



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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal		IBP Proposal 1- TEC					
Outline Summary / D	Description of Proposal						
To deploy assistive to	chnology to support pe	ople to remain indepen	dent, with a focus on	enabling virtual assessm	ents in care homes wher	e this is appropriate.	

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£45,000	£45,000	£45,000	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	The proposal will enhance client experience and will not result in a change to staff terms and conditions therefore no consultation required



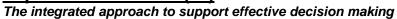


4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY	?)
N/A	

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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	We will become more efficient in undertaking reviews of care packages, which could be undertaken jointly with other partners, through reducing mileage costs.	Good	We will track mileage reductions through virtual assessments to understand impact of the proposal.	Good
Learning and skills We will strengthen learning and skills	We will embrace new technology that enables us to meet resident needs in more cost effective ways	Good	Staff, patients and providers will be supported to understand any new technology so that benefits can be maximised.	Good
Residents and Communities We will support our residents and communities		Neutral		Neutral





Source of Outline Evidence to support judgements

The Council has identified an exciting product called <u>Ethel</u> to introduce in to Care Homes in the North of the County under the North Powys Wellbeing Programme in order for staff to undertake remote assessments.

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.	By utilising technology, workers will be able to spend more time understanding and responding to the needs of residents, and less time travelling to and from venues.	Good		Choose an item.
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).	This proposal should assist the Council in reducing its carbon footprint through a reduction in car fuel emissions.	Good		Choose an item.

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	A reduction in travel time for staff should contribute to greater levels of wellbeing amongst our care workforce.	Good		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age		Neutral		Choose an item.
Disability		Neutral		Choose an item.
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements	

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
Sustainable Development Principle (5	ways of working)			below
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	By embedding technology as an enabler, we will be creating the conditions for a more sustainable social care offer in the future.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	We will work closely with Powys care homes to ensure that we work in partnership to embed the approach.	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	We will involve care homes, residents and their families through an initial trial, so that we take a collaborative approach to rolling out the approach.	Good	We will monitor usage to ensure that the technology is understood	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
		1		•
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.



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:				Chaosaan
Ensuring that unpaid carers views are		Neutral		Choose an item.
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				Choose an
and neglect of children, young people		Neutral		item.
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council	Travel time for workers will reduce.	Good		Choose an
Workforce	Traver time for workers will reduce.	Good		item.
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Low	Low

Mitigation

Ensure that rollout is effectively project managed, to include robust communication, engagement and support.

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
Low	Low	Low		
Mitigation				

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
None		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be included	d in project risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	
				Low risk	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
This proposal is deemed to be low risk with no risk to the community.		

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

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

https://www.ethelcare.co.uk/professional-care-providers/

12. On-going monitoring arrangements?

What a	What arrangements will be put in place to monitor the impact over time?		
Impact	on car mileage will be monitored.		
Please s	state when this Impact Assessment will be reviewed.		
Quarter	rly as part of CIP process.		





13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Chris Evans		
Head of Service:	Dylan Owen		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy Alexander		

14. Governance

Decision to be made by	Choose an item.	Date required	1 April 2020
· · · · · · · · · · · · · · · · · · ·	4	•	•

FORM ENDS





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Service Area	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal IBP Proposal 2- Direct payments							
Outline Summary / Description of Proposal							
Increase the take up of Direct Payments for eligible service users is proposed to deliver more freedoms and flexibilities to service users and their carers and generate efficiencies.							

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£200,000	£300,000	£200,000	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	The proposal will not result in a change to staff terms and conditions and will be up to eligible individuals to take up direct payments.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
N/A					

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	There will be a greater use of community/third sector and independent providers of care.	Good	In addition, an e-market place solution will need to be procured to ensure that service users can access solutions.	Good
Health and Care We will lead the way in effective, integrated rural health and care	Promoting the use of direct payments and ensuring that the offer is attractive will help contribute to a greater mixed economy of provision within the County. Direct payments will provide greater choice and flexibility for those that need care and support.	Good	Considerable change management project to be developed with all stakeholders including communication about the positive aspects of change to this model.	Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities	The approach will enable communities to access more personalised support and as a result, will have more of a role in the design and delivery of services that they need.	Good		Good



Source of Outline Evidence to support judgements	

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.		Neutral		Neutral
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).	This proposal should assist the Council in reducing its carbon footprint through a reduction in car fuel emissions.	Good		Good



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	People will be supported the regain or maintain independence and therefore become more resilience and self- reliant in terms of meeting needs	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	People will be able to use Direct Payments more proactively and access local resources with the support of a Strength-based approach	Neutral		Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Neutral
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh la	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Neutral
Opportunities to promote the Welsh language		Neutral		Neutral

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
Welsh Language impact on staff		Neutral		Neutral
People are encouraged to do sport, art and recreation.		Neutral		Neutral
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio-economic background and circumstances).	
Age	People will be enabled to remain in their own homes supported to regain or maintain independence	Good	Access to local resources via the e-marketplace will help achieve this goal. This needs to be supported with appropriate stakeholder engagement to ensure that as many people as possible can utilise this online service.	Good
Disability	People will be enabled to remain in their own homes supported to regain or maintain independence	Good	Access to local resources via the e-marketplace will help achieve this goal. This needs to be supported with appropriate stakeholder engagement to ensure that as many people as possible can utilise this online service.	Good
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements		

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.	This objective will satisfy the direction of travel for people who prefer to stay in a setting familiar to them eg their own homes and become more resilient by being supported to regain or maintain independence through short term time limited support.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working with care managers and other stakeholders including Third Sector partners will be key to the delivery of this, through integration and better working with providers and other third sector partners.	Good		Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Collaborative working with care managers and other stakeholders including Third Sector partners will be key to the delivery of this, through integration and better working with providers and other third sector partners.	Good		Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	This contributes to Early Intervention and Prevention work which seeks to enable people to remain independent for longer and minimise the need for more intensive supports.	Good		Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The proposed new approach will be developed and delivered with the inclusion of PTHB and Third Sector partners.	Good		Good

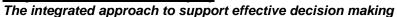
PCC: Impact Assessment Toolkit (March 2018)



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.	Socio economic opportunities may arise within communities to support people at home via third sector organisations/ private providers, utilising Direct Payments.	Good		Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
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.	Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Neutral
Impact on Powys County Council Workforce	It is essential that this proposal is being developed and delivered with PCC operational colleagues.	Neutral	Early inclusion of PCC staff.	Good
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact	
Low	Low	Low	
Mitigation			





Ensure that rollout is effectively	project managed, to include ro	obust communication, en	gagement and support.

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
Medium	Medium	Medium			
Mitigation					
Ensure that any issues with regards to direct payment processes are raised with our direct payment support provider in a timely manner.					
Ensure that we continue to promote the use of direct payments through our communication and engagement work.					
Both to be managed through ongoing joint work between op	erations, commissioning and our direct payment support prov	ider.			

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Risk that service users do not embrace the approach		Medium	Work on public communication and cultural changes required to be delivered as above		Medium
Risk to timescale of delivery		Medium	External capacity/knowledge would need to be sought to meet timescales set Medium		Medium
		Choose an item.		Choose an item.	
Overall judgement (to be included in projec	t 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)

This proposal seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy
to use self-service options. The risk to the community is low but a sustained and well-planned communications and engagement will be needed to promote the benefits of direct
nayments to both residents and adult services staff. The proposal is in line with the Social Services and Well-heing Act Wales (2014) which promotes independence and flexibility and

Cabinet Report Reference:

choice around care.





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

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

Social Care Wales has a useful guide on direct payments, including "myths and facts about direct payments." Resources such as this will inform our communications and engagement.



12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Supervision of Social Care staff, panel and budget holder accountability, Operational SMT through to ASC financial monitoring mechanisms.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

13. Sign Off

23. 3.6.1 3.1	-6						
Position	Name	Signature	Date				
Impact Assessment Lead:	Martin Heuter						
Head of Service:	Dylan Owen						
Director:	Alison Bulman						
Portfolio Holder:	Cllr Myfanwy Alexander						

14. Governance

Decision to be made by	Portfolio Holder	Date required	Ongoing in the service

The integrated approach to support effective decision making



FORM ENDS





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Service Area	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal		IBP Proposal 3- Where People Live					
Outline Summary / Description of Proposal							
This proposal covers a number of housing and housing support related transformation projects that seek to provide improved outcomes for individuals, that are sustainable, that focus on progression, and that are future proofed.							

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£250,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation with people who are in receipt of services, their families and supportive networks will be undertaken as necessary when it has been identified that people could be supported to progress into more independent accommodation.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY							
N/A							

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	There will be a greater use of community/third sector and independent providers of care.	Good		Good
Health and Care We will lead the way in effective, integrated rural health and care	By focussing on the progression of individuals, we will help to ensure that housing and related support enables people to maximise their independence	Good		Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities	People with have access to housing and support that promotes, wherever possible their independence and progression	Good		Good





Source of Outline Evidence to support judgements

According to the Joint Commissioning Strategy for Adults with a Learning Disability 2015 – 2020:

Powys has over 90 people in placements outside of the county and enabling the people who wish to return to the county is a key local ambition because they can be extremely expensive, hard to monitor as they are usually at a distance from the commissioning authority and can be of low quality.

Furthermore, it is felt that the greater the reliance on specialist services, the more likely it is that competency to manage behaviours that challenge within general learning disability services decreases and specialist services have to respond to an increasing volume of referrals.'

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.		Neutral		Choose an item.
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).		Neutral		Choose an item.



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Bu ensuring the right provision, and right level of support, individuals' living environment will lead to an improved quality of life.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Neutral
	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and i	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Neutral
Opportunities to promote the Welsh language		Neutral		Neutral



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
Welsh Language impact on staff		Neutral		Neutral
People are encouraged to do sport, art and recreation.		Neutral		Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio-economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability	Given the right combination of support, people will have improved confidence to step down into less intensive forms of support, which will in turn help to guard against intrusive placements.	Good	This approach will require a sustained period of engagement with residents, their families, staff and providers, so that a shared vision for more independent living options can be embedded operationally.	Good
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



rrce of Outline Evidence to support judgements	

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.	This objective will satisfy the direction of travel for people who prefer to stay in a setting familiar to them eg their own homes and become more resilient by being supported to regain or maintain independence.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working with stakeholders will be key to the delivery of this, through integration and better working with providers and other third sector partners.	Good		Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Collaborative working with stakeholders will be key to the delivery of this, through integration and better working with providers and other third sector partners.	Good		Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	By identifying step down options for individuals, the proposal will help ensure that we are providing a form and level of care that maximises independence.	Good		Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Choose an item.



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.		Neutral		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		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.	Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Choose an item.
Impact on Powys County Council Workforce	It is essential that this proposal is being developed and delivered with PCC operational colleagues.	Neutral	Early inclusion of PCC staff.	Good
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Low	Low

Mitigation

Ensure that any changes are effectively project managed, to include robust communication, engagement and ongoing support.





