budget holder accountability, Operational SMT through to ASC financial monitoring mechanisms.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

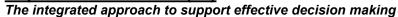
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sue O'Grady		21/11/2017
Head of Service:	Dylan Owen/Jennifer Jeffreys		
Strategic Director:	Phil Evans		
Portfolio Holder:	Cllr Stephen Hayes		

16. Governance

Decision to be made by	Portfolio Holder	Date required	Ongoing business as usual and Project in train
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FORM ENDS





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	Adult Social Care	Head of Service	Dylan Owen/Jennifer Jeffreys	Strategic Director	Phil Evans	Portfolio Holder	Cllr Stephen Hayes
Proposal		1819-02 Learning Dis	sabilities Supported Ten	ancies			

Outline Summary / Description of Proposal

Learning Disabilities Supported Tenancies have been allocated level of efficiency savings as part of the corporate budget recovery plan. This document is to assess the potential impact of these savings on the services and the service users.

The services were remodelled and retendered in 2014 and 5 year contracts were awarded. The retender project saved £714 k at that time. With these contracts in place and also with consideration of the challenges providers face due to the National Living Wage there will be limited scope for contract price negotiation to achieve savings. Therefore the new savings targets will have to be achieved by service reductions. At the current time there are a number of initiatives started to deliver savings in the supported tenancies. These will be incorporated into one central project to ensure that savings are delivered on time and according the budget recovery plan. The current initiatives include use of assistive technology, review and management of vacancies and the development of longer term Market Positon Statements and forward planning for future needs. The project will also assess and utilise the potential for unpaid support, shared support with peers and equitable service delivery across all services.

Required savings are as follows: -

2017/18 £150k

2018/19 £200k

2019/20 £150k

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£200,000	£150,000	£	£	£	£350,000

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 2	Sue O'Grady	Senior Manager – MH & Disabilities	21/11/2017

1. 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 AN	Y AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
None		
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
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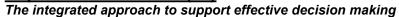


Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	Aims/priorities from the Joint Commissioning Strategy: Adults with a Learning Disability that were achieved as part of the previous remodel and retender on these contracts are relevant to the savings targets now to be achieved and will continue to inform the ongoing savings project. Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. We also work with providers currently to understand the local economic issues facing the market.	Neutral	Proactive sharing of information to manage and minimise any negative public views that changes may create. Working with local providers to develop Market position statement for forward planning of possible opportunities for business development in the county. Include consultation with health colleagues and applications for health support and funding where applicable.	Good
Health and Care We will lead the way in effective, integrated rural health and care	Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. We also work with providers currently to understand the local economic issues facing the market	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. This will include the use of assistive technology. There is a risk that some service users will experience a level of reduction in the daily opportunities that they have to be supported to access community activities on a 1:1 basis. The project will look at opportunities for people to access unpaid support such as community befriending schemes and shared support opportunities with peers.	Neutral	Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts. Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management. Proactive sharing of information to manage and minimise any negative public views that changes may create.	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
Residents and Communities We will support our residents and communities	 The outcomes for these services align with the Adult social care programme brief: People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice. People with a learning disability have improved health and wellbeing To ensure that the council is commissioning services which represent value for money The project to deliver required savings from the services will take into account that these objectives are paramount to the delivery of the services and will aim to deliver savings whilst keeping negative impact on service user to a minimum. 	Neutral	Proactive sharing of information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management include consultation with health colleagues and applications for health support and funding where applicable.	Good



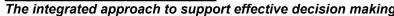


Source of Outline Evidence to support judgements

Budget recovery plan, SSWB Act, The One Powys Plan, Market position statement (in development) Joint Commissioning Strategy: Adults with learning Disability Powys Future Generations Act, Stakeholder consultations Joint Commissioning Strategy: Adults with learning Disability Powys, Council standard tendering procedure and terms and conditions.

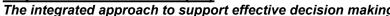
6. How does your proposal impact on the Welsh Government's well-being goals?

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.	Specific outcomes of the project will include: Ensure that we are getting value for money along with efficient and effective use of our resources in meeting eligible needs on an ongoing basis Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. This will include the use of assistive technology	Neutral	Working with local providers to develop Market position statement for forward planning of possible opportunities for business development in the county.	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).	All contracts which are created as a result of new development opportunities in the County will require providers do operate in a eco-friendly manner as standard requirement of any contract with the council	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.	This project will align to the requirements of the Act by working with individuals to ensure proportionate assessment and care planning for peoples support and accommodation needs throughout the project and also by looking at the broader issues of people's wellbeing, support and early intervention and prevention. Through this project people will have influence and control over what they need, making decisions about their support in the future as an equal partner.	Good	Proactive sharing of information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management Progression model of assessment is an option for all clients affected by this project include consultation with health colleagues and applications for health support and funding where applicable	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The outcomes for this project align with the Adult social care programme brief: People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.	Good	Information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts. Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management Progression model of assessment is an option for all clients affected by this project. include consultation with health colleagues and applications for health support and funding where applicable	Good





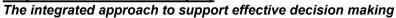
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	No impact	Neutral		Neutral
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and re	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	94% of tenants prefer to be addressed in English, and 2% prefer Welsh. The rest did not record a preference. According to the 2011 census, 19% of people living in Wales can speak Welsh. The highest percentage of these being of school age. Within the supported tenancies 2% are recorded as able to speak Welsh with a further 4% not indicating a choice. This may be reflective of the fact that people with a learning disability may not be able to gain skills in two languages or may not communicate verbally at all. It is therefore not anticipated that the proposed project will have a disproportionate impact on clients who prefer to speak welsh or use welsh as their first language.	Neutral	The councils standard terms and conditions require providers to support individuals in the language of their choice	Neutral
Opportunities to promote the Welsh language	As above	Neutral	As above	Neutral
Welsh Language impact on staff	No impact	Neutral	No impact	Neutral
People are encouraged to do sport, art and recreation.	People with a learning disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice.	Neutral		Neutral
A more equal Wales: A society that enable	people to fulfil their potential no matter what their background or circu	ımstances (includ	ling their socio economic background and circumstances).	
Age	Through this project people will have influence and control over what they need, making decisions about their support in the future as an equal partner.	Neutral	Assessments will be undertaken in partnership with clients and their families to ensure that peoples desired progression through life is fully understood.	Neutral



Disability	All clients (100%) have a disability due to the specific purpose of the service. This is significantly higher than the national average (11.9%)The statistics published by Daffodil show that 2.45 of the population in Wales have a learning disability, and on average between men and women 14% have a limiting physical disability Services are allocated to people according to their eligible need. As such the service is designed to meet the	Neutral	Neutral
	requirements for people with a learning disability and is not preferential in any other way.		
Gender reassignment	No impact	Neutral	Neutral
Marriage or civil partnership	No impact	Neutral	Neutral
Race	No impact – the national household census 2011 indicates a black and minority ethnic group percentage in general households as 3% so there is a slightly lower representation within the supported tenancies. This is however reflective of local population in the area.	Neutral	Neutral
Religion or belief	Within the contract for the supported tenancies there is a requirement for providers to ensure that they meet the needs of individuals. Through the service specification providers are required to work with the service users and their chose and professional representatives to ascertain their choices, preferences and needs. The tender process was based on contracting to Individual Placement Agreements so that the contract can be altered at any time in line with the assessed needs of the service users. This includes the requirement to support them in all of their life choices, including their choice of religion. It is not anticipated that people of any specific religion will be disproportionately affected by the project as each change and impact will be designed around specific individual choice and need.	Neutral	Neutral



Sex	52% of the tenants are female, 48% are male. This compares to 2011 census data that record 59% of the national household population as male. Within census figures on daffodil for 2011 The percentage of adults who reported being limited a lot by a physical disability increased with age, and was overall slightly more common for women (17%) than men (15%).	Neutral	Neutral
Sexual Orientation	No impact	Neutral	Neutral
Pregnancy and Maternity	No impact	Neutral	Neutral





Source of Outline Evidence to support judgements

Applies to all characteristics:

Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.

Service user satisfaction rates

Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.

Qualitative data gathered from those that are not currently using the service.

Assessment process

PID

Joint Commissioning Strategy: Adults with learning Disability Powys

SSWB Act

Census information (Daffodil)

Alder advice progression model and assessments.

Joint Commissioning Strategy: Adults with learning Disability

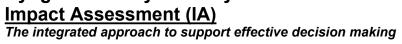
Joint Commissioning Strategy: Adults with learning Disability Powys

The One Plan Powys
Future Generations Act
Stakeholder consultations

Council standard tendering procedure and terms and conditions

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.	The savings requirements will leave less capacity in the services than was previously available. Services will need to work with service users in the future to manage expectation and to maximise opportunities for unpaid support and universal services.	Good	Information to manage and minimise any negative public views that changes may create. Work with service users and social workers to review assessments and ensure right sizing of care packages. Work with providers to maximise flexibility across contracts to minimise impacts. Establishment of a project team with sufficient knowledge of LD and experience of supported tenancy contract management. Progression model of assessment is an option for all clients affected by this project. Include consultation with health colleagues and applications for health support and funding where applicable.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Aims/priorities from the Learning Disability joint commissioning strategy that were achieved as part of the previous remodel and retender on these contracts are relevant to the savings targets now to be achieved and will continue to inform the ongoing savings project: Review our existing contracts and ensure that there is sufficient flexibility within the contracts to give people choices and options in the way that they are supported. We also work with providers currently to understand the local economic issues facing the market.	Good		Very Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Through this project people will have influence and control over what they need, making decisions about where they live in the future as an equal partner.	Good		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
Prevention: Understanding the root causes of issues to prevent them from occurring.	To improve community resilience and enablement through choice, self-direction and control people with learning disabilities have over decisions that affect their lives in line with The Social Services and Wellbeing Act 2014. The project will help to ensure people have opportunities for unpaid support and community opportunities.	Good		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 project is aimed at making efficiency savings and work will be done to minimise any negative impact on individuals however the service will continue to operate on the following basis. People with learning disabilities should have the same opportunities, be treated with dignity and respect and be supported to make decisions and take responsibility for the way they choose to live. People with a learning disability often have further health needs, such as a physical disability, visual or hearing problem which also need to be supported. People with a Learning Disability receive services that meet their needs to enable them to maximise their independence and live in the community of their choice. People with a Learning Disability have improved health and well-being	Good	One plan objective for people with learning disabilities: People with Learning Disabilities lead meaningful and valued lives within their own communities. Within Social Services we are committed to: High quality efficient and effective services that are purposeful and focus on impact and outcomes. Engaging with the citizen by building social capacity both in the individual and community. Develop effective and efficient care pathways from universal services through to acute provision, through managing demand for the whole population. Equity of access – ensuring that the resource requirement and true service cost is fully understood. Partnership and collaboration which are essential with key partners. Understanding the "market" i.e. the range of agencies that can provide quality services in a sparsely populated county and the impact of this on how we price our services.	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
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The efficiency savings on this project represent less than 10% of the overall budget across the next 3 years and will not place any service user at risk of poverty.	Neutral		Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unpaid carers/parent would be consulted as part of the ongoing assessment and review process of an individual which is the current practice. The services provide paid care on a 24 hour basis.	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 contractual requirements on providers to comply with all safeguarding procedures will not be affected by this project. Robust assessments and monitoring all services check that people are getting the right quality of service to meet their needs and that they are being supported to be safe in their communities.	Good	Adult Protection within Powys in currently monitored and managed through the Adult Protection Committee that has instigated a number of projects with third sector agencies to work with service users and members of the community to develop specific Keeping Safe courses.	Good
Impact on Powys County Council Workforce	No impact	Neutral		Neutral

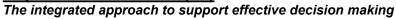
8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		



Sharing of appropriate levels of information with public. Councillors and cabinet to inform and reassure. All assessments to take place with full involvement of stakeholders and any reductions will be considered against negative impacts on individuals.

