

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	Libraries and Museums	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell Cllr Phyl Davies
Proposal	To co-locate Welshpool library into Powysland Museum, creating one public resource.						
Outline Summary / Description of Proposal							
To co-locate and integrate collections and services provided by both the library and museum into the one physical location in the town, releasing the library building for other internal use or capital receipt. The proposal includes a staff restructure and merger, with most impact and efficiency saving to be made in this area.							

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 and Staff consultation required	31/10/18	Choose an item.

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

Version	Author	Job Title	Date
V1	Kay Thomas	Principal Librarian	26/07/2018
V2	Kay Thomas Catherine Richards	Principal Librarian Principal Lead Museums, Archives and Information Management	19/10/18
V3	Kay Thomas Catherine Richards	Principal Librarian Principal Lead Museums, Archives and Information Management	31/12/2018

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



4. Impact on Other Service Areas

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

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

<p>Council Priority</p>	<p>How does the proposal impact on this priority?</p>	<p><u>IMPACT</u> Please select from drop down box below</p>	<p>What will be done to better contribute to positive or mitigate any negative impacts?</p>	<p><u>IMPACT AFTER MITIGATION</u> Please select from drop down box below</p>
--------------------------------	--	--	--	---

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Branch libraries and museums draw people into town centres and attract tourists too, both of which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Maintaining both services in Welshpool ensures the continuation of such benefits.</p> <p>Co-location should improve these outcomes through broadening the offer in one location.</p> <p>In the adult library user survey 2015, 63% of Welshpool library users said that the local library has saved them money or provided economic benefit to them, higher than the Powys average response of 57%.</p>	<p>Good</p>	<p>Potential to further develop visitor attractions and associated spend e.g. shop, cottages, wharf/canal usage</p> <p>Consider use of outside space for range of cultural activities in summer period</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to the branch library and museum improve the health and wellbeing of residents and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and volunteer opportunities enhance the offer.</p> <p>Volunteering contributes to community wellbeing and helps improve service delivery of the museum service, in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p> <p>Maintaining both services in Welshpool ensures the continuation of such benefits.</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>Opportunities to develop local partnership working to promote health and care outcomes e.g. volunteers taking books to housebound people, reading aloud in the home or in the library etc</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Branch libraries support learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses.</p> <p>Across Powys, 76% of respondents in the adult library user survey 2015 said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>In Welshpool, these results were 56% and 23% respectively.</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,</p>	<p>Neutral</p>	<p>Volunteer opportunities can offer the chance to develop new skills (however, previous attempts to recruit volunteers for Powysland museum have been unsuccessful due to competition for such support in the area.)</p> <p>Less books and artefacts will be available on site - further promote county wide library stock including electronic resources – customers not limited to stock of one library only, but can access full stock of the library service. Museum exhibitions will continue to change regularly to show wider range. Staff will support and enable access to other resources.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p> <p>Opportunities to work with N&PT College group and other learning providers to offer more in the community (e.g. Adult Learners Wales classes in libraries</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	geography and provide the stimulus for projects as such as art and drama productions. This proposal may improve this outcome by offering increased opportunity in one location. However, lack of space may also hinder provision to some extent e.g. space to sit to study.			

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Museum and Branch library services support residents to live fulfilled lives and to feel part of their community. Powysland Museum holds, cares for and continues to develop collections for the county which represents our rich and diverse culture.</p> <p>Across Powys, 90% of respondents in the adult library user survey 2015 said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p> <p>In Welshpool in particular, 75% said that the library makes them feel part of the community, 96% find the library an enjoyable, safe and friendly environment, 77% said that the library makes them feel better, and 94% said that the library makes a difference to their lives.</p> <p>Co-location with the museum will offer 2 community based services in one location, an improvement for this outcome.</p> <p>Public consultation during 2016 endorsed the need to maintain local service delivery with trained staff to meet a multitude of requirements.</p> <p>Volunteer opportunities should support a feeling of belonging to the local community.</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>Try to work with the community to overcome any fears about the change in location – positive communication strategy needed.</p> <p>Staff will need to be proactively consulted and engaged in the project.</p> <p>Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	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.			