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

Ensure that adequate commissioning and operational resource is allocated to develop and deliver the transformation projects with clear project management governance.

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Risk that service users do not embrace the ap	oproach	Medium	Work on public communication and cultural changes required to be delivered as above		Medium
Risk to timescale of delivery		Medium	Ensure that adequate commissioning and operational resource is allocated to deliver the necessary changes.		Medium
Overall judgement (to be included in project	t 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:

This proposal responds to the fact that there are approximately 120 adults with a learning disability that reside in placement outside of the County. Enabling those who wish to return to Powys is a key priority. This is because out of county placements can be expensive, and hard to monitor as they are usually at a distance from the commissioning authority.

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Robust project i	management approach	involving both	commissioning and	operational staff.
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Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Rachel Evans		
Head of Service:	Dylan Owen		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy Alexander		

14. Governance

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





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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal IBP Proposal 5- Double to single handed care							
Outline Summary / Description of Proposal							
	To invest in additional occupational therapy capacity to review and right size existing care packages. There is well established evidence that such investment would deliver significant returns in terms of both cost savings, and cost avoidance, as well as releasing care capacity and achieving better outcomes for service users.						

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£400K	£	£	£

3. Consultation requirements

•	consultation requirements			
	Consultation Requirement	Consultation deadline/or justification for no consultation		
	No consultation required (please provide justification)	This additional resource will be used to assist us in furthering our strengths-based approach to reviews.		

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY



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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will help ensure that care packages are right-sized and that the independence of people who use our services is maximised.	Good		Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral





Source of Outline Evidence to support judgements

Research has shown that misconceptions regarding moving and handling, insufficient knowledge of specialist equipment, and an inflexible approach to care can lead to too much generalisation regarding the perceived need for two carers as opposed to one. There is evidence to suggest that a greater involvement of occupational therapists in the right-sizing of care packages through strengths based reviews can help to optimise peoples' independence, with a resulting saving in domiciliary care costs.

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.		Neutral		Choose an item.
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).		Neutral		Choose an item.





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	The proposal will help to ensure that people with care packages are receiving the right level of care, guarding against people becoming unnecessarily reliant on the care that they receive.	Good	To ensure that that there is a speedy implementation of OT recommendations so that care and support plans can be updated in a timely manner.	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to be heard.		Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability	The proposal will enable more people with physical disabilities to live as independently as possible in their own homes.	Good	To ensure that that there is a speedy implementation of OT recommendations so that care and support plans can be updated in a timely manner.	Good
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements						

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

. 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.	This proposal will enable people to maximise their independence and will help ensure that care reviews result in sustainable care and support plans that promote longer term independence wherever possible.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working between occupational therapists and other practitioners to ensure care provision is proportionate and appropriate.	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Investing in this resource will help to guard against overprovision of care.	Good		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.		Neutral		Choose an item.
Preventing Poverty:				
Preventing Poverty. Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Unpaid Carers:				Choose an
Ensuring that unpaid carers views are		Neutral		item.
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse	Safeguarding continues to be forefront of all decisions			Channa
and neglect of children, young people	made to ensure that people are safe within their own	Neutral		Choose an item.
and adults with health and social care	homes.			item.
needs who can't protect themselves.				
Impact on Powys County Council		Neutral		Good
Workforce		iveutrai		G000

Source of Outline Evidence to support judgements

Occupational therapists are trained to work in a "whole person" way to both mental and physical health and wellbeing. As a result, they play a vital role in our system in assisting those that we support to achieve their full potential.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Low	Low

Mitigation

Ensure that any proposed changes are reflected in timely changes to care and support plans.

Ensure, through effective support and monitoring that relevant staff have the necessary training and confidence to conduct any moving and handling in a safe and dignified manner.

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk	
Medium	Medium	Medium	
Mitigation			

Ensure that any proposed changes are reflected in timely changes to care and support plans.

Ensure, through effective support and monitoring that relevant staff have the necessary training and confidence to conduct any moving and handling in a safe and dignified manner.

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating		
There is a risk that we are unable to recruit suitable OTs into the right sizing posts		Medium	Work alongside recruitment colleagues to ensure that job to ensure that opportunity is advertised across a wide range of recruitment networks.		Medium		
There is a risk that the work will not a targets	achieved proposed savings	Medium	To ensure that savings intentions are realistic and informed by work undertaken by other Local Authorities. To ensure that the occupational therapists work closely with practitioners to ensure that moving and handling provision is appropriate. To ensure that the occupational therapists are given the protected time to support others in developing their strengths based practice.		Medium		
Choose an item.		Choose an item.			Choose an item.		
Overall judgement (to be included in project risk register)							
Very High Risk	k High Risk		Medium Risk	Low Risk			
		X					

10. Overall Summary and Judgement of this Impact Assessment?

There is well established evidence that an investment in occupational therapy resource can deliver significant returns in terms of both cost savings, and cost avoidance, if OTs are used to review new and existing double handed care packages. The proposal has the added benefit of releasing care capacity. This extra capacity can then be used in a more targeted way, which will assist with our ongoing efforts of discharging people from hospital in a timely manner.

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

11. Is there additional evidence to support the impact Assessment (IA):	
Wh	at additional evidence and data has informed the development of your proposal?





12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Robust project management approach involving both commissioning and operational staff.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Rachel Williams		
Head of Service:	Michael Gray		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy Alexander		

14. Governance

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





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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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal		IBP Proposal 7- Fund	ing body review				

Outline Summary / Description of Proposal

In line with Vision 2025, we are committed to developing pooled budgets and joint commissioning arrangements to ensure those in need of care receive a seamless service.

In line with guidance from Welsh Government regarding funding responsibilities and the need to ensure timely and fair decision making, adult services, alongside our partners will undertake a review of a number of decisions. These will relate to previous decisions, current funding cases still in discussion, all with a view to having shared clarity and cohesion on future decision making.

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£1,734,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	The proposal relates to ensuring that we are funding the right levels and right forms of care. No consultation will be required.

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY



The integrated approach to support effective decision making

The proposal will not have an impact on internal partners in the Council. The outcomes of reviews may have an impact on PTHB, should the outcome of reviews entail necessary changes to funding arrangements between health and care partners.

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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will contribute to greater professional convergence between the Council and its partners in relation to funding decisions about individuals.	Good	To continue or work with health partners to embed jointly owned decision-making processes.	Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral

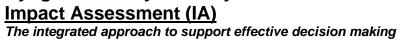


ource of Outline Evidence to support judgements				
How does your proposal impact on the	Welsh Government's well-being goals?			
				<u>IMPACT</u>
		<u>IMPACT</u>		IMPACT AFTER

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.		Neutral		Choose an item.
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).		Neutral		Choose an item.
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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.		Neutral		Neutral

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	ımstances (includ	ing their socio economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability		Neutral		Neutral
Gender reassignment		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements				

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

. How does your proposal impact on the	council's other key guiding principles:	IMPACT		IMPACT AFTER
Principle	How does the proposal impact on this principle?	Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	MITIGATION Please select from drop down box below
Sustainable Development Principle (5	ways of working)			Below
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This proposal will enable people to maximise their independence and will help ensure that people receive the right form and level of support that enables them to achieve what matters to them.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working between social services and health to ensure that funding responsibilities are clarified in a timely manner	Good		Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty:				
Preventing Foverty. Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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?	AFTER MITIGATION Please select from drop down box below
			Choose an
	Neutral		item.
Safeguarding continues to be forefront of all decisions	Neutral		Choose an
homes.	Neutra		item.
	Neutral		Good
udgements			
Sr	Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own nomes.	Meutral Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own nomes. Neutral	Neutral Neutral Neutral Neutral Neutral Neutral Neutral

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
Medium	Medium	Medium			
Mitigation					
DCC and Down's Toaching Health Board have commissioned	a joint raport to review the governance of decision making prov	sesses around the funding of health and sare DCC Officers			

PCC and Powys Teaching Health Board have commissioned a joint report to review the governance of decision-making processes around the funding of health and care. PCC Officers will work with partner NHS organisation to previous cases where there are concerns from either organisation about the funding responsibility.

Risk Identified In		Inherent Risk Rating	Mitigation		Residual Risk Rating
Partner engagement		Medium	Work closely with partners to understand the issues and to identify appropriate actions to address any funding issues.		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		Low Risk	
	Х				

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The impact of this work will be joint clarity between ourselves and partners on funding responsibilities. This should lead to more timely and fair decision making. Whilst there is no immediate risk to the community, successful resolutions around funding will rely on robust partnership working and shared clarity around appropriate legislation and guidance.

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Ongoing monitoring of decision-making processes around whom is responsible for funding care.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Michael Gray		
Head of Service:	Michael Gray		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy Alexander		

14. Governance

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





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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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal		IBP Proposal 8- Stren	gths based reviews				
Outline Summary / Description of Proposal							
In line with the Social Services and Wellbeing Act (2014), it makes clear that care and support plans should promote wellbeing, so that people are able to maintain an appropriate level of autonomy with the appropriate level of care and support that is consistent with their wellbeing							

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£335,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	The proposal relates to ensuring that we are funding the right levels and right forms of care. No consultation will be required.

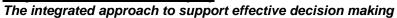
4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY



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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will ensure that we are providing the right levels of care that enable people to maintain or increase their independence.	Good	Continually support staff to work in a strengths based way so as to contribute to the right sizing of care packages.	Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral





Source of Outline Evidence to support judgements

The Adult Services Delivery Plan has clear objective of effectively managing demand for people with long term care and support needs. Research from the Institute of Public Care makes clear that the purpose of a review is to focus on whether the help being offered has assisted people in helping them to gain, regain or retain their levels of independence.

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.		Neutral		Neutral
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).		Neutral		Neutral

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	The proposal will help ensure that we do what matters for individuals quicker within the community, which will help guard against unnecessary referrals into longer term care teams.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Neutral
	Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, 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		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability		Neutral		Neutral
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements	

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

. 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.	This proposal will enable people to maximise their independence and will help ensure that people receive the right form and level of support that enables them to achieve what matters to them.	Good	Ensure that outcome of reviews is reflected in care and support plans, and support altered appropriately.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Neutral
Involvement (including				
Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Investing in this resource will help to guard against overprovision of care.	Good		Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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		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.	Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Choose an item.
Impact on Powys County Council Workforce		Neutral		Good
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Low	Low
A COLOR OF THE COL		

Mitigation

Ensure that reviews are conducted in a strengths based way, in line with collaborative communication training.

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk					
Medium	Medium	Medium					
Mitigation							
Ensure that there is dedicated staff to undertake reviews in r	Ensure that there is dedicated staff to undertake reviews in respective teams.						
Ensure sufficient management oversight of this activity to ensure that when reviews are undertaken, this is in the context of appraising the extent to which the care helps delivers							
outcomes in the most effective and efficient way.							