Early communication with all disability teams of new savings targets in order to facilitate support for change and careful management of impacts.





9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified Inherent Risk Rat		Inherent Risk Rating	Mitigation		Residual Risk Rating
Public Resistance and / or political resistance to service reduction.	to perceived levels of	Low			Low
Risk that savings won't be delivered		High	Ongoing dialogue, communication and renegotiation with providers		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. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Within ASC ongoing Business			
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

		201	8-19			201	9-20			202	0-21	
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Within service												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The project will deliver savings in accordance with the requirements of the budget recovery plan and officers will work to ensure as minimal an impact as possible on service users through the following: assistive technology, review and management of vacancies, development of longer term Market Positon Statements, unpaid support, and shared support with peers and equitable service delivery across all services. Whilst all effort will be made to minimise negative impact it is possible that some service users in tenancies with high levels of service for community access and 1:1 support provision that exceeds statutory requirements will experience a reduction in service.

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?

Within the Powys change plan we set out the values guiding our work. This project is very much linked to those values via the following:

Accessibility- ensuring that people with learning disabilities have full access to their communities by commissioning community based support.

Openness- Procuring the services that we are commission through the sell 2 wales portal with a clear decision making process that is robust and objective.

Respect- Commissioning services that specify that we expect our service users to be supported in ways that show them respect and protect their dignity

Focus- Commissioning services that are demonstrably concentrated on gaining a good quality service for a fair price.

Engagement- Through engagement with service users, parents, carers and advocates shaping the tender process to ensure we are addressing the issues that are important to our customers and that they have the opportunity to share their views and be listened to.

Learning- Commissioning services on a cycle which allows us to learn from our customers experiences and improve the system every time that we do it.

14. On-going monitoring arrangements?

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

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

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

Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sue O'Grady		21/11/2017
Head of Service:	Dylan Owen/Jennifer Jeffreys		
Strategic Director:	Phil Evans		
Portfolio Holder:	Stephen Hayes		

16. Governance





FORM ENDS

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	Business Services	Head of Service	David Morris	Strategic Director	Mark Evans	Portfolio Holder	Cllr Aled Davies
Proposal 1819-04 - Business Support Savings 2018/19							

Outline Summary / Description of Proposal

Business Support have since 2014/15 saved £1.7 million through staff and third party spend reductions and business process improvement.

These reductions whilst achievable have meant Business Support are now at a point where further significant reductions will result in detriment to its ability to provide its existing services and support and potentially place 'core' functions at risk.

For 2018/19 Business Services are targeted with £200k.

To date £200k savings have been identified from Business Support and the impact on business support of realising the £200k is shown below.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
Business Support £200k	£nil	£nil	£nil	£nil	£200k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Potentially	No





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

Version	Author	Job Title	Date
V1	Anne Marie Davies	Professional Lead – Business Support	10/11/2017

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

If Business Support make £200k savings:

100k savings would have less potential to impact on other service areas as:

£50k – DBS conversion of posts from baseline budget to income funded

£18k - HR Admin return to service efficiency agreed but delayed to 2018/19

£32k – Non-staffing savings

The further £100k (4 x Administrators) would impact on various service areas/customers as follows:

- Front line services would see a reduction in support and this would potentially impact on their service delivery.
- The demand in updating and maintaining transactional processes would be potentially impacted therefore compromising reporting and information deadlines and accurate information.
- Invoice processing performance standards would be potentially compromised.
- Progress on Transformational Projects which are critical to 'release benefits' would be compromised as resource supporting this would potentially be required to support operational delivery.
- Commercial activity (DBS) could be hampered by the 'knock on impact' of cuts in the function.

Service Area informed:	£100k – DBS Unit and HR informed £100k staffing - Specific Service Areas not	Contact Officer liaised with:	N/a
	yet aware of potential savings		

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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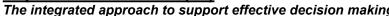
Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Learning and skills We will strengthen learning and skills	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Residents and Communities We will support our residents and communities	Unknown	Unknown		Unknown

Source of Outline Evidence to support judgements	
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Business Services service analysis of budget cuts

6. How does your proposal impact on the Welsh Assembly's well-being goals?

Well-being Goal How does propo	IMPACT Please select from drop down box below	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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		I			
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.	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	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).	Reduced resilience and business continuity.	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	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	
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.					
Opportunities for persons to use the Welsh					
language, and treating the Welsh language no less favourable than the English language	No impact	Neutral		Neutral	



Opportunities to promote the Welsh language	No impact	Neutral	Neutral		
Welsh Language impact on staff	No impact	Neutral	Neutral		
People are encouraged to do sport, art and recreation.	No impact	Neutral	Neutral		
A more equal Wales: A society that enables	people to fulfil their potential no matter w	hat their background or circumstances (including th	heir socio economic background and circumstances).		
Age		Neutral	Neutral		
Disability		Neutral	Neutral		
Gender reassignment		Neutral	Neutral		
Marriage or civil partnership		Neutral	Neutral		
Race		Neutral	Neutral		
Religion or belief		Neutral	Neutral		
Sex		Neutral	Neutral		
Sexual Orientation		Neutral	Neutral		
Pregnancy and Maternity		Neutral	Neutral		
Source of Outline Evidence to support judgements					
Business Services analysis of budget cuts					

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.	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral





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): 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.	Reduced resilience and business continuity.	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Business support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral
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.	Business Support will not have the capacity to support change initiatives above business as usual services	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral
Impact on Powys County Council Workforce Source of Outline Evidence to support	Reduced resilience and business continuity. Service Areas/customers may be required to undertake their own business support tasks with little or no direct support and limited advice	Poor	Reconsider/defer the £100k staffing savings target for 2018/19	Neutral





	Pr	inciple	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
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Business Service analysis of budget cuts

8. Achievability of proposal?

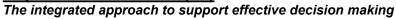
Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk				
Medium	Medium	Medium				
Mitigation						
Reconsider/defer the £100k staffing savings target for 2018/19						

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	
Business Support may not have the capacity to subusiness as usual tasks and will not have the capachange initiatives, new systems/processes above services	will not have the capacity to support High Reconsider/defer the £100k staffing savings target for 2018/19		Low			
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 DBS baseline budget	01/4/2018	Reduced staffing baseline budget	None
Reduce supplies and services budgets	01/4/2018	Reduced "4 code" baseline budgets	None





Review and reduce core staffing (4 x Administrators)	01/4/2019	Reduced support staff	None
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

		201	8-19			201	9-20			202	0-21	
Support Requirements	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:

If Business Support make £200k savings:

100k savings would have less potential to impact on other service areas as predominantly non-staffing savings.

The further £100k (4 x Administrators) would impact on various service areas/customers as follows:

- Front line services would see a reduction in support and this would potentially impact on their service delivery.
- The demand in updating and maintaining transactional processes would be potentially impacted therefore compromising reporting and information deadlines and accurate information.
- Invoice processing performance standards would be potentially compromised.
- Progress on Transformational Projects which are critical to 'release benefits' would be compromised as resource supporting this would potentially be required to support operational delivery.
- Commercial activity (DBS) could be hampered by the 'knock on impact' of cuts in the function.

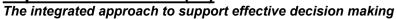
13. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

Business Services Performance data

Business Services SIP performance

Business Services Budgetary analysis





14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Budget monitoring already in place
Please state when this Impact Assessment will be reviewed.
April 2018

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Anne-Marie Davies		
Head of Service:	David Morris		
Director:	Mark Evans		
Portfolio Holder:	Cllr Aled Davies		

16. Governance

sion to be made by Portfolio Holder	Date required	01/4/2018	
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FORM ENDS





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	Paul Griffiths	Portfolio Holder	Cllr Jonathan Wilkinson
Proposal 1819-06 Rec			porting People budget				

Outline Summary / Description of Proposal

This IA assesses the impact of decreasing the allocation from the Housing General Fund (GF) to Supporting People (SP) staffing/establishment by £42k which is the equivalent of a Supporting People Development Officer post and replacing the work in the team with a supporting people grant funded project "What Matters"

The Housing General Fund (GF) should pay for a range of non-landlord housing functions which are statutory and regulatory obligations for the Council. The GF budget is currently £799k and the MTFS shows the requirement to achieve £80k savings in 2018/19. The service propose achieving the remainder of the savings by:

- increasing the Private Sector Housing Team (PSH) income by £30k per annum from an increased allocation of capital.
- to reduce other GF budgets particular the Gypsy and Traveller management and maintenance site budgets by £8k.

These proposed savings are assessed separately.

1. Profile of savings delivery (if applicable)

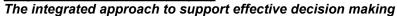
2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£42k	£	£	£	£	£42k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	25/01/2018	Yes

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

Version	Author	Job Title	Date
1	Dafydd Evans	Service Manager Housing Solutions	26 th October 2017
2	Henk Jan Kuipers	Service Improvement Officer	16-11-2017
3	Greg Thomas	Business Continuity and Risk Management Officer	20 th November 2017





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 savings to the Supporting People staffing/establishment could impact on other services which impact/affect homelessness services, learning disability services, older persons support services, support to children and families and other support services in Powys. The team may not have the capacity to commission and monitor services effectively.

Service Area informed: Contact Officer liaised with:

Mitigation

The introduction of a "what matters" project funded from grant will enable the innovative work of the team to continue and savings achieved from working in a different way will continue.

