

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	Schools	Head of Service	Alec Clark	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Service Restructure						
Outline Summary / Description of Proposal							
Review staff teams and amalgamate							

1. Profile of savings delivery (if applicable)

FY1920 - £250k					

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	15 th March 2019	Yes

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

Version	Author	Job Title	Date
Version 1.2	Marianne Evans	Senior Manager Schools Transformation	12-2-19

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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			
Passenger Transport Unit Corporate Insight			
Service Area informed:	Yes	Contact Officer liaised with:	John Forsey /Diane Reynolds
Mitigation			
Both services can accommodate proposed changes			

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
The Economy We will develop a vibrant economy	The proposal builds capacity into the Schools Transformation Team which will enable the schools capital programme to be delivered more effectively and efficiently. This programme has significant economic and community benefits.	Good		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	n/a	Neutral		Neutral
Learning and skills We will strengthen learning and skills	The proposal will ensure that there is a strong team to deliver the Learning and Skills Priority in Vision 2025	Good		Neutral

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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
Residents and Communities We will support our residents and communities	The proposal builds capacity into the Schools Transformation Team to deliver the Schools Reorganisation Programme, which has a strong focus on early engagement with schools and their communities.	Good		Neutral

Source of Outline Evidence to support judgements

Schools Organisation Policy and Delivery Plan and 21st C Schools Programme

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
<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>As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.</p>	<p>Neutral</p>	<p>The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals</p>	<p>Neutral</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>As above.</p>	<p>Neutral</p>	<p>As above.</p>	<p>Neutral</p>
<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>As above.</p>	<p>Neutral</p>	<p>As above.</p>	<p>Neutral</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>As above.</p>	<p>Neutral</p>	<p>As above.</p>	<p>Neutral</p>

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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.	As above.	Neutral	As above.	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.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	The Service uses both languages in its operation with staff who are fluent in both.	Good	As above.	Neutral
<i>Opportunities to promote the Welsh language</i>	As above.	Good	As above.	Neutral
<i>Welsh Language impact on staff</i>	As above.	Good	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Neutral	As above.	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	A more efficient Service will help support children and young people.	Good	As above.	Neutral
Disability	As above.	Neutral	As above.	Neutral
Gender reassignment	As above.	Neutral	As above.	Neutral
Marriage or civil partnership	As above.	Neutral	As above.	Neutral
Race	As above.	Neutral	As above.	Neutral
Religion or belief	As above.	Neutral	As above.	Neutral
Sex	As above.	Neutral	As above.	Neutral
Sexual Orientation	As above.	Neutral	As above.	Neutral
Pregnancy and Maternity	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements

Schools Service Management team meeting minutes.

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.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
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	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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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
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	In any engagement with school communities, the voice of all children and young people are heard, including young carers	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.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce	Some staff in the Service will be affected through this restructure. However, there will also be more opportunities through the expansion of the Schools Transformation Taam	Neutral	The restructuring will be carried out in accordance with the Council's Management of Change Policy and staff will be supported throughout.	Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
The restructuring will be carried out in accordance with the Council's Management of Change Policy and staff will be supported throughout.		

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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
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
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
Staff consultation completed	15 th March 2019	Views of staff inform final structure	New structure agreed
Posts filled	1 st April 2019	Structure operational	
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

Support Requirements	2018-19				2019-20				2020-21			
	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:
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Restructuring the Schools Service is of low risk and will ensure that the Service is fit for purpose to deliver its key objectives. An efficiency of £250k will also be achieved.

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The new structure and its effectiveness will be reviewed in a year.
Please state when this Impact Assessment will be reviewed.
1 st March 2020

15. Sign Off

Position	Name	Signature	Date
Senior Manager Schools Transformation	Marianne Evans		13/02/19

16. Governance

Decision to be made by	Portfolio Holder	Date required	13/02/19
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FORM ENDS