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
There is a risk that reviews will not be conducted in a timely		Medium	Ensure that there is dedicated staff to undertake reviews in		Medium
manner.		Medium	respective teams.		Medium
Overall judgement (to be included in projec	t 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:

There is well established evidence that reviewing packages of care in a strengths-based way can result in the rightsizing of care packages. This can help to use our limited home-based care resource in a more targeted way and in the longer term, reduce our reliance on domiciliary care providers.

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

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

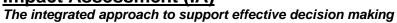
12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Monitoring will take place through the domiciliary care project board.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process





13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Michael Gray		
Head of Service:	Michael Gray		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy Alexander		

14. Governance

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

FORM ENDS

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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal		IBP Proposal 9- Reco	mmissioning and decon	nmissioning			
0.411.0 / 0							

Outline Summary / Description of Proposal

Working in partnership with service providers to review the way services are delivered in Powys to ensure that such services are accessible, of the right quality and at an affordable cost for all people who need to arrange their support. Alongside this, and to generate further efficiencies we will continue to promote reablement and recovery throughout all services to ensure that resulting support packages are appropriate. Our commissioning will be underpinned by a set of clear principles that support the health and care priorities within our Vision 2025:

- Most cost effective means of achieving outcomes
- Utilising the most appropriate resource to meet needs
- Ensuring that our commissioned services promote wellbeing as set out by Welsh Government to tangible effect
- Stimulating a diverse range of appropriate services and organisations (including social enterprises) to ensure that the market for care in Powys remains vibrant and sustainable.

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£879,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
	The proposal relates to ensuring that we are funding the right levels and right forms of care. No consultation will be required.



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will ensure that we are providing the right levels of care that enable people to maintain or increase their independence.	Good		Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral



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In line with the Council's commissioning cycle, we have identified opportunities to deliver outcomes differently, as well as alternative models of delivery.

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.		Neutral		Neutral
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).		Neutral		Neutral



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	The proposal will help ensure that we do what matters for individuals quicker within the community, which will help guard against unnecessary referrals into longer term care teams.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Neutral
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and i	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Neutral
Opportunities to promote the Welsh language		Neutral		Neutral



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
Welsh Language impact on staff		Neutral		Neutral
People are encouraged to do sport, art and recreation.		Neutral		Neutral
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability		Neutral		Neutral
Gender reassignment		Neutral		Neutral
Marriage or civil partnership		Neutral		Neutral
Race		Neutral		Neutral
Religion or belief		Neutral		Neutral
Sex		Neutral		Neutral
Sexual Orientation		Neutral		Neutral
Pregnancy and Maternity		Neutral		Neutral

Source of Outline Evidence to support judgements					

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)						

Cyngor Sir Powys County Council





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
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	This proposal will enable people to maximise their independence and will help ensure that people receive the right form and level of support that enables them to achieve what matters to them.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working with commissioned providers will enable the Council to work more creatively in supporting better outcomes for residents	Good		Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Co-production is at the centre of commissioning decisions. As a result, service users will be engaged in decision making through our various forums.	Good		Good
Prevention: Understanding the root causes of issues to prevent them from occurring.		Good		Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Good		Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Neutral		Neutral
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.	Safeguarding continues to be forefront of all decisions made to ensure that people are safe within their own homes.	Neutral		Neutral



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
Impact on Powys County Council Workforce		Neutral		Good
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact			
Medium	Low	Low			
Mitigation					
Ensure that service users are involved in commissioning decisions, in line with principles of co-production.					

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

Mitigatio

Ongoing commissioning/decommissioning activity relies on a robust approach to contract monitoring and strong relationships with the provider market. Commissioning officers will continue to work to ensure that we support the growth of a range appropriate services and organisations within Powys, who promote an enabling and recovery focussed approach.

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Lack of capacity in external market	High	Continue to work alongside providers through contract monitoring and engagement forums to stimulate a diverse range of service offers with a focus on prevention.	Medium
	Choose an item.		Choose an item.



The integrated approach to support effective decision making

		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. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

Commissioning works to ensure that when services are required, we are securing the most cost-effective means of achieving outcomes. By stimulating a diverse range of services and organisations, we believe that efficiencies can be made.

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Demand management and flow data will help us to understand what support options individuals are accessing to assist them in achieving their desired outcomes.

Please state when this Impact Assessment will be reviewed.

Quarterly as part of the SIP process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Michael Gray		
Head of Service:	Dylan Owen		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Myfanwy		

14. Governance

Decision to be made by	Choose an item.	Date required	
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The integrated approach to support effective decision making



FORM ENDS





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	Adult Services	Head of Service	Michael Gray	Director	Alison Bulman	Portfolio Holder	Myfanwy Alexander
Proposal IBP Proposal 10- Strengths based workforce							
Outline Summary / Description of Proposal							

The objectives set out in our adult services delivery plan provides us with a clear strategy on managing demand through our care system in Powys. We need to ensure that we have the right numbers of suitably trained staff, in the right places to deliver timely and appropriate care to those residents that require our information, guidance and support. We also need to ensure that we have structures in place that enable timely decision making and clear progression routes, in line with the Council's wider workforce futures strategy.

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

Version	Author	Job Title	Date
1	Michael Gray	Head of Adult Services	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£227,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	It is likely that when the outcomes of a workforce review will necessitate changes in job descriptions and team structures. Staff consultation will therefore be required in line with our management of change policy.

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY



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		Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will ensure that we have the right structure in place to promote effective and efficient strengths-based working across our health and care system.	Good	Ensure strong engagement with HR and staff throughout any change process. Ensure that any changes are informed by the true nature of demand, and not based on assumptions.	Good
Learning and skills We will strengthen learning and skills		Neutral		Neutral
Residents and Communities We will support our residents and communities		Neutral		Neutral



Source of Outline Evidence to support judgements
Our workforce strategy has a clear priority of ensuring that we have the right workforce which is stable and sustainable (priority 1, Adult Services Workforce Strategy). This means that we need the right people with the right skills in the right role, to effectively support adults in Powys who require our support.
Our business intelligence data allows us to better understand future demand for care in Powys and as a result, we need to design, remodel and implement any changes to adult social care structures to meet these demands.





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.		Neutral		Neutral
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).		Neutral		Neutral
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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.		Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral



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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Choose an item.
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and re	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	People will be supported to maintain or enhance their independence	Good		Good
Disability		Neutral		Neutral
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.



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
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements	

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

. 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.	This proposal will enable people to maximise their independence and will help ensure that people receive the right form and level of support that enables them to achieve what matters to them.	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaborative working with will enable the Council to work more creatively in supporting better outcomes for residents	Good	Ensure strong engagement with HR and staff throughout any change process. Ensure that any changes are informed by the true nature of demand, and not based on assumptions.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.		Neutral		Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

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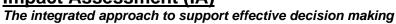
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers:				Choose an
Ensuring that unpaid carers views are sought and taken into account		Neutral		item.
Safeguarding:				
Preventing and responding to abuse	Safeguarding continues to be forefront of all decisions			Choose an
and neglect of children, young people and adults with health and social care	made to ensure that people are safe within their own homes.	Neutral		item.
needs who can't protect themselves.	nomes.			
Impact on Powys County Council		Neutral		Good
Workforce				
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Low	Low
Mitigation		

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

	Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
--	-----------------------------	----------------------------------	---------------





Medium	Medium		Medium	
Mitigation				
Manage engagement with staff sensitively and proactively with change process to ensure that process is robust and clear.	th the assistance of colleagues in	n HR and workforce and organi	sational development. Use the Counc	il's management of
Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating
There is a risk that any restructure does not take adequate ac	count	To work closely with respect that decisions on team struct	ive teams, and with HR to ensure tures are based on true	Low

Changes to team structures con teams	nanges to team structures contribute to reduced morale within nams		Medium Provide clear rationale for any changes and ensure that ample time for consultation is built into management of change process.		Low
		Choose an item.			Choose an item.
Overall judgement (to be included	ded in project risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	

Overall judgethent (to be included in project	TISK TEGISTET/		
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:

understanding of demand.

Adult services, in line with our workforce strategy needs to ensure that we have the right mix of staff, with the right mix of skillsets, in the right places so that we can deliver effective care, underpinned by principles of strengths based working. By working alongside teams and HR to understand the real nature of demand into our services, we will make the necessary changes to ensure that our structures are fit for purpose.

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

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

12. On-going monitoring arrangements?

of the real nature of demand.

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Please state wh	nen this Impact A	Assessment will	be reviewed.
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Quarterly as part of the SIP process

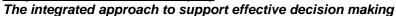
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Michael Gray		
Head of Service:	Michael Gray		
Director:	Alison Bulman		
Portfolio Holder:	Stephen Hayes		

14. Governance

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





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	Children's Services	Head of Service	Jan Coles	Director	Alison Bulman	Portfolio Holder	Cllr Rachel Powell
Proposal		Shared Costs with pa	rtners for Placements f	or Children who are Loc	ked After appropriately	1	
Outline Summary / Description of Proposal							
To ensure that the	To ensure that the placement costs for children who are looked after are attributed appropriately across partners.						

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

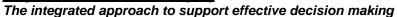
Version	Author	Job Title	Date
V1	Sharon Powell	Senior Manager Care and Support	10.12.2019
V2	Sharon Powell	Senior Manager Care and Support	09.01.2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£380,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Consultation is not required as it has no impact on staff or any children and young people.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

No it does not have potential to impact on other service areas.

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.	N/A	Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	It will help to achieve an integrated health and social care provision	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	N/A	Choose an item.	N/A	Choose an item.
Residents and Communities We will support our residents and communities	N/A	Choose an item.	N/A	Choose an item.



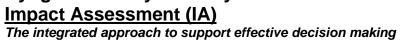
Source of Outline Evidence to support judgements

There will be no change to service delivery, this proposal is about ensuring that the financing allocation is appropriate..

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.	N/A	Choose an item.	N/A	Choose an item.
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).	Making better use of Children's Services financial resources	Good	N/A	Neutral

Cyngor Sir Powys County Council

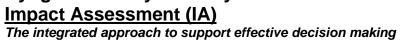




Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Choose an item.	N/A	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.	N/A	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Choose an item.	N/A	Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
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.	N/A	Choose an item.
Opportunities to promote the Welsh language	N/A	Choose an item.	N/A	Choose an item.