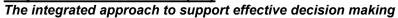
5. How does your proposal impact on the council's strategic vision?

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 expected	Unknown		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The reduced staffing/establishment could impact on the supporting people grant funded projects in Powys, as there will be less Supporting People Programme Grant funds for frontline service in Powys. However the purpose of the project is to bring about better join up of services and do what matters for people.	Good	The introduction of a "what matters" project funded from grant will enable the innovative work of the team to continue and savings achieved from working in a different way will continue. They work could also be extended. The implementation of the What Matters grant funded project will enable the work of the SP team to continue for as long as grant is available.	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	The reduced staffing/establishment could impact on the supporting people grant funded projects in Powys, as there will be less Supporting People Programme Grant funds for frontline service in Powys. However the purpose of the project is to bring about better join up of services and do what matters for people.	Poor	The introduction of a "what matters" project funded from grant will enable the innovative work of the team to continue and savings achieved from working in a different way will continue. They work could also be extended. The implementation of the What Matters grant funded project will enable the work of the SP team to continue for as long as grant is available.	Neutral
Residents and Communities We will support our residents and communities	The reduced staffing/establishment could impact on the supporting people grant funded projects in Powys, as there will be less Supporting People Programme Grant funds for frontline service in Powys. However the purpose of the project is to bring about better join up of services and do what matters for people.	Poor	The introduction of a "what matters" project funded from grant will enable the innovative work of the team to continue and savings achieved from working in a different way will continue. They work could also be extended. The implementation of the What Matters grant funded project will enable the work of the SP team to continue for as long as grant is available.	Neutral



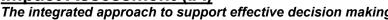


Source of Outline Evidence to support judgements

The Supporting People team have previously seen a reduction of 25% in establishment/staffing and the three remaining members of staff have been able to implement innovative ways of working which have achieved significant savings. The establishment of the What Matters project funded from grant will enable the work of the team to continue for as long as grant is available.

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.	Supporting People innovative working has resulted in efficiencies in support provision across Powys despite reduced grant funding. The What Matters project could result in greater efficiencies and job opportunities in the supported housing sector.	Good	Ensure that the What Matters project is compliant with supporting people grant conditions.	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	Unknown		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.	Reduced capacity to administer/review Supporting People grant which prevents issues escalating could adversely affect a number of health conditions	Poor	What Matters project funded from grant will ensure that the innovative work of the team continues for as long as grant is available	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact expected	Unknown		Choose an item.





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	Unknown		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No impact expected	Unknown		Choose an item.
Opportunities to promote the Welsh language	No impact expected	Unknown		Choose an item.
Welsh Language impact on staff	No impact expected	Unknown		Choose an item.
People are encouraged to do sport, art and recreation.	Some supported housing provision if affected does promote healthy lifestyle/exercise	Neutral	The What Matters grant funded initiative may actually result in greater allocation of resources to more efficient ways of working.	Neutral
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	Supported Housing services provide support to older people	Neutral	What Matters project will ensure initiatives continue.	Neutral
Disability	Supporting people grant funds supported services for disabled persons	Neutral	What Matters project will ensure service continue.	Neutral
Gender reassignment	No impact expected	Unknown		Choose an item.
Marriage or civil partnership	No impact expected	Unknown		Choose an item.
Race	No impact expected	Unknown		Choose an item.
Religion or belief	No impact expected	Unknown		Choose an item.
Sex	No impact expected	Unknown		Choose an item.
Sexual Orientation	No impact expected	Unknown		Choose an item.
Pregnancy and Maternity	No impact expected	Unknown		Choose an item.





Source of Outline Evidence to support judgements		

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.	Supporting people grant is dependent on national policy and allocation of budget which means the What matters project cannot be guaranteed long term	Poor	The efficiencies achieved from the What Matters project will achieve savings and efficiencies and it is unlikely that there will no supporting people grant in the future.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Supporting people grant is allocated to commission services provided by support providers the what matters project could increase co-operation between the Council and support providers	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact expected	Unknown		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The What Matters project will result in more preventative work being delivered for less.	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.	No impact expected	Unknown		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.	The What Matters project will benefit the prevention services funded by supporting people.	Good		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No impact expected	Unknown		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 impact expected	Unknown		Choose an item.
Impact on Powys County Council Workforce Source of Outline Evidence to support	Reduction in the establishment funded from GF in Supporting people equates to one supporting people development officer	Very Poor	The introduction of What Matters project will result in posts being retained but funded from grant which is not guaranteed.	Neutral

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
a state of the sta		

Mitigation

The reduction in funding of a Supporting People Development Officer Post is mitigated by using grant to support a new What Matters Project, including a What Matters Officer.

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	ting Mitigation		Residual Risk Rating
Supporting People Project Board approval of What matters project		Engagement with members of the SPPB en Matters project will be compliant with gran prevents homelessness and addresses the	Low		
Reduction is substantive funding of a suppor development officer post	ting people	High	Funding replaced by supporting people grant Medium		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. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	22/2/2018
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

		201	8-19			201	9-20			202	0-21	
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
No requirements.												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The £42k savings to the Supporting People staffing/establishment would impact on supporting vulnerable people to sustain their tenancies. It would also impact other services which impact/affect homelessness services, learning disability services, older persons support services, support to children and families and other support services in Powys. The team may not have the capacity to commission and monitor services effectively.

The grant funded What Matters Project and Officer will mitigate the negative consequences. If grant funding would cease to exist, the situation need to be reassessed.

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?

Bid for additional funds to address increased homelessness in Powys.

14. On-going monitoring arrangements?

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

The progress of the What Matters project will be monitored.

Workload and operational issues will be monitored through IPR conversations and by the Supporting People Project Board.

Please state when this Impact Assessment will be reviewed.

If grant funding would cease to be available, the situation need to be reassessed.

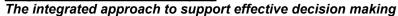
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Dafydd Evans		
Head of Service:	Simon Inkson		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr Jonathan Wilkinson		

16. Governance

	0.1.1.1.1		22/2/2012	
Decision to be made by	Cabinet	Date required	22/2/2018	
Decision to be made by	Cabilict	Date required	22/2/2010	

FORM ENDS





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	ICT and Programmes	Head of Service	Andrew Durant	Strategic Director	Mark Evans	Portfolio Holder	Cllr James Evans
Proposal		1819-10 - ICT savings	2018/19 – System Rati	onalisation £50k of tota	al target of £319k		
Outline Summary / Description of Branesal							

Outline Summary / Description of Proposa

ICT and programmes are modernising ICT by implementation of modern cloud based joined up systems e.g. skype for business, share point, Office 365 and ensuring core systems integrate to these systems reducing the need for manual interfaces. By progressing this ICT are rationalising its back office systems taking advantage of these modern systems where possible or ensuring any back office system is cloud based and integrated to these systems by design. In Oct 2015 Powys County Council had 170 separate systems. This was reduced to 134 in April 2017 and it is anticipated further reductions through 2018/19. Target of 119 in 2018/2019.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£50k	£TBC	£nil	£nil	£nil	£50k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Any residual users of these systems will be consulted with and supported to use corporate alternatives	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	30/10/2017





4. Impact on Other Service Are	eas
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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				
TBC				
Service Area informed:	n/a	Contact Officer liaised with:	n/a	
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	No impact	Neutral	No impact	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	No impact	Neutral	No impact	Neutral
Learning and skills We will strengthen learning and skills	No impact	Neutral	No impact	Neutral
Residents and Communities We will support our residents and communities	No impact	Neutral	No impact	Neutral

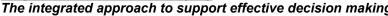




Source of Outline Evidence to support judgements					
	ICT joint strategy				

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
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.	More Efficient use of resources	Good	none	below 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).	Improved resilience and business continuity	Good	none	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.	N/A	Neutral	none	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Joined up ICT systems is an enabler for sharing	Good	none	Good





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	none	Neutral
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	All new system procurements will be compliant with Welsh language requirements	Good	none	Good
Opportunities to promote the Welsh language	No impact	Neutral	none	Neutral
Welsh Language impact on staff	No impact	Neutral	none	Neutral
People are encouraged to do sport, art and recreation.	No impact	Neutral	none	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	No impact	Neutral	none	Neutral
Disability	No impact	Neutral	None	Neutral
Gender reassignment	No impact	Neutral	None	Neutral
Marriage or civil partnership	No impact	Neutral	None	Neutral
Race	No impact	Neutral	None	Neutral
Religion or belief	No impact	Neutral	None	Neutral
Sex	No impact	Neutral	None	Neutral
Sexual Orientation	No impact	Neutral	None	Neutral
Pregnancy and Maternity	No impact	Neutral	None	Neutral



Source of Outline Evidence to support judgements					
	ICT procurement standards				

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	None	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Joined up systems is an enabler to share electronically across the public sector	Good	None	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral	None	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral	None	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Joined up systems is an enabler to share electronically across the public sector	Good	None	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral	none	Neutral

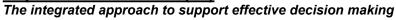


Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers:				
Ensuring that unpaid carers views are	No impact	Neutral	None	Neutral
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				
and neglect of children, young people	No impact	Neutral	None	Neutral
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council	Improved information management	Good	none	Good
Workforce	improved information management	Good	none	doou
Source of Outline Evidence to support	judgements			

8. Achievability of proposal?

Draft Joint ICT strategy

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
none		





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 area reluctance to share systems and to use corporate systems rather than bespoke service systems		Medium	Discuss and demonstrate corporate and shared system capability		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
Confirm 2018/19 system rationalisation	01/4/2017	Reduced contract costs	ICT Governance
plan			
Implement plan	31/3/2019	Reduced support and contract costs for de-	ICT Governance
		supported systems	
Portfolio Holder decision required	Yes	Date required	01/4/2018
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

		201	8-19			201	9-20			202	0-21	
Support Requirements	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:

System rationalisation will have a positive impact, joined up systems is an enabler to share more information electronically across the organisation.

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



The integrated approach to support effective decision making

What additional evidence and data has informed the development of your proposal?