Source of Outline Evidence to support judgements
<p>Responses to public consultation about proposal, Oct/Nov 2018</p> <p>Adult library user survey data, Nov 2015</p> <p>Results of public consultation over libraries, July 2016</p> <p>Results of PCC residents satisfaction survey 2015</p> <p>Powys Residents Attitude Survey 2015/16</p> <p>List of services provided by branch libraries</p> <p>“Libraries making a difference” Welsh Public Library Standards framework 5, 2014 – 2017</p> <p>Libraries – bridging the digital divide. Libraries Wales 2016</p> <p>Powys Museum’s visitor surveys</p> <p>Powys Museum’s Accreditation documentation submitted to Welsh Government</p> <p>Expert Review of Local Museum Provision in Wales 2015</p> <p>A museum Strategy for Wales 2010-2015</p> <p>Spotlite on Museums 2016</p>

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Branch libraries and museums already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability. The co-location should not affect these outcomes</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve opportunities for residents</p>	<p>Unknown</p>

<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and will continue to be provided in the future.</p> <p>In Welshpool, 38% of respondents to the adult library user survey Nov 2015 reported that the library had helped them with information about health matters, and 77% said that going to the library makes them feel better.</p> <p>Colocation with the 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>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p>	<p>Unknown</p>

<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>In Welshpool, 75% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 96% find their library an enjoyable, safe and friendly environment, 77% said it makes them feel better, and 93% said that their library makes a difference to their lives. These outcomes are all above the average across Powys.</p> <p>Powysland museum promotes the cultural life of our county, it encourages active participation in culture, protects our heritage, helps expand our international profile and contributes to our tourism industry.</p> <p>Co-location with the museum offers 2 important community services in one location.</p> <p>It is important that the integration of stock and services 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>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p> <p>Staff highlighted the wide ranging population that use the library</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>Try to work with the community to overcome any fears about the change in location – positive communication strategy needed.</p> <p>Staff will need to be proactively consulted and engaged in the project.</p> <p>Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>
--	---	----------------	---	----------------

<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Library and museum services support the UN Rights of the Child. Access to wide range of information and democratic process. Access to cultural wellbeing. No change to outcomes achieved as services maintained within the town</p>	<p>Neutral</p>		<p>Unknown</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Currently provided through range of stock, resources and bilingual displays and exhibitions including Welsh speaking staff – it is important to sustain this and develop staff/volunteer skills, as well as to maintain links with partners who improve the offer e.g. Welsh for Adults, Mudiad, Adult Learners Wales, Menter Iaith.</p> <p>12% of Welshpool library users stated that they can speak Welsh in the most recent library user survey, and 15% stated that they can read Welsh. 5% of respondents stated that Welsh is their main language. Welsh language storytimes for young children are well attended and will continue.</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>Staff restructure must ensure Welsh speaking staff provision, plus opportunities for Welsh speaking volunteers.</p>	<p>Unknown</p>

<p><i>Opportunities to promote the Welsh language</i></p>	<p>Currently provided through range of stock and resources, including bilingual displays and exhibitions and Welsh speaking staff – it is important to sustain this and develop staff/volunteer skills, as well as to maintain links with partners who help libraries with this e.g. Welsh for Adults, Mudiad, Adult Learners Wales, Mentrau Iaith.</p>	<p>Neutral</p>	<p>Staff restructure must ensure Welsh speaking staff provision. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p>	<p>Unknown</p>
<p><i>Welsh Language impact on staff</i></p>	<p>Welshpool Library staff language skills as at July 2018: 1 x level 0 1 x level 1 2 x level 2 1 x level 3 1 x level 5 (first language speaker)</p> <p>Depends on outcome of management of change process.</p>	<p>Unknown</p>	<p>Consider needs as part of the Management of Change process. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p> <p>Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Unknown</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Improvement to this outcome through co-location of 2 cultural services offering arts and recreational opportunities. Lack of space may curtail some potential though.</p> <p>Branch libraries and museums currently offer a wide range of opportunities for cultural, educational and recreational activities, and it is important that these opportunities are maintained through a regular programme at the new facility. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced budgets, and has been supported by partner organisations and volunteers.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others. Consider use of outdoor space to broaden activities available. Investigate further partnership working with local schools and leisure facilities, to broaden offer and to provide a larger venue if needed</p>	<p>Unknown</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