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
Welsh Language impact on staff	N/A	Choose an item.	N/A	Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.	N/A	Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Choose an item.	N/A	Choose an item.
Disability	N/A	Choose an item.	N/A	Choose an item.
Gender reassignment	N/A	Choose an item.	N/A	Choose an item.
Marriage or civil partnership	N/A	Choose an item.	N/A	Choose an item.
Race	N/A	Choose an item.	N/A	Choose an item.
Religion or belief	N/A	Choose an item.	N/A	Choose an item.
Sex	N/A	Choose an item.	N/A	Choose an item.
Sexual Orientation	N/A	Choose an item.	N/A	Choose an item.
Pregnancy and Maternity	N/A	Choose an item.	N/A	Choose an item.



Source of	f Ou	line Evic	lence to	support	juc	lgement	ļ
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There will be no change to service delivery, this proposal is about ensuring that the correct financial allocation.

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.	Ensuring correct financial allocations	Good		Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Increased working with partners.	Good		Good
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.	The proposal will further increase integration with partners.	Good		Good
Proventing Poverty				
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.		Choose an item.



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
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	None	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

There will be no change to service delivery, this proposal is about ensuring that the correct financial allocation

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

There will be no change to service delivery, therefore no impact on communities. This proposal is about ensuring correct financial allocation.

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
Medium	Medium	Medium			
Mitigation					

PCC and Powys Teaching Health Board have commissioned a joint report to review the governance of decision-making processes around the funding of health and care CLA cases. PCC Officers will work with partner NHS organisation to review previous cases where there are concerns from either organisation about the funding responsibility.

Risk Identified	Inh	nerent Risk Rating	Mitigation		Residual Risk Rating
Unable to secure engagement from partners	Med	edium	Work closely with partners to understand the identify appropriate actions to address any formal statements of the identify appropriate actions to address any formal statements are identified by the identified action in th	funding issues.	Medium
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:	
There will be limited impact as this proposal is to ensure correct financial allocation. There is	is no impact to those using services or the wor	dforce.

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

I	/hat additional evidence and data has informed the development of your proposal?				
	N/A				

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Children's Leadership team will monitor the impact at regular intervals.

Please state when this Impact Assessment will be reviewed.



The integrated approach to support effective decision making

The impact assessment will be reviewed by CLT during 2020-21.

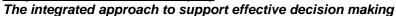
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sharon Powell		
Head of Service:	Jan Coles		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

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





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	Children's Services	Head of Service	Jan Coles	Director	Alison Bulman	Portfolio Holder	Cllr Rachel Powell
Proposal Placements for Children who are Looked After							

Outline Summary / Description of Proposal

To bring 5 children out of residential placements and into fostering placements either in-house or with Independent Fostering Agencies, which meet their needs and wherever possible, are closer to their homes and communities.

To bring 5 children from Independent Fostering placements into in-house fostering placements which meet their needs and wherever possible, are closer to their homes and communities.

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

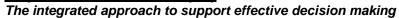
Version	Author	Job Title	Date
V1	Kathryn Brooks	Senior Manager Corporate Parenting	10.12.2019

2. Profile of cost reduction delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£575,000	£525,000	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation		
No consultation required (please provide justification)	Consultation is not required as this does not impact on workforce and has a positive		
No consultation required (please provide justification)	impact on service provision.		





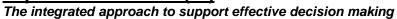
4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposal does not have the potential to impact on another service area.

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	The money currently being spent with private companies out of county will be spent on local foster carers in Powys. The proposal will also fund new jobs in Children's Homes in Powys	Good	Children are closer to home and maintain connections with families and communities and school placements	Good
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will mean the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good
Learning and skills We will strengthen learning and skills	The proposal will enable young people to become involved in education, training and employment in their local communities.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good
Residents and Communities We will support our residents and communities	Children and young people will remain in their own communities. Increased facilities being provided in Powys and in local communities.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good





Source of Outline Evidence to support judgements

Children placed out of county have poorer outcomes.

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

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.	Children are closer to home and maintain connections with families and communities and school placements The proposal will enable young people to become involved in education, training and employment in their local communities	Good	N/A	Choose an item.
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).	The proposal will enable young people to become involved in education, training and employment in their local communities	Good	N/A	Neutral



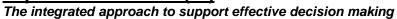


Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	The proposal will mean the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.	Good	N/A	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Children are closer to home and maintain connections with families and communities and school placements	Good	N/A	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	This proposal will keep children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.	Good	N/A	Choose an item.
	Welsh language: A society that promotes and protects culture, heritag	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Children are enabled to live and grow in communities which represent their own language and culture.	Good	N/A	Choose an item.
Opportunities to promote the Welsh language		Choose an item.		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Choose an item.		Choose an item.
People are encouraged to do sport, art and recreation.	Children are closer to home and maintain connections with families and communities and school placements	Good	N/A	Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	This proposal supports the rights of all children.	Good	N/A	Choose an item.
Disability		Choose an item.		Choose an item.
Gender reassignment		Choose an item.		Choose an item.
Marriage or civil partnership		Choose an item.		Choose an item.
Race		Choose an item.		Choose an item.
Religion or belief		Choose an item.		Choose an item.
Sex		Choose an item.		Choose an item.
Sexual Orientation		Choose an item.		Choose an item.
Pregnancy and Maternity		Choose an item.		Choose an item.





Source of Outline Evidence to support judgements

Children placed out of county have poorer outcomes.

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

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.	Maintaining children in their family's limits disruptions and promotes stability throughout their lives.	Good	N/A	Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with multi agency partners and families to meet the needs of children	Good	N/A	Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Multi-disciplinary plans to maintain children within their communities	Good	N/A	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Providing safe placements for children	Good	N/A	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.	Integrating with multi agency partners. Increases close partnership sharing resources and working to meet a range of children and young people's needs.	Good	N/A	Choose an item.
	-	T .		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.	N/A	Choose an item.



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
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.	Children kept closer to home can be kept safer using local resources	Good	N/A	Choose an item.
Impact on Powys County Council Workforce		Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

Children placed out of county have poorer outcomes. This has been evidenced in the following:

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

 $\label{lem:condition} A \ recent \ Children's \ Commissioner \ for \ Wales \ paper \ on \ children \ placed \ out \ of \ County.$

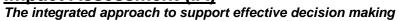
The Waterhouse report – Lost in Care

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		

Mitigation

The impact will be positive for individual children and their families





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
High	Low	Low		
Mitigation				
This is one of the highest priority areas in Children's Services and a range of service resources are focused on achieving these changes				

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Can't recruit foster carers		Medium	Improved offer to foster carers, additional resources to foster service and reduction of children looked after		Low
Overall judgement (to be included in project risk register)					
Very High Risk High Risk		Medium Risk	Low Risk		
				х	

10. Overall Summary and Judgement of this Impact Assessment?

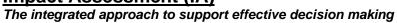
Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The overall impact of these changes is positive, both to children using services, the workfor	ce and the wider communities.	

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

What additional evidence and data has informed the development of your proposal?
N/A
Additional evidence will be providing through the cabinet reporting process as progress is made.

12. On-going monitoring arrangements?

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





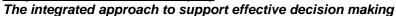
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kathryn Brooks		
Head of Service:	Jan Coles		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

Decision to be made by	Choose an item.	Date required	

FORM ENDS





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	Children's Services	Head of Service	Jan Coles	Director	Alison Bulman	Portfolio Holder	Cllr Rachel Powell
Proposal Changes in service provision - effect of pump priming							
Outline Summary / Description of Proposal							
The proposal is a combination of the following:							
Dovolonmon	t of Children's homes in	Downe					

- Development of Children's homes in Powys
- Bringing Children Looked After closer to home
- Increasing our in house foster carers

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

Version	Author	Job Title	Date
V1	Kathryn Brooks	Senior Manager Corporate Parenting	10.12.2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£1266,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation		
	Consultation is required with Foster Carers about the proposed changes to the financial and support offer. The first phase of consultation will be completed December 2019. The		
	second phase of consultation will be completed Jan 20.		





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

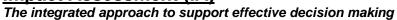
The proposal does not have the potential to impact on another service area.

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	The money currently being spent with private companies out of county will be spent on local foster carers in Powys. The proposal will also fund new jobs in Children's Homes in Powys	Good	Children are closer to home and maintain connections with families and communities and school placements	Good
Health and Care We will lead the way in effective, integrated rural health and care	The proposal will mean the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community. The therapeutic Childrens Home will be a multi disciplinary team.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good
Learning and skills We will strengthen learning and skills	The proposal to open Children's homes in Powys will provide career development and training opportunities in the wider social care workforce. The proposal will enable young people to become involved in education, training and employment in their local communities.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good



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
Residents and Communities We will support our residents and communities	Children and young people will remain in their own communities. Increased facilities being provided in Powys and in local communities.	Good	Children are closer to home and maintain connections with families and communities and school placements	Good





Source of Outline Evidence to support judgements

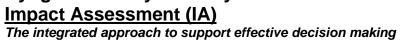
Children placed out of county have poorer outcomes.

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

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.	Children are closer to home and maintain connections with families and communities and school placements The proposal to open Children's homes in Powys will provide career development and training opportunities in the wider social care workforce. The proposal will enable young people to become involved in education, training and employment in their local communities	Good	N/A	Choose an item.
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).	The proposal to open Children's homes in Powys will provide career development and training opportunities in the wider social care workforce. Also the potential development of people into qualified social worker The proposal will enable young people to become involved in education, training and employment in their local communities	Good	N/A	Neutral

Cyngor Sir Powys County Council

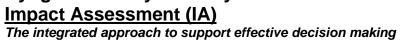




Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	The proposal will mean the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.	Good	N/A	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Children are closer to home and maintain connections with families and communities and school placements	Good	N/A	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	This proposal will keep children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.	Good	N/A	Choose an item.
	Welsh language: A society that promotes and protects culture, heritag	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Children are enabled to live and grow in communities which represent their own language and culture.	Good	N/A	Choose an item.
Opportunities to promote the Welsh language		Choose an item.		Choose an item.

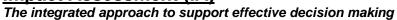
PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
Welsh Language impact on staff		Choose an item.		Choose an item.
People are encouraged to do sport, art and recreation.	Children are closer to home and maintain connections with families and communities and school placements	Good	N/A	Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	This proposal supports the rights of all children.	Good	N/A	Choose an item.
Disability		Choose an item.		Choose an item.
Gender reassignment		Choose an item.		Choose an item.
Marriage or civil partnership		Choose an item.		Choose an item.
Race		Choose an item.		Choose an item.
Religion or belief		Choose an item.		Choose an item.
Sex		Choose an item.		Choose an item.
Sexual Orientation		Choose an item.		Choose an item.
Pregnancy and Maternity		Choose an item.		Choose an item.





Source of Outline Evidence to support judgements

Children placed out of county have poorer outcomes.

