

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **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 Service	Head of Service	Alec Clark	Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools.						
Outline Summary / Description of Proposal							
It is proposed that the allocation of swimming pool hours for each secondary school is removed from the service level agreement with effect from August 2019. Head teachers will be encouraged to liaise directly with Freedom Leisure for any future swimming pool requirements and the cost will need to be met by schools themselves. This will result in a full year efficiency of £203,000 per annum for the authority. The saving in 19/20 is expected to be approximately £100k							
The allocation of swimming teacher and swimming pool hours for each primary school is subject to a further review over the next year, with the aim of reducing the charges under the current Service Level Agreement. This should result in further efficiencies within the agreement. Implementation will take place from September 2020.							

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

Version	Author	Job Title	Date
1	Marianne Evans	Senior Manager – Schools Transformation	31/01/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£100,000	£0	£0	£0	£100,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation

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No consultation required (please provide justification)

The views of secondary head teachers are currently being sought and discussion will take place at the Secondary Headteachers meeting in February 2019.
If approved, views of Primary head teachers will be sought. Initial meetings have been held with Freedom Leisure to outline the proposals.
The views of the Schools Forum will also be taken into account.

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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

Should a decision be made to proceed with implementation of the proposal, input from other service areas, such as Legal, Leisure and Finance would be required. Representatives of these service areas will be invited to attend meetings with Freedom Leisure to provide an integrated approach. Schools will be made aware of the recommendation, asked for their views and will receive regular updates as the process moves forward.

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	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The proposal may have a detrimental impact on wellbeing and active and healthy lifestyles. The proposal may have a detrimental impact on a basic life skill	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
Learning and skills We will strengthen learning and skills	The proposal may effect numbers of pupils opting for GCSE – PE if the swimming element is not available	Neutral	Other options are available within the PE specification	Neutral
Residents and Communities We will support our residents and communities	Risk of closure of some leisure centres	Neutral	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral

Source of Outline Evidence to support judgements

Business Case for Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools. Comments gathered from secondary headteachers.

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>	N/A	Choose an item.		Choose an item.
<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>	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>The proposal may a detrimental impact on wellbeing and active and healthy lifestyles. The proposal may have a detrimental impact on a basic life skill.</p>	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	N/A	Choose an item.		Choose an item.

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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	Choose an item.		Unknown
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	N/A	Choose an item.		Choose an item.
Opportunities to promote the Welsh language	N/A	Choose an item.		Choose an item.
Welsh Language impact on staff	N/A	Choose an item.		Choose an item.
People are encouraged to do sport, art and recreation.	Risk of closure of some leisure centres	Unknown	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Unknown
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 may have an impact on children and young people through the removal/reduction of swimming opportunities	Poor	We will work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	Neutral
Disability	The proposal may have an impact on children and young people with disabilities through the removal/reduction of swimming opportunities	Poor	As above	Neutral
Gender reassignment	The proposal may have an impact on children and young people who are undergoing gender reassignment through the removal/reduction of swimming opportunities	Poor	As above	Neutral
Marriage or civil partnership	n/a	Choose an item.		Choose an item.
Race	The proposal may have an impact on children and young people of all races through the reduction/removal of swimming opportunities	Poor	As above	Neutral

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<i>Religion or belief</i>	The proposal may have an impact on children and young people of all religions and beliefs through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Sex</i>	The proposal may have an impact on children and young people of all sexes through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Sexual Orientation</i>	The proposal may have an impact on children and young people regardless of their sexual orientation through the reduction/removal of swimming opportunities	Poor	As above	Neutral
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
Business Case for Variation of the Service Level agreement between Freedom Leisure and Schools Service to the allocation of swimming hours for pupils in Powys Schools

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: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal would create a more systematic approach to the allocation of swimming provision and ensure efficient management of the service level agreement in order that revenue savings are achieved.	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for pupils.	Good		Choose an item.
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Should Cabinet decide to proceed with the recommendation, full communication would be carried out with Freedom Leisure, Service Strategy and Development Manager for Leisure and Recreation and Headteachers of all schools. Views from the schools Forum will also be taken into consideration. Communication to parents will be via the Headteacher of the schools.	Neutral		Choose an item.

