

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Powys Museum Service	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell
Proposal	To cease grant support to the Judge's Lodging, Presteigne, and the Old Market Hall, Llanidloes; leasehold CAT transfer of Radnorshire Museum; co-location of Welshpool Library and Powysland Museum						
Outline Summary / Description of Proposal							

Powys Museum Service

The Council currently has 5 museums in Powys:

- Brecknock Museum and Art Gallery (Shire museum) – currently under development as Y Gaer – a co-location project with Brecon Library, due for completion in 2019.
- Llanidloes Museum (local/town museum) – co-location project with Llanidloes Library completed in 2016
- Powysland Museum and Cottages, Welshpool (Shire museum)
- Radnorshire Museum, Llandrindod (Shire museum)
- The Judge’s Lodging (visitor attraction) in Presteigne is owned by the Council but operated by the Judge’s Lodging Trust. A freehold CAT was agreed by Cabinet in November 2016 and is being implemented.

The Museum Service also manages the Old Market Hall building in Llanidloes. This is leased by PCC from Llanidloes Town Council, but the facility run by the Old Market Hall Committee.

Proposals

The proposals do not include recommendations to close any facilities. Sharing buildings – particularly in Welshpool will be very challenging – but the objective is to continue to provide museums in the towns where they are currently located albeit in a reduced form. The proposals are:

- Cease grant support to the Judge’s Lodging and OMH Llanidloes = £22,500. This has been a phased withdrawal for both facilities since 2016/17. Both committees who run the facilities are aware of the Council’s plans to withdraw revenue support, and have been advised to make provision to mitigate impact
- Leasehold CAT Transfer of Radnorshire Museum – building related savings £13,000, which includes rates. The impact will be minimal on Radnorshire Museum. A small amount of permanent exhibition space is being lost along, with an agreement to share the temporary exhibition gallery for displays and meetings.
- Integration of Welshpool Library into Powysland Museum. £49,500 savings from library/museum staffing reductions and building related costs. [these savings will need to be agreed with the Library Service]. There will be a requirement for both services to compromise service delivery due to a large reduction in space for both services.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£85,000	£	£	£	£

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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	31 October 2018	Yes

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

Version	Author	Job Title	Date
V1	Catherine Richards	Principal Lead Museums, Archives and Information Management	6/09/2018

Cyngor Sir Powys County Council

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	
Corporate Property HR Legal Services	
Service Area informed:	Contact Officer liaised with:
Mitigation	
(Empty space for input)	

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

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions. To further help with financial sustainability Powys Museums must consider how they can further increase the income they already generate.</p> <p>Museums and libraries draw people into town centres, and attract tourists, both of which benefit the local shops and businesses. Maintaining both services in Welshpool ensures the continuation of such benefits.</p> <p>Co-location should improve these outcomes through broadening the offer in one location.</p>	<p>Good</p>	<p>Potential to further develop visitor attractions and associated spend</p>	<p>Unknown</p>
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Visits to Museums for recreational purposes improve the health and wellbeing of residents, boosting mental health, along with social interaction.</p> <p>Volunteering contributes to community wellbeing and improves the Museum Service in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Museums have proved to be ‘safe’ places in which people can learn and develop. This learning experience can come about either as a visitor or a volunteer giving people the opportunity to learn more about their local history and heritage.</p> <p>For volunteers the payback can be significant in terms of skills and employability. Volunteering helps people with their sense of being part of a workplace; helps them learn or improve their IT or other work-related skills; and improves their confidence to look for work.</p> <p>Museums have always been a vital resource of educational attainment, providing source material for a range of qualifications from GCSEs to PhDs. Museum collections have been widely used to bring a wide range of school subjects to life such as history, geography and provide the stimulus for projects as such as art and drama productions.</p>	<p>Neutral</p>	<p>Volunteer opportunities can offer the chance to develop new skills.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p>	<p>Unknown</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Powys Museums hold, care for and continue to develop collections for the county which represent our rich and diverse culture. These in turn enrich the lives of people in our communities and help them live fulfilled lives.</p> <p>In Welshpool co-location with the library will offer two community based services in one location.</p> <p>However public concern about a lack of space for both services will need to be addressed. Concern for the well-known and well-loved staff in both locations could also cause concern from the public. Stock and collections will need to be substantially reduced, and a sensitive and inventive design of the space will be needed.</p> <p>Volunteer opportunities should support a feeling of belonging to the local community.</p>	<p>Unknown</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>In Welshpool try to work with the community to overcome any fears about the library move into the museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negative attitudes. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>