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

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

Principle 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.	Maintaining children in their family's limits disruptions and promotes stability throughout their lives.	Good	N/A	Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with multi agency partners and families to meet the needs of children	Good	N/A	Choose an item.
involvement (including isommunication and Engagement): Involving a diversity of the population in their communities the decisions that affect them. Multi-disciplinary plans to maintain children within their communities		Good	N/A	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring. Providing safe placements for children		Good	N/A	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.	Integrating with multi agency partners. Increases close partnership sharing resources and working to meet a range of children and young people's needs.	Good	N/A	Choose an item.
		1		1
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Promoting the social care workforce in wales to ensure children are maintained in their families and communities.	Good	N/A	Choose an item.



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
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.	Children kept closer to home can be kept safer using local resources	Good	N/A	Choose an item.
Impact on Powys County Council Workforce	Increase in job opportunities	Good	N/A	Choose an item.

Source of Outline Evidence to support judgements

Children placed out of county have poorer outcomes. This has been evidenced in the following:

The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities. A recent Childrens Commissioner for Wales paper on children placed out of County.

A recent childrens commissioner for wales paper on children pi

The Waterhouse report – Lost in Care

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Choose an item.	Choose an item.
Mitigation		
The impact will be positive		



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
High	Low	Low		
Mitigation				
This is one of the highest priority areas in Childrens Services and a range of service resources are focused on achieving these changes				

Risk Identified I		Inherent Risk Rating	Mitigation		Residual Risk Rating
Don't get the capital funding		Medium	Multiple bids to PCC and WG have been submitted		Medium
Can't recruit staff		High	Extend the recruitment strategy to non social worker qualified children's workforce		Medium
Can't recruit foster carers		Medium	Improved offer to foster carers, additional resources to foster service and reduction of children looked after		Medium
Overall judgement (to be included in project risk register)					
Very High Risk	High Risk		Medium Risk	Low Risk	
			Medium		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The overall impact of these changes is positive, both to children using services, the workford	ce and the wider communities.	

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

What additional evidence and data has informed the development of your proposal?
N/A
Additional evidence will be providing through the cabinet reporting process as progress is made.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Progress will be reviewed by CLT



The integrated approach to support effective decision making

Please state when this Impact Assessment will be reviewed.

Monthly

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kathryn Brooks		
Head of Service:	Jan Coles		
Director:	Alison Bulman		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

Decision to be made by Choose an item. Date required

FORM ENDS





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	Customer Services	Head of Service	Diane Reynolds	Director	Ness Young	Portfolio Holder	Cllr Graham Breeze
Proposal		Release of staff throu	ugh the closure of Neua	dd Maldwyn, Welshpoo	I		
Outline Summary / Do	Outline Summary / Description of Proposal						
Integration of Reco	eptionist positions t	o release staff reso	urces				

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

Version	Author	Job Title	Date
Draft 0.1	Kelly Watts	Customer Services Manager	19/11/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£26,011	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Chaff consultation required	Potential impact will be internal; therefore, no external consultation will be undertaken.
Staff consultation required	The consultation will follow the Council's Management of Change process.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Reduction in receptionist positions should not impact on service areas as other arrangements will be put in place. Receptionists also take calls while based on the reception desk; this will mean that calls into the council will need to be answered by the remaining staff which could have a small impact on the Customer Service call wait times.

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	A reduction in staff numbers	Neutral	Re-deployment opportunities will be sought	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/a	Neutral	N/a	Neutral
Learning and skills We will strengthen learning and skills	N/a	Neutral	N/a	Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral



Source of Outline Evidence to support judgements	

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.	N/A	Choose an item.		Choose an item.
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.
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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.		Choose an item.





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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Choose an item.		Choose an item.
A Wales of vibrant culture and thriving Welsh language: A	society that promotes and protects culture, heritag	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and i	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Loss of staff may have implications on welsh language provision. The receptionists are welsh speaking.	Poor	Need to ensure any changes will not have a detrimental impact welsh language provision.	Neutral
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.	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their po	tential no matter what their background or circu	ımstances (includ	ing their socio-economic background and circumstances).	
Age		Choose an		Choose an
31		item.		item.
Disability		Choose an item.		Choose an item.
		Choose an		Choose an
Gender reassignment		item.		item.
Marriage or civil partnership		Choose an item.		Choose an item.
Race		Choose an item.		Choose an item.
Religion or belief		Choose an item.		Choose an item.
Sex		Choose an item.		Choose an item.



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
Sexual Orientation		Choose an item.		Choose an item.
Pregnancy and Maternity		Choose an item.		Choose an item.

Source of Outline Evidence to support judgements

Conversations with Managers will support in decision making. Any personal support to staff will need to be identified.

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.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.		Choose an item.



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	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.	
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	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.	N/A	Choose an item.	N/A	Choose an item.	
Impact on Powys County Council Workforce	This proposal will result in a reduction in receptionist 1.07 (FTE) workforce	Poor	In order to mitigate any potential job losses, a voluntary redundancy process and reduced hours will be instigated, there could be potential to reallocate staff or retrain.	Good	
Discussions with staff and managers.					

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

Severity of Impact on Communities Scale of impact Overall Impact
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Low	Low		Low
Mitigation			
Minimise the impact to customers by ensuring they have oth	er ways in which to contact the council, (web, telephor	ne, libra	ary points)

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Medium
Mitigation		
No mitigation required.		

Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating
Reduction in staffing could impact call answer rates	Medium	Staff management and the provision of more through the digital transformation program		Low
Our customers could become frustrated by call wait times and more complaints are likely to be generated.	Medium	Offer alternative methods of communicatio	n e.g. website	Low
Services do not put in plans to deal with the customers who want to meet face to face	Medium	Services ensure that customers are able to contact them though other channels. Alternative solutions are explored (appointments, utilising other buildings/meeting rooms)		Low
Overall judgement (to be included in project risk register)				
Very High Risk High Risk		Medium Risk	Low Risk	

PCC: Impact Assessment Toolkit (March 2018)



The integrated approach to support effective decision making

	LOW

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

In order to meet the budget savings targets for 2020-21 it will be necessary to reduce posts. The savings equate to a potential loss of 1.07 fulltime posts. There will be an impact on customers who will not have access to a face to face provision, but this impact can be mitigated through utilising library customer service points.

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

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

Current Structure.

Current Budget.

Financial Savings

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

Where there is impact on external customers and/or internal customers then on-going monitoring arrangements will need to be in place.

Please state when this Impact Assessment will be reviewed.

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Watts		19/11/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	Cllr Graham Breeze		

14. Governance

The integrated approach to support effective decision making



Decision to be made by

Choose an item.

Date required

FORM ENDS



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	Customer Services	Head of Service	Diane Reynolds	Director	Ness Young	Portfolio Holder	Cllr Graham Breeze
Proposal		Efficiency savings	through Customer Co	entred Digital Solutio	ns (delivered through	the Digital Powys Pr	ogramme)

Outline Summary / Description of Proposal

The way we work and live today is evolving fast, with digital technology having an impact on all our lives. Our resident's lives are changing and many public service users now expect access 24/7 to our services and that number is increasing all the time. It is widely recognised that public services need to radically transform to keep pace with the digital evolution and customer expectations as well as finding new ways to add value.

There is a strong case for transformation in Powys County Council. Demographic trends, rurality, financial pressures, a need to improve performance in key service areas are key drivers for change and all can to some extent be mitigated through the effective use of digital tools and technologies.

With reduced funding over the next 3 years and greater demand for services, we need to be innovative in the solutions we design for the future, harnessing the power of the data revolution and digital technology. Our Digital Transformation Programme will drive delivery of digital solutions whilst providing financial savings. The programme has 7 key work streams, this proposal focusses on:-

Customer Centred Digital Solutions Workstream

• Will aim to ensure our processes and interactions are designed around our customers and what they need.

We will

- Redesign our services to be customer focused, with quicker end-to-end times
- Increase the number and quality of digital services
- Improve customer satisfaction and 24-hour access to services
- Increase the number of 'My Powys' accounts
- Increase self-serve use and decrease call volumes and emails



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

Version	Author	Job Title	Date
Draft 0.1	Kelly Watts	Customer Services Manager	16/08/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£200,000	£400,000	£250,000	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Potential impact will be internal; therefore, no external consultation will be undertaken. The consultation will follow the Councils Management of Change process.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

As each of the Processes is re-designed, end to end using our Transformation methodology, data and benefits will be gathered to provide a baseline cost, once the new process has been implemented this will be costed. The savings will be assigned to a Responsible Officer and financial savings identified within Services will be subject to inclusion in the MTFP. The Service Area's will need to engage in this process to ensure savings are realised within their areas.

All processes will follow GDPR guidance.

No other consideration to note at present.

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	The overall Digital Powys Programme will support in delivering the council priority:- Providing support for businesses to grow Improving skills and supporting people to get good quality jobs	Very Good	No Mitigation.	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	The overall Digital Powys Programme will support in delivering the council priority:- Focussing on well-being Early help and support Providing joined up care Developing a workforce for the future Creating innovative environments Developing digital solutions	Very Good	N/a	Very Good





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
Learning and skills We will strengthen learning and skills	The overall Digital Powys Programme will support in delivering the council priority:- Improving digital technology	Very Good	N/a	Very Good
Residents and Communities We will support our residents and communities	The overall Digital Powys Programme will support in delivering the council priority:- Improve our understanding of our residents and improve service delivery	Very Good	N/A	Very Good







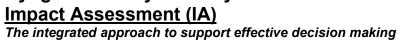
Source of Outline Evidence to support judgements

- Medium Term Financial Plan (Budget Savings)
- Potential savings in Customer Centred re-design workstream in Digital Powys Programme
- Evidence of call reductions and benefit savings in processes that have been transformed.
- System Reboot: Transforming Public Services though better use of digital" by Lee Waters, System Reboot.
- Welsh Governments vision for Digital First

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

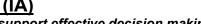
Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and 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.	Economy New business start-ups and relocations will increase. Local businesses benefit from good advice and support that help them thrive. Learning and Skills High quality teaching and learning environments embrace new technology for the population.	Good	The digital Powys Programme will not achieve the goals working in isolation, the programme will need to engage and link to other programmes so we are working towards joint outcomes.	Very Good
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.

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Health and Care People have good access to information, advice and assistance. Technology enables people to care for themselves more easily and remain independent.	Good	The digital Powys Programme will not achieve the goals working in isolation, the programme will need to engage and link to other programmes so we are working towards joint outcomes.	Very Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Changing how we work Making best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the county's residents and communities. Our Digital place workstream will improve our digital capability supporting in connected digital communities.	Good	The digital Powys Programme will not achieve the goals working in isolation, the programme will need to engage and link to other programmes so we are working towards joint outcomes.	Very Good



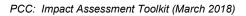


Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below	
A globally responsible Wales: A nation which, when 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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Choose an item.		Choose an item.	
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	All changes will take into consideration the welsh language and ensure the same level of standards no matter when, where or how you contact the council are the same whether that be in English or Welsh.	ge and the Welsh I	Need to ensure any changes will not have a detrimental impact welsh language provision.	Very Good	
Opportunities to promote the Welsh language	N/A	Choose an		Choose an	
Welsh Language impact on staff	N/A	item. Choose an item.		item. Choose an item.	
People are encouraged to do sport, art and recreation.	N/A	Choose an item.		Choose an item.	
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	N/A	Choose an item.		Choose an item.	
Disability	We will need to ensure we do not exclude any customers that have disabilities that will have a negative impact on them accessing Council services.	Neutral	Consideration will be given to the EU Web-site accessibility Directive, Government Digital Service guidelines, Well-Being Act	Good	





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
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	N/A	Choose an item.		Choose an item.
Religion or belief	N/A	Choose an item.		Choose an item.
Sex	N/A	Choose an item.		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.