Joint ICT strategy
. On-going monitoring arrangements?
What arrangements will be put in place to monitor the impact over time?
Budget monitoring already in place
Please state when this Impact Assessment will be reviewed.
April 2018

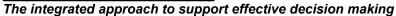
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ellen Sullivan		
Head of Service:	Andrew Durant		
Strategic Director:	Mark Evans		
Portfolio Holder:	Cllr James Evans		

16. Governance

Decision to be made by	Portfolio Holder	Date required	01/4/2018

FORM ENDS





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	ICT and Programmes	Head of Service	Andrew Durant	Strategic Director	Mark Evans	Portfolio Holder	Cllr James Evans
Proposal 1819-11 ICT budget absorbing £70k of new costs 2018/19							
0.11.0.15							

Outline Summary / Description of Proposal

ICT and programmes are modernising ICT by implementation of modern cloud based joined up systems e.g. skype for business, share point, Office 365 and ensuring core systems integrate to these systems reducing the need for manual interfaces. By progressing this ICT are rationalising its back office systems taking advantage of these modern systems where possible or ensuring any back office system is cloud based and integrated to these systems by design. As part of the integrated Hub ICT have procured and installed a new cloud based CRM system. Whilst the cost of implementation of the system was budgeted for part of the on-going support and maintenance was subject to a growth bid for 2018/19. Through the Budget process the £70k growth is to be absorbed by ICT and CS

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£70k	£TBC	£nil	£nil	£nil	£70k

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	This will be met from Vacancy management and contract review	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	4/1/2018

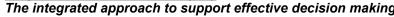




4. Impact on Other Service Are

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	Neutral	No impact	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	No impact	Neutral	No impact	Neutral
Learning and skills We will strengthen learning and skills	No impact	Neutral	No impact	Neutral
Residents and Communities We will support our residents and communities	No impact	Neutral	No impact	Neutral

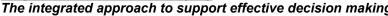




Source of Outline Evidence to support judgements	
	ICT joint strategy

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.	More Efficient use of resources	Good	none	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	Good	none	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.	N/A	Neutral	none	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Joined up ICT systems is an enabler for sharing	Good	none	Good





Well-being Goal	How does proposal contribute to this goal?		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	none	Neutral
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	All new system procurements will be compliant with		none	Good
Opportunities to promote the Welsh language	No impact	Neutral	none	Neutral
Welsh Language impact on staff	No impact	Neutral	none	Neutral
People are encouraged to do sport, art and recreation.	No impact	Neutral	none	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	No impact	Neutral	none	Neutral
Disability	No impact	Neutral	None	Neutral
Gender reassignment	No impact	Neutral	None	Neutral
Marriage or civil partnership	No impact	Neutral	None	Neutral
Race	No impact	Neutral	None	Neutral
Religion or belief	No impact	Neutral	None	Neutral
Sex	No impact	Neutral	None	Neutral
Sexual Orientation	No impact	Neutral	None	Neutral
Pregnancy and Maternity	No impact	Neutral	None	Neutral



Source of Outline Evidence to support judgements	
	ICT procurement standards

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	None	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Joined up systems is an enabler to share electronically across the public sector	Good	None	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral	None	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact	Neutral	None	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Joined up systems is an enabler to share electronically across the public sector	Good	None	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral	none	Neutral



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	No impact	Neutral	None	Neutral
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				
and neglect of children, young people	No impact	Neutral	None	Neutral
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council	Improved information management	Good	none	Good
Workforce	improved information management	Good	none	doou
Source of Outline Evidence to support	judgements			

8. Achievability of proposal?

Draft Joint ICT strategy

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
none		





9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified		Inherent Risk Rating	Mitigation		esidual Risk Rating
Service area reluctance to share systems and to use corporate systems rather than bespoke service systems		Medium	Discuss and demonstrate corporate and shared system capability		w
		Choose an item.		Ch	oose an item.
		Choose an item.			oose 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
Confirm 2018/19 system rationalisation	01/4/2017	Reduced contract costs	ICT Governance
plan			
Implement plan	31/3/2019	Reduced support and contract costs for de-	ICT Governance
		supported systems	
Portfolio Holder decision required	Yes	Date required	01/4/2018
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

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
None												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
No impact		
·		

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



The integrated approach to support effective decision making

What additional evidence and data has informed the development of your proposal?

Joint ICT strategy
. On-going monitoring arrangements?
What arrangements will be put in place to monitor the impact over time?
Budget monitoring already in place
Please state when this Impact Assessment will be reviewed.
April 2018

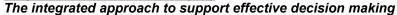
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ellen Sullivan		
Head of Service:	Andrew Durant		
Strategic Director:	Mark Evans		
Portfolio Holder:	Cllr James Evans		

16. Governance

Decision to be made by	Portfolio Holder	Date required	01/4/2018

FORM ENDS





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	Regeneration	Head of Service	Lisa Griffiths/Ken Yorston	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Martin Weale
Proposal 1819-23 - Cease Funding Tourist Information Centres							
0.00							

Outline Summary / Description of Proposal

The proposal would deliver a £100,000 saving from 2018/19 by removing financial support for tourist information centres (TICs). This would involve the closure of Brecon TIC with the redundancy of three members of staff (saving £53,250) and ceasing funding to six community operated TICs across the county (saving £46,750). In addition, this will enable the building hat the Brecon TIC is currently located in to be let commercially thus bringing in a commercial rental of revenue funding. A Tourist Information Point will be provided at Brecon library as a temporary measure until permanent provision is made available at Y Gaer, the new Brecon Cultural Hub, when the building is completed and opens to the public.

Removing financial support for face to face tourist information services from a number of towns might result in the closure of services provided by independent tourism associations if the local Town and Community Council's in those locations choose not make provision for this service.

The proposal to close Brecon TIC and end financial support for community operated TICs has been triggered by the Service Area's need to make significant financial savings and has been part of the MTFS for the past 3 years. Tourism is a non-statutory service and driven by changes in the pattern and methods by which visitors gather information. Visitor surveys have evidenced declining visitor numbers to TICs throughout Powys and across the UK over recent years and visitor information is increasing accessed via the internet, specifically on specialist sites such as Mid Wales my Way, the Brecon Beacons National Park, National Trust, Trip Advisor, Airbnb etc..

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£100,000	£	£	£	£	£100,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Formal consultation underway. Completion 25th November 2017	Yes



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

Version	Author	Job Title	Date	
V1	Gareth Jones	Professional Lead Regeneration	15/11/17	

. Impact on Other Service Areas							
Does the proposal have potential to impact of	on another	service area? (Including implicat	ion for Health & Safety and Corporate Parent	ting)			
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY							
Duan auto Tagna dos ta alegona of comiles from	Carrailan		the entry that is en				
Property Team due to closure of service from	Council pre	emises and commercial leasing of	the building.				
Leisure & Recreation Service regarding provis	ion of touri	sm information point at the Brec	on Library and then into the new cultural hub.				
	i.	Property		i.	Natasha Morgan		
Service Area informed:	ii.	Leisure & Recreation	Contact Officer liaised with:	ii.	Lucy Bevan		
Mitigation							
i. Brecon TIC to be advertised for commercial lease							
ii. Tourist information point incorp	orated into	proposals for the Brecon Library	and the cultural hub				

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?	IMPACT Please select from drop down box below	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	Tourism is an important sector within the Powys economy which is supported by the provision of visitor information. Over recent years there has been a growing trend toward visitor information being accessed digitally via websites and social media. This along with increasing budget pressures has resulted in the closure of many TICs across the UK.	Poor	A Tourist information point will be provided temporarily from Brecon library and permanently from the new Brecon Cultural Hub when the building opens. Tourist and visitor information is provided online via numerous websites including the Council's Mid Wales My way web site and social media accounts.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	No impact/unknown	Neutral		Neutral
Learning and skills We will strengthen learning and skills	No impact/unknown	Neutral		Neutral
Residents and Communities We will support our residents and communities	The proposal will reduce the provision of TIC services in local communities and the financial support given to tourism associations to deliver these services on a voluntary basis. It is their members who profit from tourism and so will be in a position to fund marketing.	Poor	The Council will continue to work with destination partnerships and communities across the county to support tourism and the visitor economy. Resources will be focused to take advantage of changing trends in technology and digital information sources.	Neutral





Source of	f Ou	tline Evi	dence 1	to sup	port	juc	lgemen	its
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Visit Wales visitor surveys, STEAM reports, PCC tourism data

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.	Tourism is an important sector within the Powys economy which is supported by the provision of visitor information. Over recent years there has been a growing trend toward visitor information being accessed digitally via websites and social media. This along with increasing budget pressures has resulted in the closure of many TICs across the UK.	Poor	A Tourist information point will be provided temporarily from Brecon library and permanently from the new Brecon Cultural Hub when the building opens. Tourist and visitor information is provided online via numerous websites including the Council's Mid Wales My way web site and social media accounts.	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 impact/unknown	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/unknown	Neutral		Neutral





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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The proposal will reduce the provision of TIC services in local communities and the financial support given to tourism associations to deliver these services on a voluntary basis. It is their members who profit from tourism and so will be in a position to fund marketing.	Poor	The Council will continue to work with destination partnerships and communities across the county to support tourism and the visitor economy. Resources will be focused to take advantage of changing trends in technology and digital information sources.	Neutral
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/unknown	Neutral		Neutral
Opportunities for persons to use the Welsh				
language, and treating the Welsh language no less favourable than the English language	No impact/unknown	Neutral		Neutral
Opportunities to promote the Welsh language	No impact/unknown	Neutral		Neutral
Welsh Language impact on staff	No impact/unknown	Neutral		Neutral
People are encouraged to do sport, art and recreation.	No impact/unknown	Neutral		Neutral
A more equal Wales: A society that enable:	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	No impact/unknown	Neutral		Neutral
Disability	No impact/unknown	Neutral		Neutral
Gender reassignment	No impact/unknown	Neutral		Neutral
Marriage or civil partnership	No impact/unknown	Neutral		Neutral
Race	No impact/unknown			Neutral
Religion or belief	No impact/unknown	Neutral		Neutral
Sex	No impact/unknown	Neutral		Neutral
Sexual Orientation	No impact/unknown	Neutral		Neutral
Pregnancy and Maternity	No impact/unknown	Neutral		Neutral





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/unknown	Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No impact/unknown	Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact/unknown	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	No impact/unknown	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/unknown	Neutral		Neutral
Preventing Poverty:	No impact/unknown			
Preventing Poverty. Prevention, including helping people into work and mitigating the impact of poverty.	No impact, anknown	Neutral		Neutral



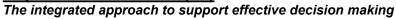
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers:	No impact/unknown			
Ensuring that unpaid carers views are		Neutral		Neutral
sought and taken into account				
Safeguarding:	No impact/unknown			
Preventing and responding to abuse				
and neglect of children, young people		Neutral		Neutral
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council Workforce	The closure of Brecon TIC will result in three TIC staff being made redundant.	Poor	Staff will have the potential to be considered for alternative posts through the Council's redeployment process.	Neutral
Source of Outline Evidence to support	judgements	<u> </u>		

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low

Mitigation

This has been fully planned for and using the Council's Management of Change Policy, it should be fully achievable within the proposed timeframe.