<p>Age</p>	<p>The age breakdown of 62,151 registered library members shows the following: 0-4 years 1502 5 – 10 years 6116 11-13 years 3569 14-17 years 3792 18-59 years 28175 60+ years 16292</p> <p>Not all registered members have given this information. This equates to 24% under 18, 45% aged 18-59 years, and 26% over 60 years old.</p> <p>Welshpool library has 8629 registered readers, with the following age profile: 0-4 years 165 5-10 years 711 11-13 512 14-17 616 18-59 4045 60+ 2374</p> <p>This equates to 23% under 18, 47% aged 18-59 years, and 28% over 60 years (Not all records contain the age data). Welshpool library therefore has more adult and older customers than the average across Powys.</p> <p>Strong usage by elderly residents was endorsed by the responses to the public consultation over library savings 2016, and shown again by the consultation over this proposal. 43% of respondents were aged 65 years+, and a further 21% of respondents were aged 55-64 years.</p> <p>However, this proposal should not impact significantly on older people, as both services are being maintained in the town. Concerns about accessibility need to be addressed.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve outcomes for residents of all ages. Investigate bus routes and parking facilities</p>	<p>Unknown</p>
-------------------	---	----------------	---	----------------

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Disability</p>	<p>In the library user survey Nov 2015, the overall figure for respondents living with a long term disability or conditions for Welshpool library was 13%, lower than the Powys wide average of 25%, with mobility issues, stamina, hearing and sight loss the main conditions highlighted.</p> <p>The proposal should not impact significantly on these groups, as the services are being maintained locally. There will be less public parking available on site, but spaces will be designated for disabled blue badge parking. Morrison’s car park is adjacent to the site, with flat level access to the main door. There is lift access to the upper floor, and a large disabled toilet on site.</p> <p>Parking was highlighted as a concern in the public consultation about the proposal, and disabled and pushchair accessibility has been raised by staff.</p>	<p>Neutral</p>	<p>Ensure onsite parking is reserved for disabled people Investigate local bus stops/drop-off points nearby Complete review of H&S aspects and DDA accessibility of the building generally, and ensure that any issues highlighted are addressed. Consider highways concerns raised through staff consultation with relevant department. Lighting and flooring concerns will also be reviewed.</p>	<p>Unknown</p>
<p>Gender reassignment</p>	<p>There is no specific impact on this characteristic which is not already addressed through age, gender, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve opportunities for residents.</p>	<p>Unknown</p>
<p>Marriage or civil partnership</p>	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve opportunities for residents.</p>	<p>Unknown</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Race</p>	<p>In the adult library user survey Nov 2015, 89% gave their ethnicity as white, 2% other, and 9% declined to answer. In Welshpool, the response was 86% white, 1% other ethnic group, 1% mixed/multiple ethnic groups, and 12% declining to answer. There is a known Polish community in Welshpool. No specific impact identified as both services are being maintained in the town.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Religion or belief</p>	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Sex</p>	<p>The membership database shows that 23472 registered library members are male (38%), and 35811 are female (58%). Not all of the 62151 members have given this information. This is mirrored in Welshpool, with 38% males and 59% female. The public consultation about the co-location in Welshpool also reflects higher female use – 67% of respondents were female, 33% male. This suggests that any change will affect females more than males. However, there is no specific impact on this characteristic which is not already addressed through age, disability or language. Impact is neutral as both services are being maintained in the town.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve opportunities and outcomes for residents of both genders.</p>	<p>Unknown</p>
<p>Sexual Orientation</p>	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	<p>Choose an item.</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p><i>Pregnancy and Maternity</i></p>	<p>No specific data. Anecdotal evidence in comments to surveys state that new parents enjoy coming to the library with their babies whilst on maternity leave. Parents who cannot drive also state that they find the local library a lifeline, and very important to their wellbeing, preventing isolation. Preschool rhyme and storytimes are well attended at Welshpool library, and this boost to early literacy skills and family bonding will continue in the new location.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve outcomes and opportunities for residents of all ages and gender. Space for parking of pushchairs has been highlighted as a concern – consider use of covered area outside front door, providing bike style locks for security.</p>	<p>Choose an item.</p>
---------------------------------------	---	----------------	--	------------------------

Source of Outline Evidence to support judgements
Public consultation into combined Welshpool library and museum co-location proposal Oct/Nov 2018
Adult library user survey data, Nov 2015
“Libraries making a difference” Welsh Public Library Standards framework 5, 2014 – 2017
Library usage data
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
Spotlite on Museums 2016