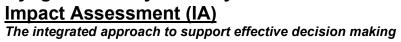


Source of Outline Evidence to support judgements

Digital Powys Programme risk register DIGITAL Powys Programme initiation document. GDS **EU** Accessibility Directive Well-being Act

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

Principle 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.	The proposal supports future generations to meet their own needs through providing digital solutions to help them to remain independent for longer. Customers are able to access services from home.	Very Good		Very Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The proposal has the potential to work in partnership with others e.g. PTHB	Neutral	Where necessary and dependant on the process working with others will be considered.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	End to end process re-design utilising transformation methodology and principles puts customers at the heart of everything we do, providing our customers with much improved customer journeys. Customers are asked for feedback on their experiences and as required changes will be made to ensure the best possible service.	Very Good		Very Good





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
Prevention: Understanding the root causes of issues to prevent them from occurring.	By designing our processes to be intuitive and keep customers updated throughout their journey it will be less likely that customers will contact the council time and time again. By understanding customer requirements early and joining up customer information we will be able to have a holistic view of our customers and provide targeted prevention rather than wait until the customer reaches crisis point.	Very Good		Very Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Where necessary integration with partners will be considered.	Neutral	Where necessary integration with partners will be considered.	Good
Preventing Poverty:				
Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Will need to take into consideration.	Neutral	Will need to take into consideration.	Good
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.	N/A	Neutral	N/a	Neutral
Impact on Powys County Council Workforce	In order to achieve the budget savings, it may be necessary to reduce the workforce or change the way in which the workforce carry out their duties.	Poor	In order to mitigate any potential job losses, a voluntary redundancy process and reduced hours will be instigated, there could be potential to reallocate staff or retrain.	Good



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			
Digital Powys Programme risk register Programme initiation document.				

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

Severity of Impact on Communities	Scale of impact	Overall Impact	
Low	Low	Low	
Mitigation			
None			

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		





Successful implementation will be dependent on a number of factors

Financial – the investment to support the change

Resources – The right skilled resources to support the change

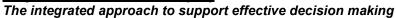
Capacity – the staff resources to deliver the change.

The risks to delivery will be managed through the Programme Governance Structure. Powys Digital Programme reports to the Transformation Board.

Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating
Financial - In order to transform services the savings proposal will require financial investment	Medium	Business case identifies financial requirements and return on Investment. Any savings are delivered within the service areas. Risks managed through Programme Governance		Low
Capacity – the staff resources to deliver the change	Medium	Capacity issues are identified within the programmes risk register		Low
Customers unable to utilise digital channels will be excluded	Medium	Access to services at Library plus points, maintain minimum telephony channel.		Low
Resources – That we have the right skilled staff to support the changes required	Medium	Workstream in overall programme looking at workforce and leadership. Planning for future digital skills. Buy in resource to support programme		Low
Overall judgement (to be included in project risk register)				
Very High Risk High Risk		Medium Risk	Low Risk	
			Low	

10	Overall Summar	v and Judgement d	of this I	mnact Assessmer	nt?
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	and the second second	
Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
• • •	·	4





The way we work and live today is evolving fast, with digital technology having an impact on all our lives. Our resident's lives are changing and many public service users now expect access 24/7 to our services and that number is increasing all the time. It is widely recognised that public services need to radically transform to keep pace with the digital evolution and customer expectations as well as finding new ways to add value.

With reduced funding over the next 3 years and a greater demand for services, we need to be innovative in the solutions we design for the future, harnessing the power of the data revolution and digital technology. Our Digital Transformation Programme will drive delivery of digital solutions whilst providing financial savings.

There will be an impact on our customers, however this will be a positive impact providing an improved customer journey, and additional choice in the way they access our services.

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

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

MTFP

Powys Digital Programme Project Initiation

Powys Digital Programme Risk Register

Powys Digital Strategy

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

Where there is impact on external customers and/or internal customers then on-going monitoring arrangements will need to be in place.

Please state when this Impact Assessment will be reviewed.

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Watts		16/08/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		



The integrated approach to support effective decision making

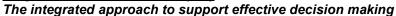
Portfolio Holder:	Graham Breeze	
<u> </u>		

14. Governance

Decision to be made by Cabinet Date required

FORM ENDS







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	Customer Services	Head of Service	Diane Reynolds	Director	Ness Young	Portfolio Holder	Cllr Graham Breeze
Proposal		Reduction of staff in	reprographics				
Outline Summary / D	Outline Summary / Description of Proposal						
A reduction of 1 FTE in the staffing structure of the council's reprographics team (print, post and scanning).							

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

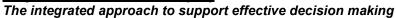
Version	Author	Job Title	Date
Draft 0.1	Kelly Watts	Customer Services Manager	01/11/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£27,095		£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Potential impact will be internal; therefore, no external consultation will be undertaken. The consultation will follow the Councils Management of Change process.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposal has the potential to impact on all services areas that utilise post room, scanning (Civica), printing and reprographics. Communication will be undertaken with the service areas when necessary.

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	Potentially there will be a loss of jobs and therefore this has the potential to impact on the local economy.	Poor	Re-deployment Opportunities. Actively support staff in gaining other employment.	Good
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral	N/A	Neutral





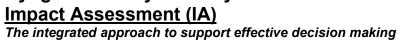
Source of Outline Evidence to support judgements

Medium Term Financial Plan (Budget Savings)

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.	There is likely to be job losses which will have a small impact on the economy.	Neutral	The management of change process will ensure a fair and structured process. There could be opportunities for staff to be redeployed, we will also be able to offer support in completing job applications and attending interviews.	Good
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.	N/A	Choose an item.
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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Choose an item.	N/A	Choose an item.

Cyngor Sir Powys County Council





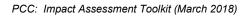
Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.	N/A	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Choose an item.	N/A	Choose an item.
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	A reduction in staff will not have any implications on welsh language provision.	Neutral	We will to ensure any changes will not have a detrimental impact welsh language provision.	Good
Opportunities to promote the Welsh language	N/A	Choose an item.	N/A	Choose an item.
Welsh Language impact on staff	N/A	Choose an item.	N/A	Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.	N/A	Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Choose an item.	N/A	Choose an item.
Disability	N/A	Choose an item.	N/A	Choose an item.
Gender reassignment	N/A	Choose an item.	N/A	Choose an item.

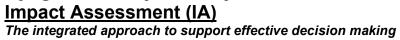
PCC: Impact Assessment Toolkit (March 2018)





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
Marriage or civil partnership	N/A	Choose an item.	N/A	Choose an item.
Race	N/A	Choose an item.	N/A	Choose an item.
Religion or belief	N/A	Choose an item.	N/A	Choose an item.
Sex	N/A	Choose an item.	N/A	Choose an item.
Sexual Orientation	N/A	Choose an item.	N/A	Choose an item.
Pregnancy and Maternity	N/A	Choose an item.	N/A	Choose an item.







Source of Outline Evidence to support judgements

Management knowledge

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

 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.	N/A	Choose an item.	N/A	Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.	N/A	Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Choose an item.	N/A	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.	N/A	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.	N/A	Choose an item.	N/A	Choose an item.
Preventing Poverty:				
Preventing Poverty. Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staffing may have a detrimental impact on the local economy.	Neutral	There is no mitigation that can be offered by the service area	Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The service will need to assess whether any staff are unpaid carers.	Poor	Redundancy process – ask questions regarding this.	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
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.	N/a	Neutral	N/a	Neutral
Impact on Powys County Council Workforce	In order to achieve the budget savings, it will be necessary to reduce the workforce. There may be a potential to impact on the way that processes are undertaken and staff duties.	Neutral	In order to mitigate any potential job losses, voluntary redundancy or reduced hours will be sought in the first instance, there could be potential to reallocate staff or retrain. Staff training will be undertaken for any new processes for those staff left behind.	Good
Source of Outline Evidence to support Management knowledge	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

There should be minimal impact on our communities; any impacts will need to be mitigated by looking, longer term, at other solutions.

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk



Low	Low	Low
Mitigation		
No mitigation required.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduced staffing could have implications on the processing time of print jobs.	Medium	Where jobs are required urgently, the council may have to look to source external suppliers. Staff remaining will be required to have the skills to be able to work within all areas of the reprographics unit.	Low
Reduced staffing could have implications on the scanning function, i.e. mail may not be scanned immediately and sent to departments, this could affect housing, social care, revenue and benefits and education.	Medium	As more services move to on-line, there will be less of a need for a scanning function. Staff remaining will be required to have the skills to be able to work within all areas of reprographics unit. Management may have to support at busy times.	Low
Reduced staffing may see an increase in processing time for printing, enveloping and franking of mail to our customers.	Medium	As more services move to on-line, there will be less of a need for a print and mail function. Staff remaining will be required to have the skills to be able to work within all areas of the reprographics unit. Management may have to support at busy times.	Low
Staff remaining will be under increased pressure to maintain service standards.	Medium	Management will need to carefully control service areas expectations on the team. Hold regular meeting with staff to manage workloads effectively.	Low

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The integrated approach to support effective decision making

Increase in management workload, if require leave or an increase in workload impacting o tasks.		Medium	Awareness of impact and will need to manage time efficiently.		Low
Overall judgement (to be included in project risk register)					
Very High Risk	High Risk		Medium Risk	Low Risk	
				Low	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
In order to meet the budget savings for 20-21 it will be necessary to reduce staproposal are listed above and will have an impact on service delivery especially A management of change process will be followed, unless the savings are achieved.	

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

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

- Current Structure.
- Current Budget.
- MTFI
- Management of change process

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

Where there is impact on external customers and/or internal customers then on-going monitoring arrangements will need to be in place.

Please state when this Impact Assessment will be reviewed.



The integrated approach to support effective decision making

The Impact Assessment will continue to be reviewed and updated bi-monthly or sooner where significant impact on future service delivery is identified.

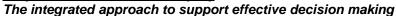
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kelly Watts		01/11/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	Graham Breeze		

14. Governance

			-
Decision to be made by	Cabinet	Date required	
Decision to be made by	Cabinet	Date required	

FORM ENDS





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	Education	Head of Service	Lynette Lovell	Director	Chief Executive	Portfolio Holder	Cllr Phyl Davies
To review the staffing structures across the school service to ensure effective provision for supporting schools and pupils.				pupils.			
To review the provision for ALN ensuring a more effective service for all pupils.							