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		
Vacant council building		Low	The vacant property will be marketed for	a commercial lease	Low		
Political implications/resistance to pro	oposals	Medium	Non identified		Non identified		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			
			Medium Risk				

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Proposed closure of Brecon TIC	31st January 2018 with service moving to		MTFS
	Brecon Library. TIC staff finish 31/3/2018		
Cease funding to independent tourism	31st March 2018		MTFS
associations for TICs			
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

		201	8-19			201	9-20			202	0-21	
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:

The closure of Brecon TIC and ceasing financial contributions to community operated TICs would result in a combined financial saving of £100,000pa and provide an opportunity for income generation through the commercial let of the former TIC building. The proposal is a response to changing trends in how visitors access tourist information which is increasingly via websites and other digital media and can be mitigated through the provision of unstaffed tourist information points.

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



The integrated approach to support effective decision making

what additional evidence and data has informed the development of your proposal:
N/A
On-going monitoring arrangements?
What arrangements will be put in place to monitor the impact over time?
Monitoring of Mid Wales My Way web site and social media usage.
Visitor monitoring and survey data
Please state when this Impact Assessment will be reviewed.

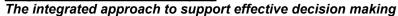
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gareth Jones		
Head of Service:	Lisa Griffiths/Ken Yorston		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr Martin Weale		

16. Governance

Decision to be made by	Council	Date required	MTFS already made 2017/18
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FORM ENDS





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 Pro	generation, perty & nmissioning	Head of Service	Ken Yorston	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Phyl Davies Cllr Jonathan Wilkinson
Proposal 1819-26 - Heart of Wales Property Services Ltd							

Outline Summary / Description of Proposal

Heart of Wales Property Services Ltd (HOWPS) commenced trading in July 2017, as a jointly owned company to deliver a range of property services. HOWPS will aim to improve service delivery, increase income generation by trading more widely than the Council. It is not now envisaged to transfer the asset management team.

1. Profile of savings delivery (if applicable) Please note, this is estimated additional income to the Council rather than Savings,

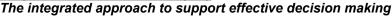
2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£50,000	£100,000	£100,000	£100,000	£100,000	£450,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	No consultation required as the project has already been set up and consultation has previously been conducted.	No

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

Version	Author	Job Title	Date	
HOWPS	Angela Protheroe	Client Liaison Officer	20/11/2017	



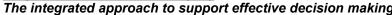


4. Impact on Other Service Areas

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					

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	It is envisaged that HOWPS will develop the local supply chain and will subcontract to local SME's where possible.	Good	PCC is monitoring performance of HOWPS against its commitment to do this, which is a contractual obligation.	Good
Health and Care We will lead the way in effective, integrated rural health and care	No Impact	Neutral		Neutral
Learning and skills We will strengthen learning and skills	HOWPS will be expected to develop and upskill the local workforce by providing or facilitating training opportunities.	Good	PCC is monitoring performance of HOWPS against its commitment to do this, which is a contractual obligation.	Good
Residents and Communities We will support our residents and communities	No Impact	Neutral		Neutral





Source of Outline Evidence to support judgements

Services contract with HOWPS.

KPI set and the minutes of the Contract Management Forum and Board Meetings.

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.	The contractual arrangements with HOWPS will ensure that it operates in a way that uses resources efficiently and provides learning and employment opportunities to develop the workforce.	Good	Requirement for Continual Improvement on all aspects of HOWPS operation, which will be monitored by PCC.	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).	The contractual arrangements with HOWPS will ensure that it operates in a way that respects the environment.	Neutral	Monitoring by PCC.	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	No Impact.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The contractual arrangements with HOWPS will ensure that it achieves some community benefits as part of its operation.	Good	Monitoring against commitment.	Good





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 1000aci		No Impact.	Neutral
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	anguage, and treating the Welsh language ensure all communication with the public and service		No further action needed	Neutral
Opportunities to promote the Welsh language	No Impact	Neutral	No further action needed	Neutral
Welsh Language impact on staff	No Impact	Neutral	No further action needed	Neutral
People are encouraged to do sport, art and recreation.	No Impact	Neutral	No further action needed	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	No Impact	Neutral	No further action needed	Neutral
Disability	No Impact	Neutral	No further action needed	Neutral
Gender reassignment	No Impact	Neutral	No further action needed	Neutral
Marriage or civil partnership	No Impact	Neutral	No further action needed	Neutral
Race	No Impact	Neutral	No further action needed	Neutral
Religion or belief	No Impact	Neutral	No further action needed	Neutral
Sex	No Impact	Neutral	No further action needed	Neutral
Sexual Orientation	No Impact	Neutral	No further action needed	Neutral
Pregnancy and Maternity	No Impact	Neutral	No further action needed	Neutral





Source of Outline Evidence to support judgements

Services contract with HOWPS.

KPI set and the minutes of the Contract Management Forum and Board 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.	HOWPS is set up for an initial period of ten years within the option to extend for a further five years. This will provide stability and enable longer term goals to be met.	Good	Full involvement of Board Members in shaping the strategy for HOWPS	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The HOWPS partner (KIER) will bring commercial acumen and improved systems which will enable services to be delivered to a higher standard.	Good	The next stage will be for HOWPS to work with other organisations who have expressed an interest in utilising HOWPS services to grow a sustainable business in Powys.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	HOWPS are contractually obliged to engage with Stakeholders to continually improve services, respond to suggestions and complaints in a positive manner.	Good	Involvement with HOWPS Board members and structured liaison between PCC and HOWPS at operational level will ensure appropriate engagement and involvement of stakeholders takes place.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	The expertise and systems being contributed by HOWPS partner (KIER) will prevent standards deteriorating. Some areas require considerate investment in terms of ICT	Good	No further action proposed.	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 HOWPS partner (KIER) will provide back office function currently carried out in PCC. This has impacted on some PCC central support services.	Poor	Not known yet, PCC will need to examine resource requirements going forward.	Poor



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.	The commitment to develop and upskill the workforce will provide employment opportunities which may mitigate the impact of poverty in some extent.	Good	Monitoring against commitment.	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No Impact	Neutral	No further action needed	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	No further action needed	Neutral
Impact on Powys County Council Workforce	A number of PCC staff have been T.U.P.E transferred to HOWPS, although their terms and conditions of employment have certain protection.	Poor	No further action needed.	Neutral

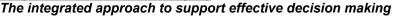
Source of Outline Evidence to support judgements

Services contract with HOWPS.

KPI set and the minutes of the Contract Management Forum and Board Meetings.

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
Low	Low	Low		
Mitigation				
N/A				





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	
Relationship with HOWPS may break down and service standards		Medium	Robust contractual arrangements with bi	eak clause at five	Low	
decline, with increasing rather than decre	easing costs.	Wicaram	years.		LOW	
HOWPS wishes to operate in a way that conflicts with PCC objectives		Medium	Reserved matters in Shareholders Agreement preclude HOWPS from making certain decisions without express approval of PCC.		Low	
		Choose an item.			Choose an item.	
Overall judgement (to be included in pro	ject 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
The project has already been set up and			
there are no actions to deliver change			
proposals at the moment.			
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

	2018-19		2019-20			2020-21						
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
2 officers @ approx. 70%												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
HOWPS presents opportunities for PCC to meet some of its objectives whilst resp	ponding to budgetary requirements and improving service standards.

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?

Services contract with HOWPS.

KPI set and the minutes of the Contract Management Forum and Board Meetings.

This is an update on an existing project that has been implemented.

14. On-going monitoring arrangements?

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

Services contract with HOWPS.

KPI set and the minutes of the Contract Management Forum and Board Meetings.

Please state when this Impact Assessment will be reviewed.

November 2018

15. Sign Off

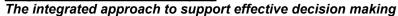
Position	Name	Signature	Date					
Impact Assessment Lead:	Angela Protheroe							
Head of Service:	Ken Yorston							
Strategic Director:	Paul Griffiths							
Portfolio Holder:	Cllr Phyl Davies Cllr Jonathan Wilkinson							

16. Governance

Decision to be made by Portfolio	Holder Date required	22/11/2017
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FORM ENDS





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	Commercial Property	Head of Service	Ken Yorston	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr Phyl Davies	
Proposal 1819-29 - Failure to achieve MTFS target of £35,000 in respect of the commercial portfolio								
Outline Summary / Description of Proposal								
Failure to achieve MTFS target of £35,000 in respect of the commercial portfolio								

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£-35,000					£-35,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered	
No consultation required (please provide justification)	Pre-approved savings target	No	

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

Version	Author	Job Title	Date
1	David Micah	Commercial Property Manager	20 November 2017





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 does have the potential to impact upon other service areas if the proposal cannot be delivered. However, the severity of any failure to meet the proposal is unknown (by property) as it is not stated which service area or areas is intended to benefit from this saving.

Service Area informed: None Contact Officer liaised with: None
Mitigation

The target was set at an early stage by a former Senior Manager who is no longer with the organisation, and was not intended to become a target. It was an estimation of where she expected the profitability of the commercial portfolio to be after leases were renewed on less onerous terms to the Council.

