

# 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.**

<b>Service Area</b>	Sports Development	<b>Head of Service</b>	Stuart Mackintosh	<b>Strategic Director</b>	Ian Budd	<b>Portfolio Holder</b>	Cllr Rachel Powell
<b>Proposal</b>	To reduce the core budget by £108,470						
<b>Outline Summary / Description of Proposal</b>							
To reduce the core budget by £108,470 (can only be achieved by a reduction in the numbers of employees)							

### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£108,470		£	£	£

### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	Not yet undertaken	No

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

Version	Author	Job Title	Date
V1	Jenny Ashton	Service Strategy & Development Manager	Sept 2018

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### 4. Impact on Other Service Areas

<b>Does the proposal have potential to impact on another service area? (Including implication for Health &amp; Safety and Corporate Parenting)</b> <b>PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b>	
Yes – schools (central, individual schools / clusters, special schools) , adult services, disability services, children’s services, housing services, arts services, leisure services, youth services, external organisations including third sector & private, national governing bodies, Sport Wales, Disability Sport Wales, sports clubs and sporting organisations / associations	
<b>Service Area informed:</b>	<b>Contact Officer liaised with:</b>
<b>Mitigation</b>	
A reduced service will be available, however the amount of participation in healthy physical activity will be significantly affected	

### 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
<b>The Economy</b> We will develop a vibrant economy	There will be less events, competitions and activities (local, regional & national) that bring people into Powys to participate, visit, travel around and stay	Poor		Choose an item.
<b>Health and Care</b> We will lead the way in effective, integrated rural health and care	Due to a decrease in officer capacity the numbers of people participating in healthy physical activity will decrease	Poor		Choose an item.
<b>Learning and skills</b> We will strengthen learning and skills	Due to a decrease in officer capacity the numbers of people developing their learning and skills, gaining qualifications and undertaking training will decrease. Further impact will be a significant lack of sports coaches, instructors and professional persons to support healthy physical activity in Powys	Choose an item.		Choose an item.

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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
<b>Residents and Communities</b> We will support our residents and communities	Due to a decrease in officer capacity the numbers of people participating in healthy physical activity will decrease. Residents and communities will not have the range of opportunities that are currently available which in turn will place a heavier burden on the Health Service	Very Poor		Choose an item.

Source of Outline Evidence to support judgements
Officer knowledge and previous budget reductions to the service

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

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A prosperous Wales:</b> 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.	As above	Choose an item.		Choose an item.
<b>A resilient Wales:</b> 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).		Choose an item.		Choose an item.
<b>A healthier Wales:</b> 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.	As above	Choose an item.		Choose an item.
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	As above	Choose an item.		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A globally responsible Wales:</b> 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	Choose an item.		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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>	N/A	Choose an item.		Choose an item.
<i>Opportunities to promote the Welsh language</i>	N/A	Choose an item.		Choose an item.
<i>Welsh Language impact on staff</i>	N/A	Choose an item.		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>		Choose an item.		Choose an item.
<i>Disability</i>		Choose an item.		Choose an item.
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.

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### Source of Outline Evidence to support judgements

A full consultation and impact assessment will need to be carried out to completely understand the impact on the goals above

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
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	A reduction in officers will decrease the ability to develop the current range of people so that they are physically healthy and are able to sustain their own health in the long term	Poor		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	A reduction in officers will decrease the ability to work collaboratively with others	Poor		Choose an item.
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	A reduction in officers will result in fewer opportunities to engage with the population and communicate as effectively	Poor		Choose an item.
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	A decrease in officer capacity will result in preventative measures being significantly impacted and only reactive measures to be taken	Poor		Choose an item.
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	A decrease in officers will result in a lack of ability to be integrated with others and subsequently non achievement of joint objectives	Poor		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Rural poverty / deprivation and physical poverty will increase with the physical literacy of the county being significantly affected	Poor		Choose an item.

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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account		Choose an item.		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Reduction in officer capacity could have an impact on safeguarding	Poor		Choose an item.
<b>Impact on Powys County Council Workforce</b>		Choose an item.		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				

### 8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
<b>Mitigation</b>		
To commission other organisations / services to undertake delivery, advice, promotion, awareness		

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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
Reduced delivery of healthy physical activity	Medium	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Medium
Reduced development of clubs, communities, individuals	Medium	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Medium
Increase of people accessing health services due to poor physical activity levels	High	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	High
<b>Overall judgement (to be included in project risk register)</b>			
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
Consultation of staff	Sept – Dec 2018	Jan 2019	Feb 2019
Transfer to Freedom Leisure	March 2019		
<b>Portfolio Holder decision required</b>	Yes	<b>Date required</b>	Sept 2018
<b>Cabinet decision required</b>	Yes	<b>Date required</b>	Sept 2018
<b>Council decision required</b>	Choose an item.	<b>Date required</b>	

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

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)?

PCC: Impact Assessment Toolkit (Oct 2017)



**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

**FORM ENDS**