Source of Outline Evidence to support judgements

Powys Museum’s visitor surveys
 Powys Museum’s Accreditation documentation submitted to Welsh Government
 Expert Review of Local Museum Provision in Wales 2015
 A museum Strategy for Wales 2010-2015
 Spotlight on Museums 2016

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

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions. Museums provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability.	Neutral	Continue to investigate any ways to improve opportunities for residents	Unknown
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.		Choose an item.

<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction.</p> <p>In Welshpool co-locating the library with museum should not impact negatively on these beneficial outcomes for residents.</p> <p>Volunteer opportunities also boost health related outcomes.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Powys Museums contribute much to their local communities. Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p> <p>In Welshpool co-location with the museum offers 2 important community services in one location. It is however important that the integration of stock and collections is done sensitively and does not negatively impact on these outcomes through lack of space for the previous levels of stock/collections on display.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>In Welshpool try to work with the community to overcome any fears about the change in location of the library – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negative attitudes. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Neutral</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Powys Museums promote the cultural life of our county, they encourage active participation in culture, protect our heritage, help expand our international profile and contribute to our tourism industry.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Providing access to Museums for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Welsh Language impact on staff</i></p>	<p>There are no Welsh language speaking staff within the Museum Service at this current time.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p> <p>Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Neutral</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Powys Museums enable people to explore collections for inspiration, learning and enjoyment</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others</p>	<p>Unknown</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Age	Powys Museums welcome increased use of the service by existing and new audiences regardless of their background or circumstances. It is important that the demographic of our communities is understood and this is used to inform forward planning. Understanding and dismantling barriers, real or perceived, that deter those who do not currently use our collections, or do not participate in our activities is crucial if Powys Museums are to be fully inclusive.	Neutral	Continue to investigate all possible partnerships and ways to improve outcomes for residents.	Unknown
Disability	As above	Neutral	As above	Unknown
Gender reassignment	As above	Neutral	As above	Unknown
Marriage or civil partnership	As above	Neutral	As above	Unknown
Race	As above	Neutral	As above	Unknown
Religion or belief	As above	Neutral	As above	Unknown
Sex	As above	Neutral	As above	Unknown
Sexual Orientation	As above	Neutral	As above	Unknown
Pregnancy and Maternity	As above	Neutral	As above	Unknown

Source of Outline Evidence to support judgements

Powys Museum’s visitor surveys
 Powys Museum’s Accreditation documentation submitted to Welsh Government
 Expert Review of Local Museum Provision in Wales 2015
 A museum Strategy for Wales 2010-2015
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7. How does your proposal impact on the council’s other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Choose an item.		Choose an item.
Impact on Powys County Council Workforce	<p>PCC workforce unaffected by removal of grant funding to Judge's Lodging or Old Market Hall. Also Radnorshire Museum CAT transfer – no impact on staff.</p> <p>Powysland Museum and Welshpool Library: There will be redundancies through this proposal, as the staffing complement can be reduced through operating from the same building. The PCC Management of Change and other relevant policies and procedures will be followed.</p>	Poor	Use redeployment and other training opportunities for staff at risk of redundancy, working with HR and Unions as appropriate.	Unknown
Source of Outline Evidence to support judgements				
Trent staff data				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		
<p>Welshpool: try to work with the community to overcome any fears about the change in location of the library, and co-locating with Museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negativity. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>		

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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Welshpool: In order to deliver the project a public consultation will have to be undertaken. There are risks around the public viewing the co-location as presenting a significant reduction in service and rejecting the proposal.	Medium	Welshpool: try to work with the community to overcome any fears about the change in location of the library, and co-locating with Museum – positive communication strategy needed. Staff will need to be proactively consulted and engaged in the project, to prevent negativity. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

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

Action	Target Date	Outcome	Decisions made
Remove grant funding to the Judge's Lodging and Old Market Hall	1 April 2019		
Complete leasehold CAT transfer of Radnorshire Museum	1 April 2019		
Co-locate Welshpool library into Powysland Museum	1 April 2019		
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

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

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

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

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

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

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