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 Commercial Portfolio occupancy rate stood at 85% at the end of 2016/17, as a number of tenants vacated their units during the final quarter of the year. However, the units generated a trading surplus over expenditure of £132,000, and therefore contribute well to the development of a vibrant economy.	Neutral	The Commercial Property Team will continue to promote the estate, and aim to increase occupancy in future years, in doing so increasing the ability to deliver its savings target	Good
Health and Care We will lead the way in effective, integrated rural health and care	Not known	Neutral	Not known	Neutral
Learning and skills We will strengthen learning and skills	Not known	Neutral	Not known	Neutral
Residents and Communities We will support our residents and communities	Not known	Neutral	Not known	Neutral



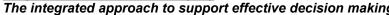


Source of Outline Evidence to sup	port jud	lgements
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Monthly AIA reporting, and previous year financial records

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 commercial portfolio provides business opportunities to local entrepreneurs, and creates a trading profit. The delivery of a savings target enables the authority to meet higher service delivery costs elsewhere	Neutral	Enhanced marketing of vacant space, in order to increase commercial property occupancy rates, which will aid the delivery of the savings target	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).	The delivery of the savings target means the authority will not have to borrow to meet other known costs.	Good	No impact	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.	Unknown	Unknown	Unknown	Unknown
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Unknown	Unknown	Unknown	Unknown





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.	Unknown	Unknown	Unknown	Unknown
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Unknown	Unknown	Unknown	Unknown
Opportunities to promote the Welsh language	Unknown	Unknown	Unknown	Unknown
Welsh Language impact on staff	Unknown	Unknown	Unknown	Unknown
People are encouraged to do sport, art and recreation.	Unknown	Unknown	Unknown	Unknown
A more equal Wales: A society that enable:	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	Unknown	Unknown	Unknown	Unknown
Disability	Unknown	Unknown	Unknown	Unknown
Gender reassignment	Unknown	Unknown	Unknown	Unknown
Marriage or civil partnership	Unknown	Unknown	Unknown	Unknown
Race	Unknown	Unknown	Unknown	Unknown
Religion or belief	Unknown	Unknown	Unknown	Unknown
Sex	Unknown	Unknown	Unknown	Unknown
Sexual Orientation	Unknown	Unknown	Unknown	Unknown
Pregnancy and Maternity	Unknown	Unknown	Unknown	Unknown



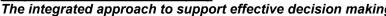


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Source of	Out	ine Evia	ience i	to Sup	port	uu	gement	Ŀ

Without knowing how or what the savings target is intended to deliver, it is not possible to indicate the effect of the 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 Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Enables the Council to become more efficient	Good	Increasing occupancy across the portfolio to help ensure savings targets can be delivered	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Unknown	Unknown	Unknown	Unknown
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Unknown	Unknown	Unknown	Unknown
Prevention: Understanding the root causes of issues to prevent them from occurring.	Unknown	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	Unknown
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Unknown	Unknown	Unknown	Unknown





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	Unknown	Unknown	Unknown	Unknown
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				
and neglect of children, young people	Unknown	Unknown	Unknown	Unknown
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council	Halaowa	Unknown	Halmoura	Unknown
Workforce	Unknown	Unknown	Unknown	Unknown

Source of Outline Evidence to support judgements

Without knowing how or what the savings target is intended to deliver, it is not possible to indicate the effect of the proposal

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium

Mitigation

In order to achieve the proposal, it is necessary to increase and maintain occupancy levels across the portfolio. This is market driven, and whilst officers will do all they can to ensure occupancy is at a high level, tenants are relatively free to move as they wish

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
		High	Increased marketing of vacant spaces		Medium
Out of date lease agreements	Ensure lease renewals are undertaken on time and new rentals				Low
Savings targets not met	Savings targets not met M		Maximise occupancy of all sites when possible		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	
Increased marketing of vacant spaces	Ongoing	Higher occupancy rates		
Timely lease renewals / rent reviews	Ongoing, according to lease agreements	More up to date rent roll		
Maximising occupancy	Ongoing	Increased rent roll, higher occupancy		
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

		201	8-19			201	9-20			202	0-21	
Support Requirements	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:

The savings target will continue to be challenging, as it is dependent upon high rates of occupancy in what is a transient sector of the market, as many tenants are trying to establish new businesses for the first time and there is a high rate of turnover

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

What additional evidence and data has informed the development of your proposal?



Actua	l letting information
1 <u>4</u> . Օո-ք	going monitoring arrangements?
What	arrangements will be put in place to monitor the impact over time?
Quart	terly budget reviews with finance business partners
Please	e state when this Impact Assessment will be reviewed.
Quart	rerly

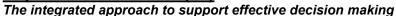
15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	David Micah		20 November 2017
Head of Service:	Ken Yorston		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr Phyl Davies		

16. Governance

Decision to be made by	Council	Date required	asap
	A decision needs to be made as to where		
	the unachieved savings identified will be		
	found from		

FORM ENDS



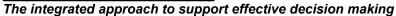


This Impact Assessment (IA) toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring 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	Nigel Brinn	Strategic Director	Paul Griffiths	Portfolio Holder	Cllr. Liam Fitzpatrick
Proposal 1819-30 - Transfer operation of public conveniences.							
Outline Summary / Description of Proposal							





This Impact Statement accompanies the project to transfer the operation of public conveniences to Town or Community Councils or local interest groups, or where no transfer can be completed to close the facilities and seek alternative provision through local businesses. The aim is to ensure a sustainable future for the provision of public conveniences across Powys which takes into account the efficiencies identified for the service in the Medium Term Financial Plan.

The objectives are to:

- Ensure a sustainable future for the provision of public conveniences
- Contribute to the delivery of the One Powys Plan
- Realise savings of £200,000.

There is growing pressure on budgets as the council has to deliver the budget reduction set out by Welsh Government. The council has therefore looked at ways to continue supporting the provision of services through other means and believes that Town/Community Councils can run some services at lower costs.

There are currently 63 publicly funded public conveniences in Powys:

- 4 wholly owned and funded by Welsh Government;
- 2 owned and operated by Powys County Council;
- 57 operated by Town and Community Councils or Community Groups currently with support from Powys County Council.

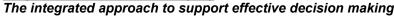
The decision has recently been made not to continue to offer a grant toward the operation of the public conveniences it is expected that the following savings will be made. The council will still have the commitment for the operation of the toilets at the transport interchanges which currently has a budget allocated to it of £55,000. A letter has been sent to operators, whose funding expires in March 2018, clarifying the situation and notifying of the decision not to renew grant arrangements as they finish.

There are currently 35 public conveniences being operated under a lease or licence agreement, the majority of which are full repairing agreements. The Tenant has the ability to determine the lease, or licence, at each anniversary of the Term, on giving the Landlord not less than 3 months' notice in writing.

4 CAT transfers are currently outstanding. Llanwrtyd, Newtown (Shortbridge Street and Back Lane) and Welshpool (Berriew Street).

There is potential for a large number of the facilities to transfer via a CAT to the current operator. As it stands at the moment, the majority of these have received their final guaranteed grant payment.

One thing that needs to be considered is what happens to those toilets that are handed back to the County Council once operators are informed of the decision not to renew its grant agreement. The HTR service do not have the budget to operate these toilets at a significantly increased cost to that of the current operator. It is therefore expected that these toilets will close and be declared surplus if no other operator wants to take over the building and run it as a public convenience facility. It is unclear where the budget to dispose of the structure will come from if this is the last resort for the building.





1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	On-going discussions with potential new operators	Yes

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

Version	Author	Job Title	Date
2	Nichola Davies	HGSS Project Officer	28/11/17
3	Nichola Davies	HGSS Project Officer	02/01/18



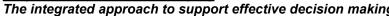


4. Impact on Other Service Areas

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						
Property Legal						
Service Area informed:	Yes	Contact Officer liaised with:	Yes			
Mitigation						
Property and Legal will be required to assist H	Vitigation Property and Legal will be required to assist HTR with the production and completion of the Licence, Lease and Freehold documents.					

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 known impact	Unknown		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	A lack of accessible and good public toilets can affect not only the quality of our town centres or villages, parks or bus stations, but it may also reduce the dignity and quality of people's lives.	Good	As Town & Community Council's take on these facilities, it is likely that standards will improve as local pride and vested interest takes over.	Good
Learning and skills We will strengthen learning and skills	No known impact	Unknown		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
Residents and Communities We will support our residents and communities	They are one of the basic facilities that residents and visitors alike depend on. Good quality provision instils confidence in public facilities as a whole, helps to inspire positive impressions, and contributes to many other important aspects of life. People expect accessible, clean, safe and well maintained toilets	Good	As Town & Community Council's take on these facilities, it is likely that standards will improve as local pride and vested interest takes over.	Good

Source of Outline Evidence to support judgements

There are examples of this within Powys where facilities have previously been taken over by communities.

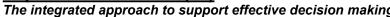
Via such award schemes as "Loo of the Year", evidence exists that local communities want to participate and achieve recognition for cleanliness and excellence.





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 known impact	Unknown		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 known impact	Unknown		Choose an item.





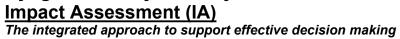
	A lack of accessible and good public toilets can affect not only the quality of our town centres or villages, parks or bus stations, but it may also reduce the dignity and quality of people's lives.				
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	They are one of the basic facilities that residents and visitors alike depend on. Good quality provision instils confidence in public facilities as a whole, helps to inspire positive impressions, and contributes to many other important aspects of life. People expect accessible, clean, safe and well maintained toilets	Good	As Town & Community Council's take on these facilities, it is likely that standards will improve as local pride and vested interest takes over.	Good	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No known impact	Unknown		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. Toilets are one of the basic facilities that residents and visitors alike depend on. Good quality provision instils confidence in public facilities as a whole, helps to inspire positive impressions, and contributes to many other important aspects of life. People expect accessible, clean, safe and well maintained toilets		Good	As Town & Community Council's take on these facilities, it is likely that standards will improve as local pride and vested interest takes over.	Good	
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.	
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No known impact	Unknown		Choose an item.	



Opportunities to promote the Welsh language	No known impact	Unknown		Choose an item.
Welsh Language impact on staff	No known impact	Unknown		Choose an item.
Walkers, cyclists and others who take part in sport and other activities may be encouraged to do so if there are public convenience facilities on the route of their activity		Good	Work with local groups to operate the toilets on behalf of the council.	Good
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	Baby changing; Young children with developing bladders etc. have more frequent requirements and less capability to manage control; Natural ageing increases likelihood of greater need or incontinence; As people age the likelihood of developing health issues where incontinence is a side effect increases; Powys has an ageing population;	Good	Work with local groups to operate the toilets on behalf of the council.	Good
Disability	Disabilities are often associated with continence problems or a greater frequency of toilet use; Access arrangements; Disabilities can require the use of mobility aids which require greater room within conveniences.	Good	Work with local groups to operate the toilets on behalf of the council.	Good



Gender reassignment	Operations can often give rise to incontinence issues;	Good	Work with local groups to operate the toilets on behalf of the council.	Good
Marriage or civil partnership	No known impact	Unknown		Choose an item.
Race	No known impact	Unknown		Choose an item.
Religion or belief	No known impact	Unknown		Choose an item.
Sex	No known impact	Unknown		Choose an item.
Sexual Orientation	No known impact	Unknown		Choose an item.
Pregnancy and Maternity	General requirement for more frequent toilet use	Good	Work with local groups to operate the toilets on behalf of the council.	Good





Source of Outline Evidence to support judgements

The main complaints to Powys County Council have concerned; cleanliness, maintenance, opening hours, vandalism and closures of facilities.