All budget holders in the school service will review the provision to support schools in the following:

Implementation of the new curriculum

Implementation of the vision for Powys learners.

Provision for pupils with additional learning needs.

Implementation of the post inspection action plan which includes raising standards in secondary schools, improving provision for ALN, improving self – evaluation processes and improving leadership, and transforming school organisation.

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

Version	Author	Job Title	Date
V1	Lynette Lovell	Chief education officer (Interim)	10 th January

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	<u>£</u>	£511,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation	
Staff consultation required	Consultation will take place for any changes to posts that may occur as part of the review.	





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

Dependent on proposals brought forward after the review.

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	Neutral		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 school service has recently been inspected by Estyn (September 2019). Areas of significant concern were identified in the report including support for pupils with additional learning needs and standards in secondary schools. As a result, the support provided to schools needs to be improved to enable schools to deliver support more effectively. Therefore, the review of the school service needs to evaluate how to improve the support provided to schools. For example, support for behaviour.	Poor	Fully evaluate the impact of the staffing review so that any gaps in provision are identified. For example, the gaps in provision for ASD support throughout the county. This will ensure that provision is improved. Identification of better working practices through the transformation agenda. The service will seek to manage the risks in areas affected by any restructure.	Good
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral

PCC: Impact Assessment Toolkit (March 2018)





ource of Outline Evidence to support judgements
styn report – September 2019

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
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.	N/A	Neutral		below Neutral
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	Neutral		Neutral
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.	N/A	Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Neutral



Well-being Goal	How does proposal contribute to this goal? IMPACT Please select from drop down box below Please select from drop down box below Please select 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.	N/A	Neutral		Neutral
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral		Neutral
Opportunities to promote the Welsh language	N/A Neutral			Neutral
Welsh Language impact on staff	N/A	Neutral		Neutral
People are encouraged to do sport, art and recreation.	N/A	Neutral		Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	ımstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Neutral		Neutral
Disability	Improve provision for learners with disabilities.	Good		Neutral
Gender reassignment	N/A	Neutral		Neutral
Marriage or civil partnership	N/A Neutral			Neutral
Race	N/A Neutral			Neutral
Religion or belief	N/A	Neutral		Neutral
Sex	N/A	Neutral		Neutral
Sexual Orientation	N/A	Neutral		Neutral
Pregnancy and Maternity	N/A Neutral		Neutral	



Source of Outline Evidence to support judgements
Estyn report – September 2019

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.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	I Working with other service areas to provide slipport		Health service to provide support for mental health strategy. Youth service to provide support for behaviour in schools.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Working effectively with the schools to ensure improved support for pupils.		Engagement with schools in headteacher meetings, cluster engagement events.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	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.	N/A	Choose an item.		Choose an item.
	-			I
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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	N/A	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.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Removal of posts may reduce opportunities for career progression.	Neutral		Neutral

Source of Outline Evidence to support judgements

Estyn report on Powys County Council's education service and the subsequent action plan to underpin improvement.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		
Post Inspection Action Plan.		



The integrated approach to support effective decision making

9. How likely are you to successfully implement the proposed change? Lynette: I think that these risks for the council are more severe than these identified below: if we don't improve services the whole council could lose its control over education. It's how any cuts will impact on the quality of service...... and we know that ALN probably needs more resource, not less.

Impact on Service / Council	on Service / Council Risk to delivery of the proposal				
High	igh High				
Mitigation					
The scale of challenge presented by Estyn is significant and t improvements are delivered at pace.	he need for rapid improvement agreed by all partners. Therefo	ore all proposals need to be evaluated fully to ensure			

Risk Identified		Inherent Risk Rating	Mitigation Residual R		Residual Risk Rating
Reduced capacity to deliver the post inspect expected pace	ion action plan at the	High	Re-alignment of roles and responsibilities of these posts within other posts within the service		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	
	х				

10. Overall Summary and Judgement of this Impact Assessment?

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

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

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

Estyn report and the subsequent PIAP.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Improvement and Assurance board.
Estyn
Transformation board.
Please state when this Impact Assessment will be reviewed.
Monthly.

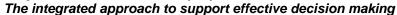
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Lynette Lovell		
Head of Service:	Lynette Lovell		
Director:	Chief executive		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by Cabinet	Date required
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FORM ENDS





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.

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Service Area	Finance	Head of Service	Jane Tho	mas	Director	Ness Young	Portfolio Holder	Cllr Aled Davies
Proposal								
			Yr 1	Yr 2	Yr 3			
staff			166,250	189,750	-			
non staff (supplier dis	scount)		27,500	27,500	50,000			
income (pcards and	3yr old settings)		58,000	-	-			
Total			251,750	217,250	50,000			

Savings achieved through the following workstreams

- <u>Finance system</u> introduce supplier self service, creditor scan / match staff, home care supplier invoices, interfaces & uploads automated and self service on queries, supplier discount for shorter payment terms.
- Right first time reduce the number of corrections and therefore reduce staff costs in debtors, treasury management, schools and management accounts as
- well as savings in administration and payroll, provide additional training and implements self service by managers.
- Functional review of the team removing duplication and driving work to the lowest levels freeing up capacity to add value
- <u>Senior management</u> amalgamating senior experts across Financial Services
- <u>Purchase card discount</u> increase level of discount received through promoting use of cards
- <u>Trading Income</u> Three year old settings Support for settings now being provided and charged for resulting in additional income for traded work.
- <u>Cultural Shift</u> Review the level of Insurance excess charged- change behaviours across services and reduce insurance costs by year 3.

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

Version Author Job Title Date	Version	Author	Job Title	Date
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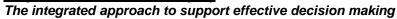
V1		

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£		£252k	£218k	£50k	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Consultation may be required for staff reductions if a management of change process has to be run, to identify redundancies. It is hoped that staff reductions would be made
No consultation required (please provide justification)	through vacancies in the main.





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

The changes will impact positively on other Services as the changes will drive improvement in their financial acumen and undertaking tasks themselves – like forecasting and owning their own budgets, this will reduce demand on finance staff time. Other changes like getting services to undertake tasks correctly, again will see less finance staff needed to do corrections. The improved compliance is expected to be delivered through regular training and rolling out the SLA so services understand what will and will not be done by finance.

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	Neutral		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	N/A	Neutral		Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral



Source of Outline Evidence to support judgements	

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
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	N/A	below Neutral		down box below Neutral
securing decent work. 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	Neutral		Neutral
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.	N/A	Neutral		Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Neutral



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.	N/A	Neutral		Neutral
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral		Neutral
Opportunities to promote the Welsh language	N/A	Neutral		Neutral
Welsh Language impact on staff	N/A	Neutral		Neutral
People are encouraged to do sport, art and recreation.	N/A	Neutral		Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Neutral		Neutral
Disability	N/A	Neutral		Neutral
Gender reassignment	N/A	Neutral		Neutral
Marriage or civil partnership	N/A	Neutral		Neutral
Race	N/A	Neutral		Neutral
Religion or belief	N/A	Neutral		Neutral
Sex	N/A	Neutral		Neutral
Sexual Orientation	N/A	Neutral		Neutral
Pregnancy and Maternity	N/A	Neutral		Neutral



Source of Outline Evidence to support judgements	

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.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	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.	N/A	Choose an item.		Choose an item.
	-	T		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.



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	N/A	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.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Removal of the posts will reduce the finance team, but that will be mirrored by reduced work load.	Neutral	It is hoped to utilise vacancies before having to run a management of change process	Neutral
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified In		Inherent Risk Rating	Mitigation	Residual Risk Rating	
Reduced resilience & capacity within the Financial Services team		Medium	Re-alignment of roles and responsibilities of these posts within other posts within the service		Low
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be included in pro	Overall judgement (to be included in project risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	
				Х	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

Low risk and impact on the Council. Some minor impact on the Financial Services team through reduced resilience and capacity as a result of removing these posts. This can be mitigated by reviewing roles and responsibilities and re-prioritising our service provision.

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

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

N/A

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Customer satisfaction surveys; formal and informal assessment and monitoring of the services provided against the SLA

Please state when this Impact Assessment will be reviewed.



The integrated approach to support effective decision making

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Anne Phillips		
Head of Service:	Jane Thomas		
Director:	Ness Young		
Portfolio Holder:	Aled Davies		

14. Governance

Decision to be made by	Cabinet	Date required	

FORM ENDS





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Service Area	Commercial Services	Head of Service	Jane Thomas	Director	Ness Young	Portfolio Holder	Cllr Aled Davies
Proposal Reductions in staff numbers and alternative sources of funding utilis			utilised to fund some	e work.			
Outline Summary / Description of Proposal							

In summary the proposal is to

- Externally fund a post for 21st Century Schools by a grant. This would mean that 2 posts are funded currently 1 post is funded by HRA
- Lose Admin Support 0.6 FTE
- Maintain current staff levels without additional support for Local Sourcing or contract management and limited ability for the development of ongoing supplier resilience checks (will need to be undertaken by services) (see audit committee review)
- Maintain current resources will limit support for major 'unknown' or transformational projects such as the North Powys Health Partnership or ICF or grant funded projects

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

Version	Author	Job Title	Date
1	Grant Thomas/Mary Salmon	Data Analyst/Procurement Specialist	03/09/19
2	Grant Thomas/Mary Salmon	Data Analyst/Procurement Specialist	04/09/19
3	Grant Thomas/Mary Salmon	Data Analyst/Procurement Specialist	05/09/19
4	Vince Hanly	Interim Professional Lead	06/07/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£95,000	£	£	£

3. Consultation requirements

A	and the same and t	Consultation deadline/or justification for no consultation
Consultation Re	adiliramant	Constitation deadling/or illstitication for no constitution
Oonsultation in	<i>y</i> quii ciriciit	



No consultation required (please provide justification) Options will be discussed with SLT and Members







4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)

PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Service areas will be required to undertake low value tenders without support from the central Team.

Commercial services have a substantial workload over the next 1-2 year will be less able to provide the support and advice for new unknown larger procurements and contract negotiations.

There will be no resource for service areas for low value procurements or additional support for procuring support for their service IBP or grant funding Increase work for Creditors to automate or deal with the new supplier end to end.