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
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>The authority currently provides wetside and dryside facilities for all secondary schools and wetside facilities for all primary schools, special schools and pupil referral units.</p> <p>The level of swimming provision in Powys schools has been, historically, high and exceeds the funded provision in many other authorities. There does not appear to be a consistent approach to the provision of swimming allocation across Welsh local authorities.</p> <p>The allocated hours for swimming per cluster were based on swimming arrangements in force at the start of the contract. The payment is for the allocated hours per cluster as detailed in the contract. In recent years, the usage of the pools is less than the allowed allocated hours, but the charge is still for the allocated hours as per contract.</p> <p>A more systematic approach to the allocation of swimming hours will reduce the under usage of the facilities and achieve required revenue savings.</p>	<p>Good</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>We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for pupils.</p>	<p>Neutral</p>		<p>Choose an item.</p>

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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.	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for deprived children and young people	Good		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for young carers	Good		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.	Any swimming provision that will be provided by schools will have to ensure that all safeguarding protocols are adhered to.	Good		Choose an item.
Impact on Powys County Council Workforce	There will be minimal impact on Powys County Council Workforce, however there may be an impact on staff at Freedom Leisure	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
<p style="text-align: center;">Service Level Agreement analysis of swimming usage against allocation, Business Case</p>				

8. What is the impact of this proposal on our communities?

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Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		
We would work in collaboration with Head teachers, Freedom Leisure and the Service Strategy and Development Manager for Leisure & Recreation to maximise opportunities for pupils within the challenges of the budget and identify any possible grant funded opportunities to deliver improved outcomes for deprived children and young people		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	High	High
Mitigation		
We will take legal advice on the contractual obligations within the Freedom Leisure contract.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Secondary schools will need to fund swimming lessons from their own delegated budget, or through other funds, placing additional pressure on schools.	Medium	Schools to work with finance advisors in finance surgeries to identify ways to fund lessons	Medium
May have a detrimental impact on wellbeing, active and healthy lifestyle of pupils	High	Work with Welsh Government and Freedom Leisure to signpost alternatives to school swimming lessons	Medium
Significant level of public and political opposition	Medium	Present a plan for future swimming provision	Medium
May disadvantage families who are unable to afford private lessons	High	Work with Welsh Government and Freedom Leisure to signpost alternatives to school swimming lessons	High
Freedom Leisure would need to agree to the proposal under terms of the contract	High	Negotiate with representatives from Freedom Leisure and Service Strategy and Development Manager	High

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Compensatory payment may be needed under terms of service level agreement	High	To work with Freedom Leisure and Finance advisors to assess compensatory payments	High
Risk of contract termination by Freedom Leisure	High	Negotiate with representatives from Freedom Leisure and Service Strategy and Development Manager	High
May lead to decrease in number of schools utilising the allocation due to transport costs	Medium	Parents fund transports costs, encourage schools to share transport where possible	Medium
May lead to decrease in number of schools utilising the allocation due to staffing costs	High	Work with schools to suggest alternative arrangements	Medium
Recommendations from Swim Wales minimum requirements for swimming would not be met	High	Recommendation not statutory, Work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	High
May have a detrimental impact on a basic life skills for pupils	High	Work with Sports Development officers, Freedom Leisure and Welsh Government to signpost alternatives	High
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	X		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The risk is identified as being of high risk because of the contractual obligations within the Freedom Leisure contract, plus the impact on the health and wellbeing of children and young people should there be a removal/reduction in the provision of swimming.	

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

What additional evidence and data has informed the development of your proposal?
Business Cases and Appendices Views from secondary headteachers.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Quarterly Service Level agreement review meetings held– attended by Councillors, School Service representatives, Service Strategy & Development manager for Leisure and Recreation, representatives from Freedom Leisure Swimming Abilities of pupils assessed by Swim Wales annually

Please state when this Impact Assessment will be reviewed.

This impact assessment will be reviewed at each stage of the process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Marianne Evans		01/02/19
Head of Service:	Dr Alec Clark		01/02/19
Director:	Ian Budd		01/02/19
Portfolio Holder:	Clr Myfanwy Alexander		01/02/19

14. Governance

Decision to be made by	Date required
Cabinet	Initial decision February 2019

FORM ENDS