7. How does your proposal impact on the council's other key guiding principles?

Principle	ciple How does the proposal impact on this principle?		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.	Facilities may close if a new operator is not found.	Good	Work with local groups to operate the toilets on behalf of the council.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	ative way to find shared the operation of the conveniences		Work with local groups to operate the toilets on behalf of the council.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	community engagement has taken place to gain residents views and to express the proposals of the county Council		Work with local groups to operate the toilets on behalf of the council.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/a	Unknown		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.	Working with third party organisations to take over the operation of the conveniences.	Good	Work with local groups to operate the toilets on behalf of the council.	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Operators will be allowed to introduce charges if the wish to do so.	Good	Discuss the impact with new operators and request charges are kept to a minimum.	Good

Cyngor Sir Powys County Council





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	Radar keys are available for people with a disability who require use of disabled toilet facilities.	Good	The council issue these keys for free.	Very 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.	A lack of accessible and good public toilets can affect not only the quality of our town centres or villages, parks or bus stations, but it may also reduce the dignity and quality of people's lives.	Good	Work with local groups to operate the toilets on behalf of the council.	Good
Impact on Powys County Council Workforce	Council officers who travel as part of their working day require the use to public conveniences	Good	Work with local groups to operate the toilets on behalf of the council.	Good

Source of Outline Evidence to support judgements

The main complaints to Powys County Council have concerned; cleanliness, maintenance, opening hours, vandalism and closures of facilities.

Engagement with local communities

8. Achievability of proposal?

Impact on Service / Council	cil Risk to delivery of the proposal Inherent Risk		
Medium	Medium	Medium	
mater or			

Mitigation

Work with local groups to operate the toilets on behalf of the council to ensure as many facilities are kept open as possible.

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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
Closure of toilet facilities		High	Work with local groups to operate the toilets on behalf of the council.			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

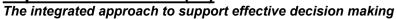
Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	Ongoing decision making
Cabinet decision required	Yes	Date required	Ongoing decision making
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

		201	8-19			201	9-20			202	0-21	
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Legal services	/	/	/	/	/	/	/	/	/	/	/	/
Property services	/	/	/	/	/	/	/	/	/	/	/	/

12	Overall	l Summary and	l ludgement of	f this Impact .	Accaccmant?
12.	Overan	ı sullillaly allu	i Juugeillelit O	I LIIIS IIIIDALL <i>i</i>	4226221116111:

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?

Closely working with new operators

MTFS savings target monitored

Monitor complaints/compliments from members of the public

Please state when this Impact Assessment will be reviewed.

November 2018

15. Sign Off

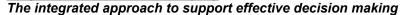
Position	Name	Signature	Date
Impact Assessment Lead:	Nichola Davies	N. Davies	29.11.17
Head of Service:	Nigel Brinn		
Strategic Director:	Paul Griffiths		
Portfolio Holder:	Cllr. Liam Fitzpatrick		

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS





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	Gareth Jones	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal 1819-31 Raise age of admission							

Outline Summary / Description of Proposal

Under the previous admissions policy children could start in a Primary School at the start of the term in which he/she had her fourth birthday, prior to this they could access two terms of authority funded pre-school 3 year old education provision.

The statutory age of admission is at the start of the term following a child's fifth birthday, with many authority's admitting children at the start of the school year (September) following his/her fourth birthday.

The policy changed the age of admission to schools in Powys, to be in line with the majority of our neighbouring authorities in both Wales and England, to the start of the school year following a child's fourth birthday. This proposal has changed the start of school by between one and two terms and this loss of provision has been replaced by the increase and extension of the pre-school provision from 10 hours per week up to 12.5 hours per week and for up to five terms following the child's third birthday. The change has been implemented from the start of the school year in September 2017.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£550,000	£80,000	None in addition to			
		previous years	previous years	previous years	previous years

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	Already undertaken	Yes

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

Version	Author	Job Title	Date
V1	Gareth Jones	Senior Manager – Central Services	28 th October 2015
V2	Gareth Jones	Senior Manager – Central Services	7 th April 2016
V3	Gareth Jones	Senior Manager – Central Services	22 nd November 2016



The integrated approach to support effective decision making

V4	Gareth Jones	Senior Manager – Central Services	16th December 2016
V5	Gareth Jones	Senior Manager – Central Services	12th December 2017
V6	Gareth Jones	Interim Head of Schools Service	7 th January 2018

4. I	Impact	on C)ther	Servi	ce A	۱reas
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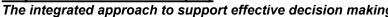
Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Yes, the proposed change is directly linked to the services provided through the CYPP. Officers from the CYPP and other third sector agencies have helped to formulate the proposal to date and will continue to be members of the appropriate work streams.

Service Area informed:	Change already Made in 17-18	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
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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 change to the age of admission has had a negative impact on the Primary Schools delegated budget by reducing funding by £2.8m which has resulted in up to 120 teaching and Learning Support staff redundancies. There will be a positive impact of the change on the economic viability of childcare and early years settings through the increased number of children accessing the provision and therefore providing an increased funding base for the setting. The change to the age of admissions into the Primary Schools will have limited impact on this area, although the delay in children accessing full time education will have an impact on the family's economic position as there will either be an extended period of childcare requirements and costs or a delay in the parents' ability to fully	Neutral	The authority will work will childcare providers to ensure the required places are available The authority is proposing to provide extended funded 3+ provision with a 25% increase in the number of funded hours. This represents nearly 60% of the hours children currently receive in full time school nursery provision. In addition the authority has a duty to ensure that the childcare demand can be met through childcare settings.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care		Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	The delay of up to 3 terms in a child's admission to full time primary education will potentially have an impact on the outcomes for these children. Both Schools and Early Years Settings are inspected under the ESTYN common inspection framework and deliver in accordance to the Foundation phase curriculum. The proposal will reduce the number of hours in an education setting by 9 hours per week and will amount to 342 hours for those children born in the Autumn term.	Poor	The proposed increase in the number of funded preschool hours will partly offset the negative impact of the change in the age of admission. The settings will be supported by a team of teachers to provide the required advice and support. Setting will be commissioned to deliver the early years provision and will be subject to contract monitoring arrangements to ensure that standards are being delivered at the level required in the contract.	Neutral

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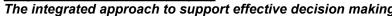
Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Residents and Communities We will support our residents and communities	No impact	Neutral		Neutral

Source of Outline Evidence to support judgements

Consultation papers and funding arrangements for Schools and Early Years settings.

6. How does your proposal impact on the Welsh Government's well-being goals?

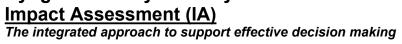
Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and 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 allows the authority to maintain funding levels for its statutory education provision, whilst providing a sustainable funding level for early years settings.	Good	The authority will work with early years settings to ensure that they can meet the childcare requirements.	Good





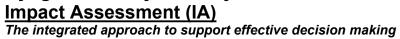
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No impact	Neutral		Neutral
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	The council has procedures and policies in place to support Children with Learning or Physical disability. The proposed change will not negatively impact on these procedures, however there will be a delay in services such as School Nurses being involved with children. Those children with significant needs will continue to be assessed through the current assessment procedures in Special Schools or other settings. There may be a disproportionate impact on parents who themselves have disabilities through reduced access to full day education provision, with no transport being provided to the early years settings.	Poor	The authority through the CYPP, Schools and other agencies will work to support children and parents with disabilities to enable those children to access the required education opportunities.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No impact	Neutral		Neutral
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

Cyngor Sir Powys County Council





Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	All schools and settings are required to deliver the foundation phase curriculum and "welsh language development" is one of the 7 areas of required learning and all children accessing support will have the opportunity to use the Welsh Language. The proposal impacts equally on both English and Welsh Provision, as part of the recommissioning of the 3+ early years provision the authority will be considering the availability of a Welsh Medium setting within reasonable journey time for all children.	Neutral	The authority will through the implementation of the Welsh in Education Strategic plan, further encourage and support the development of Bilingualism. As part of the recommissioning of the 3+ early years provision the authority will be considering the availability of a Welsh Medium setting within reasonable journey time for all children.	Good
Opportunities to promote the Welsh language	No impact	Neutral		Neutral
Welsh Language impact on staff	All schools and settings are required to deliver the foundation phase curriculum and "welsh language development" is one of the 7 areas of required learning and all children accessing support will have the opportunity to use the Welsh Language. School staff have the opportunity to access funded sabbaticals to improve their Welsh language and delivery skills. The lack of suitably qualified staff in the pre-school sector is a concern. Typically these staff members are employed in a school setting, where there is greater development opportunities.	Very Good	The authority will through the implementation of the Welsh in Education Strategic plan, further encourage and support the development of Bilingualism	Very Good
People are encouraged to do sport, art and recreation.	The delay in full time education may delay a child's access to healthy activity's	Poor	Provide support to funded setting to encourage the extended use of the outdoor classroom for healthy activity's	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).				
Age	The proposal will impact on families with young children as evidenced by the age of the respondents to the consultation where over 75% of the responses received being from people in the 25 – 44 age group.	Poor	The authority is proposing to provide extended funded 3+ provision with a 25% increase in the number of funded hours. This represents nearly 60% of the hours children currently receive in full time school nursery provision. In addition the authority has a duty to ensure that the childcare demand can be met through childcare settings.	Poor





Disability	The council has procedures and policies in place to support Children with Learning or Physical disability. The proposed change will not negatively impact on these procedures, however there will be a delay in services such as School Nurses being involved with children. Those children with significant needs will continue to be assessed through the current assessment procedures in Special Schools or other settings. There may be a disproportionate impact on parents who themselves have disabilities through reduced access to full day education provision, with no transport being provided to the early years settings.	Poor	The authority through the CYPP, Schools and other agencies will work to support children and parents with disabilities to enable those children to access the required education opportunities.	Neutral
Gender reassignment	No impact	Neutral		Neutral
Marriage or civil partnership	No impact	Neutral		Neutral
Race	No impact	Neutral		Neutral
Religion or belief	No impact	Neutral		Neutral
Sex	The consultation responses were heavily weighted towards women with 82% of the 93% who indicated their sex being women. The proposal may impact on women more than men especially in relation to those children living in a single parent household with a delay in admission to school may delay the parents' ability to return to work. Those parents whose children would be entitled to Free School Meals would have increased food costs due to the delay in full time admission to Schools.	Poor	The council will through the relevant services support these parents to ensure they can access their full entitlements.	Poor
Sexual Orientation	No impact	Neutral		Neutral
Pregnancy and Maternity	No impact	Neutral		Neutral

Source of Outline Evidence to support judgements

Consultation and funding papers.

CYPP and School Strategies.

WESP and Foundation phase curriculum, together with commissioning documentation.

Foundation Phase Curriculum requirements.

Consultation responses.