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	This proposal aims to sustain the delivery of the next generation of library and museum service within the town for the long term, with all of the associated beneficial outcomes which contribute to the Wellbeing of Future Generations	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The proposal epitomises a collaborative solution	Good	Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits. Further efforts are needed to blend the staff team into one which focuses on the promotion and usage of the centre as a whole, as one seamless facility.	Unknown

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Public consultation was carried out about what matters most to residents in the new facility; the survey was available electronically and in paper format at both the library and museum. Press and social media were used to publicise the survey, which ran for 1 month. Links were sent to the high school, family information service, youth service to gather the views of future generations in particular.</p>	<p>Neutral</p>	<p>Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits.</p>	<p>Unknown</p>
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>Concerns raised through the consultation process will be considered and addressed where possible</p>	<p>Neutral</p>	<p>In the public and staff consultations, concerns were expressed about:</p> <ul style="list-style-type: none"> • Sufficient stock, resources, exhibits and space for services to meet national criteria • Disabled accessibility and sufficient space for service users and visitors to enjoy their visits and engage successfully with wide ranging resources and facilities • Parking and accessibility within the town <p>It will be necessary to work with staff and the public going forward, to overcome these concerns. It will also be necessary to ensure that adequate public information about the scheme is provided through press coverage and social media.</p>	<p>Unknown</p>
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>The new facility will continue to provide beneficial outcomes which meet wellbeing objectives.</p>	<p>Neutral</p>	<p>Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits.</p>	<p>Unknown</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	<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										
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Libraries and museums contribute significantly through being free at the point of delivery, and the new facility will continue to do so	Neutral		Choose an item.										
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The consultation survey will be distributed through Credu Carers' Association.	Neutral		Choose an item.										
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The new facility will continue to provide a safe and welcoming environment, and follow service and corporate policies around safeguarding. Potential volunteers will be DBS checked as standard.	Neutral		Choose an item.										
Impact on Powys County Council Workforce	<p>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. The staff are all female.</p> <p>Trent shows the age breakdown of library staff as follows:</p> <table border="0"> <tr><td>Under 25 years</td><td>0</td></tr> <tr><td>25-34</td><td>0</td></tr> <tr><td>35-44</td><td>1</td></tr> <tr><td>45-54</td><td>1</td></tr> <tr><td>55-64</td><td>3</td></tr> </table> <p>Therefore this proposal will affect older females in the workplace most significantly.</p>	Under 25 years	0	25-34	0	35-44	1	45-54	1	55-64	3	Poor	Use redeployment and other training opportunities for staff at risk of redundancy, working with HR and Unions as appropriate.	Unknown
Under 25 years	0													
25-34	0													
35-44	1													
45-54	1													
55-64	3													

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Source of Outline Evidence to support judgements				
Public consultation into combined Welshpool library and museum co-location proposal Oct/Nov 2018				
Adult library user survey data, Nov 2015				
"Libraries making a difference" Welsh Public Library Standards framework 5, 2014 – 2017				
Library usage data				
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				
Spotlite on Museums 2016				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Every effort will be made to minimise impacts on service users through maximising use of space, rotation of stock and exhibits, provision of disabled parking, etc. The same services will continue to be provided, although may require new ways of delivery e.g. outreach , use of outdoor space, supported use of online services		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to the scheme	Medium	Communication with public around how quality service delivery will be maintained and designing solutions to concerns	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
Physical Co-location	1 st April 2019	Opening of new facility	
Public consultation	22 nd Oct – 22 nd Nov 18	Understanding of public concerns	
Staff consultation	24 th Oct – 24 th Nov 18	Staff structure for new facility	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

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

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Building support from HoWPS			X	X	X							

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This colocation secures the future of the next generation of library and museum service in Welshpool, with a continued wide range of beneficial outcomes and opportunities for community involvement and volunteering which will enhance the offer.	

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?
Regular library and museum monitoring, feeding into PCC quarterly performance monitoring, and national Museum Accreditation and Welsh Public Library Standards outcomes. Reported to Library and Museum Project Board bi-monthly.
Please state when this Impact Assessment will be reviewed.

15. Sign Off

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

16. Governance

Decision to be made by	Choose an item.	Date required	
-------------------------------	-----------------	----------------------	--

FORM ENDS