7. How does your proposal impact on the council's other key guiding principles?

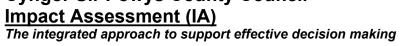
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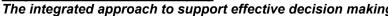
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5	ways of working)			
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The short term impact of the proposal will be the significant impact on the staffing levels required in Schools (Reduction) and early years settings (Increase), together with the requirement to ensure that the authority and settings have enough places to meet the expected demand for early years places. In the longer term the provision of a sustainable funding system for the commissioned 3+ provision will ensure that the authority can meet its statutory requirements. The funding of the statutory school age provision Reception to Year 11 has been protected under this proposal	Good	The authority is working to identify the required number of 3+ places both in terms of total, catchment and language requirements.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The current and future 3+ provision is / will be delivered through a mixture of maintained (school run) and non-maintained settings. The exact split of the future network of providers will be dependent on the outcome of the commissioning process for the enhanced 3+ provision	Very Good	Recommissioning of the 3+ settings	Very 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): Involving a diversity of the population in the decisions that affect them.	The proposal was subject to a wide consultation which received a high level of response during the spring term 2016. The detail of the commissioning requirements will be discussed with partner agencies before being tendered. Three events supported by business wales staff have been held during the Autumn term 2016 to inform providers with details of the process that will be required through the recommissioning process. Sessions are to be held in January 2017 to support settings through the required process	Very Good	Robust recommissioning procedures	Very Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	The proposed commissioning of the enhanced 3+ provision will prevent the current financial issues occurring in the future.	Good	The council will continue to monitor the financial position of settings through the finance and business support services.	Very 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 proposed change to age of admission and the enhanced 3+ provision is due to the financial constraints facing the authority and the requirement to meet statutory education provision for children in reception to year 11. Taking an integrated chat public bodies look at all agoals in deciding on their the integration of 3+, childcare and full time schooling		The development and implementation of robust transition plans from Flying Start settings to 3+ settings, and from 3+ settings to mainstream schools. This will be further enhanced by the integration of the two current support teams into a single team based in the Schools Service	Very 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
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The proposal will have a potential negative impact on the families of the affected young children due to the requirement to fund additional childcare costs and limiting the parents' ability to seek work outside the home. It is not expected that there will be a significant impact on the educational outcomes of the children at the end of Key Stage 2 and 4 due to the change of age of admission as all settings and schools are working to and delivering the requirements of the foundation phase curriculum.	Poor	The development and implementation of robust transition plans from Flying Start settings to 3+ settings, and from 3+ settings to mainstream schools.	Poor
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.	The council, settings and schools have robust and clear safeguarding processes in place. The replacement of full time education with part time education may delay a child's contact with services that monitor their wellbeing.	Poor	Continue the monitoring and development of safeguarding procedures and training for all early years providers.	Poor
Impact on Powys County Council Workforce Source of Outline Evidence to support	The expected change will result in a minimum 100 FTE redundancies across 89 primary schools.	Poor	This will be offset a little by a small increase in the number of staff required for recommission of early years. Redundancy policy.	Neutral

Source of Outline Evidence to support judgements

Consultation papers, funding arrangements and Cabinet paper re Schools Asset Management Plan.

Details of current settings funded.

Consultation notes and responses.

Financial figures and proposed funding levels.

Transition plans and processes.

Safeguarding procedural documentation and policies.

8. Achievability of proposal?



Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	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 Ratio		
Children / Pupils commence full time statutory schooling at the		The appointment of a project manager to le	ad on the			
start of the reception year at a potentially lower attainment /	Medium	implementation of the proposal will provide	e a dedicated	Medium		
development level than currently.	resource to drive forward and implement th	ne proposed changes.				
Failure to identify and provide early intervention for children with		The review of the Schools Service asset mar	nagement plan will			
ALN.	Medium	support the planning of the delivery of the	evised early years	Medium		
ALIN.		structure of pre-school places				
nsufficient relevantly qualified and experienced early year's		The application of robust project management	ent disciplines and			
nsufficient relevantly qualified and experienced early year's	Medium	the multidisciplinary project team will provi	de the required	Medium		
practitioners.		management and escalation processes.				
nsufficient Welsh Medium early years provision to meet demand	Low	Continue the monitoring and development	of safeguarding	Low		
hrough lack of staff with relevant language skills.	LOW	procedures and training for all early years p	LOW			
		The authority has commenced a review of t	he fair funding			
		formula for Schools, led by the Schools Finance Manager, the				
		review will not be completed until the Autu				
		part of the project plan the review will iden				
		elements of duplicate funding between the				
The service will not be able to identify the remaining £250,000		delegated funds.				
required efficiency as detailed by the council's cabinet in May	High			Medium		
2016.		The authority is preparing the project plan for the review of the ALN and SEN provision both through delegated, devolved and				
		retained funding. One of the streams of this	project will focus on			
		the ALN/SEN provision made for 3 – 4 year old children and in				
		particular the 4 Pre School assessments cen	tres across the			
		authority.				
Overall judgement (to be included in project risk register)						
Very High Risk High Risk		Medium Risk	Low Risk			
		х				

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Already implemented			





Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Yes	Date required	Already made
Council decision required	Choose an item.	Date required	

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
Already Implemented												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The change of the age of admission into schools and the recommissioning of an extended pre-school education provision will have an impact on the delivery of education and care to the young children of Powys, together with the costs of childcare for working families. The authority has applied robust project management procedures to the programme to reduce the overall risk to the programme.

The final registration requirements with CSSIW and Welsh Government has a low degree of risk but this is expected to be resolved by Easter 2018.

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

What additional evidence and data has informed the development of your proposal?

Early years review project team papers and consultation responses have highlighted the risks associated with this proposal.

14. On-going monitoring arrangements?

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

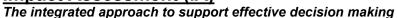
The Project is to be monitored through the Schools Service Management Team, the Children and Young Peoples Partnership, the authority's project management processes.

Please state when this Impact Assessment will be reviewed.

Quarterly via project group and reported to SSMT

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Gareth E Jones		12 th December 2017
Head of Service:	Gareth E Jones		12 th December 2017





Strategic Director:	Ian Budd	12 th December 2017
Portfolio Holder:	Myfanwy Alexander	12 th December 2017

16. Governance

Decision to be made by	Cabinet	Date required	Already taken

FORM ENDS





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	School Service	Head of Service	Gareth Jones	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander	
Proposal		ALN services review						
Outline Summary / Description of Proposal								
To review the servic Phase 17/18 PRU un	es and structures under t it	he ALN and Inclusion se	ervice					

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£150,000	£	£	£	£	£150,000

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	2 nd Jan 2018	Yes

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

Version	Author	Job Title	Date
V12	Imtiaz Bhatti	Senior Manager ALN and Inclusion	December 2017



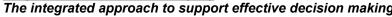


4. Impact on Other Service Area	eas
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Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
This work will have a positive impact on a nur	mber of services including Health Board and CY	PP.			
Service Area informed:	CYPP	Contact Officer liaised with:	Shelley Davies		
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	No impact	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	This will improve the Social and emotional health of pupils in schools	Good		Choose an item.
Learning and skills We will strengthen learning and skills	This will improve the outcomes for pupils with Social and emotional health of pupils in schools including permanent and at the risk of permanent exclusion	Good		Choose an item.
Residents and Communities We will support our residents and communities	No impact	Neutral		Choose an item.



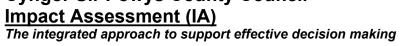
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Powys

urce of Outline Evidence to support judgements	
ainment data ellbeing Survey	

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		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 new service will develop resilience in the school system to support and meet the needs of pupils at risk of being excluded	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.	This will improve the Social and emotional health of pupils in schools	Good		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The new is on for the PRU aims to bring together health, social and education.	Good		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	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and	recreation.	
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No impact	Neutral		Choose an item.	
Opportunities to promote the Welsh language	No impact	Neutral		Choose an item.	
Welsh Language impact on staff	No impact	Neutral		Choose an item.	
People are encouraged to do sport, art and recreation.	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).					
Age	No impact	Neutral		Choose an item.	
Disability	No impact	Neutral		Choose an item.	
Gender reassignment	No impact	Neutral		Choose an item.	
Marriage or civil partnership	No impact	Neutral		Choose an item.	
Race	No impact	Neutral		Choose an item.	
Religion or belief	No impact	Neutral		Choose an item.	
Sex	No impact	Neutral		Choose an item.	
Sexual Orientation	No impact	Neutral		Choose an item.	
Pregnancy and Maternity	No impact	Neutral		Choose an item.	





Source of Outline Evidence to support judgements	

7. How does your proposal impact on the council's other key guiding principles?

 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 new vision of the PRU takes into account the Welsh Government ALN reforms.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The new is on for the PRU aims to bring together health, social and education.	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The new PRU operationally aims to bring together services and improve processing times for pupils	Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	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.	As above	Neutral		Choose an item.
				1
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Choose an item.

Cyngor Sir Powys County Council





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	No impact	Neutral		Choose an item.
sought and taken into account				iteiii.
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.	Better communication between PRU and other agencies will ensure a reduction in chances of pupil neglect and safeguarding being missed	Good		Choose an item.
Impact on Powys County Council Workforce	This will impact in restructuring the PRU	Neutral		Choose an item.

Source of Outline Evidence to support judgements

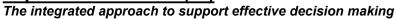
Business Case for Restructuring the PRU V12

Attainment

Wellbeing survey

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
High	Low	Low		
Mitigation				
Consultation with schools				





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	
Appointment to HT posts in PRU		Medium	Supply HT or reviewing the model		Low	
		Choose an item.			Choose an item.	
		Choose an item.			Choose an item.	
Overall judgement (to be included in pro	ject 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
End of consultation with staff	2 nd Jan 2018	Agreed required for process for	
		appointment of HT and DHT for PRUS	
New HTS recruited and in Place	April 2018 or September 2018	New appointments made	
Portfolio Holder decision required	Yes	Date required	TBA
Cabinet decision required	No	Date required	
Council decision required	No	Date required	

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

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

A new PRU with a Behaviour Support element to work with schools to reduce pupils of being excluded from school

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

What additional evidence and data has informed the development of your proposal?



The integrated approach to support effective decision making

Main drivers
ESTYN inspection report 2016
Increased number of pupils being excluded

14. On-going monitoring arrangements?

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

School Service SMT

Please state when this Impact Assessment will be reviewed.

Annually

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Imtiaz Bhatti		18/18/2017
Head of Service:	Gareth Jones		
Strategic Director:	Ian Budd		
Portfolio Holder:	Myfanwy Alexander		

16. Governance

Section 1.1	B (C): (1.11	But the state of t	
Decision to be made by	Portfolio Holder	Date required	

FORM ENDS