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 MITIGATIO N Please select from drop down box below
The Economy We will develop a vibrant economy	Minimal support for Local Suppliers	Poor		Unknown
Health and Care We will lead the way in effective, integrated rural health and care	Reduced support for projects such as the North Powys Partnership Group	Poor		Unknown
Learning and skills We will strengthen learning and skills	N/A	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	N/A	Neutral	N/A	Neutral





Source of Outline Evidence to support judgements

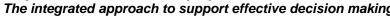
Local spend performance measure On/Off contract spend Up-coming contracts see embedded document Efficiencies Identified and Achieved

6. How does your proposal impact on the Welsh Government's well-being goals? **IMPACT AFTER IMPACT MITIGATIO** Please What will be done to better contribute to positive N **Well-being Goal** How does proposal contribute to this goal? select from or mitigate any negative impacts? Please drop down select from box below 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 Choose an Choose an (including acting on climate change); and N/A N/A which develops a skilled and well-educated item. item. population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work. A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with Choose an Choose an N/A N/A healthy functioning ecosystems that item. item. support social, economic and ecological resilience and the capacity to adapt to change (for example climate change). 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. Choose an Choose an Public Health (Wales) Act, 2017: N/A N/A item. item. Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental

health of the people of Wales.

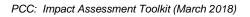


Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATIO N Please select from drop down box below
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.	N/A	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Choose an item.	N/A	Choose an item.
	riving Welsh language: A society that promotes and protects	culture, heritage	and the Welsh language, and which encourages people to participate in the	e arts, and
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.	N/A	Choose an item.
Opportunities to promote the Welsh language	N/A	Choose an item.	N/A	Choose an item.
Welsh Language impact on staff	N/A	Choose an item.	N/A	Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.	N/A	Choose an item.
A more equal Wales: A society that er	pables people to fulfil their potential no matter what their backgrour	nd or circumstan	ces (including their socio economic background and circumstances).	
Age	N/A	Choose an item.	N/A	Choose an item.





Well-being Goal	How does proposal contribute to this goal?		What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATIO N Please select from drop down box below
Disability	N/A	Choose an item.	N/A	Choose an item.
Gender reassignment	N/A	Choose an item.	N/A	Choose an item.
Marriage or civil partnership	N/A	Choose an item.	N/A	Choose an item.
Race	N/A	Choose an item.	N/A	Choose an item.
Religion or belief	N/A	Choose an item.	N/A	Choose an item.
Sex	N/A	Choose an item.	N/A	Choose an item.
Sexual Orientation	N/A	Choose an item.	N/A	Choose an item.
Pregnancy and Maternity	N/A	Choose an item.	N/A	Choose an item.





Source of Outline Evidence to support judgements		
How does your proposal impact on the council's other key guiding principles?		

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 MITIGATIO N Please select from drop down box below
Sustainable Development Princip	le (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.	Some collaboration will be part of procurement activities via the Regional and WLGA procurement	Neutral		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.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Choose an item.		Choose an item.



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 MITIGATIO N Please select from drop down box below
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		Choose an item.		Choose an item.
Source of Outline Evidence to su	pport judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
None		



The integrated approach to support effective decision making

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Medium
Mitigation		

RISK IDANTITIAD		Inherent Risk Rating	Mitigation	Mitigation		
Reduction in Local Spend		Medium	Extra resource	Extra resource		
Increase in off Contract Spend		High	Extra resource	Extra resource		
Risk of Legal challenge due to non compliance		High	Extra resource			Low
Poorer value for money for Po	Poorer value for money for Powys residents		Extra resource			Low
Less Transparency for Powys	Less Transparency for Powys residents		Extra resource Lo			Low
Overall judgement (to be incl	uded in project risk reg	jister)				
Very High Risk	High Risk		Medium Risk		Low Risk	
					Х	

10. Overall Summary and Judgement of this Impact Assessment?

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

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Please state when this Impact Assessment will be reviewed.

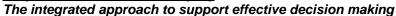
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Vince Hanly		
Head of Service:	Jane Thomas		
Director:	Ness Young		
Portfolio Holder:	Cllr Aled Davies		

14. Governance

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

FORM ENDS





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Service Area Arts & Culture, Housing & Community Development	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr Rachel Powell
Proposal Reduce revenue funding for commissioned Arts Services in order to achieve revenue budget savings of £188,214 by 2023					by 2023	

Outline Summary / Description of Proposal

- Reduce revenue funding for arts organisation partners including performing arts venues (x 4), art gallery (x 1) and community dance organisation (x1) proposal represent 80% reduction to current funding level by 2022/23.
- Reduce support for Night Out rural community touring scheme.
- Reduce arts commissioning budget.



Arts Budget Proposals 2020,23 1

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

Version	Author	Job Title	Date
V01 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	10 December 2018
V02 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	14 February 2019
V03 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	12 August 2019
V04 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	12 December 2019
V05 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	10 January 2020

2. Profile of savings delivery (if applicable)

2019-20	2020-21	2021-22	2022-23	TOTAL
£	£62,738	£62,738	£62,738	£188,214



The integrated approach to support effective decision making

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	

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

Regeneration, Tourism, Schools Service, Youth Service, Property, Children's & Adult Services Third & voluntary sector; private sector / businesses.

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	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
Learning and skills We will strengthen learning and skills	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
Residents and Communities We will support our residents and communities	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.



STRENGTHS Internal	WEAKNESSES Internal
Positive Factors	Negative Factors
 Arts & cultural services able to strategically contribute to attaining the Council's Vision 2025 Able to continue developing closer relationship & collaborative working within L&R and with Schools & Schools Service; Adult Social Care; Children's Services; Property Utilise developed experience, expertise, links, relationships and partnerships to review & sustain arts provision throughout the county Retain strategically led arts provision in Powys working in close partnership with arts sector providers to maintain best possible equality of access Retention of 'Arts Service' maintains Arts Council of Wales partnership support & confidence Retention of Arts & Culture Commissioning Officer – preserves ability to apply for & secure external funding towards delivering projects / programmes Strong track record of achieving income generation for council led activity in Powys Retention of arts coordination role within Council – internal collaboration Retention of arts coordination / contact point for arts sector and communities to collaborate with Council in delivering Vision 2025 objectives Capitalise on emerging cultural partnerships e.g. NPTC Group to determine possible third party interest in managing one or more key cultural Venues in Powys at no cost to the Authority – potential further future savings Beneficial partnership working with other sector agencies – NAWR (Regional Arts & Education network); ERW; ACW Relatively modest arts budget achieving high performance outputs; value; quality Nationwide – Powys County Council preserves reputation for excellence of arts provision Arts development innovative behaviour Arts sego of building a	 Failure to meet the required level of savings corporately Possible risk to delivery of established & externally funded projects & programmes being delivered by Arts Service Dependency of established funding partnerships & subsequent financial liabilities i. Financial risk - liability for redundancy costs for all Hafren theatre staff in the case of closure ii. closure of Theatr Brycheiniog would result in payback to ACW for Capital funding of £1.677,879m (contributed to build in 1997) – this consequence would be counterproductive overall Imposition of funding cuts – Powys Dance, Oriel Davies Gallery, 4 theatre venues and smaller supported arts organisations at high risk of being unsustainable Financial – diminished available funding places currently supported arts organisations at risk of being unsustainable Reputation – reduction in funding for arts activities perceived negatively Loss of young people focused arts provision e.g. youth theatre; youth music; arts education / skills development programmes Timescales, deadlines and pressures too short to achieve salvation Added pressure on arts & culture commissioning officer post –insufficient capacity to meet demands & effectively manage workload; seek & take up development opportunities; consult; plan; support sector Less able to provide support for & assurance to external funding applications Limited scope for networking, collaborating & forming new partnerships Continuity of service provision elements broken Commitments – contractual & otherwise not able to be honoured; knock on effects for service users; sector employees; contractors Effects on core activities & key areas of focus – change & further review a distraction Robustness of budget efficiency decision making process; urgency of timescale; reliability of financial & other data to supp



solutions Less public funding available for arts	nding sources inc. trusts & foundations or volunteers ienced Board members s in Powys
 solutions Opportunities to provide services beyond Powys borders (already delivering Criw Celf in Ceredigion) Burgeoning collaboration with NPTC Group to deliver arts provisions and further education through the arts Utilise creativity & proactive style of arts sector providers to find new ways of working with existing resources Work with arts providers to create, develop and produce new income streams inc. Less public funding available for arts increasing pressure on alternative furpressure increasing on requirement Difficulty in recruiting skilled & experiment Loss of creative industry professional Loss of young people living, studying Loss of services 	& cultural activity Inding sources inc. trusts & foundations or volunteers ienced Board members s in Powys
 Seek broader portfolio of funders for the arts develop less reliance on Council support Strong audience appetite for arts product Growing interest in participating in arts activities Greater understanding of the benefit arts & culture provides for personal wellbeing & community resilience Greater understanding of arts & cultural economic benefits & contribution to regeneration Potential positive impact of Brexit e.g. people using & buying local services, products & experiences New business opportunities Developing worldwide market for arts & crafts products inc. digital content Superfast Broadband making it increasingly possible for creative industry start-ups & business relocations to Powys Inability to make best use of digital to Loss of tourism Loss of cultural vibrancy Inability to make best use of digital to Loss of cultural vibrancy Loss of cultural vibrancy Inability to make best use of digital to Loss of cultural vibrancy Inability to make best use of digital to Loss of cultural vibrancy Inability to make best use of digital to Loss of cultural vibrancy Weakness of Wales & UK economy Potential negative impact of Brexit Potential loss of European funding Sustainable financial backing Economy, both local and internation Seasonality affecting continuity of exoperators Diminished cultural vibrancy 	echnology to live and work in Powys al rned income & cash flow for venues & arts



Source of Outline Evidence to support judgements	

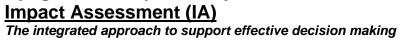
6. How does your proposal impact on the Welsh Government's well-being goals?

5. How does your proposal impact on the	s Meisii Governinent 2 Meil-being goais:			
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.	Refer to SWOT analysis (pages 3&4) Less educational and employment opportunities locally in the creative industry sector, thereby weakening an already sparse cultural infrastructure. Migration of young people out of county seeking further education, work experience, apprenticeships and employment in more culturally thriving urban centres. Reduction in the cultural tourism offer in Powys.	Poor		Choose an item.
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).	Reduction in locally provided services requiring people to travel long distance to access equivalent provision.	Poor		Choose an item.
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.	Opportunities to participate in and attend arts events and activities diminished by reducing offer, reducing social interaction through cultural events and maintaining mental and physical well-being by being actively socially engaged.	Poor		Choose an item.





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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Professional and community arts venues capacity to deliver cultural programmes and events much reduced, leading to lack of vibrancy, cultural identity and connected communities.	Very Poor		Choose an item.
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.	If arts venues are not sustainable and cannot keep a pace with larger urban based theatres and arts provider organisations in meeting customer's needs, then closure may be a consequence. This would mean long travel distances for people to access cultural services with a reliance on car travel due to limited public transport availability particularly in evenings. Accessibility would be very limited for lower income families.	Poor		Choose an item.
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Limited cultural provision for communities, particularly performing arts events in the Welsh language reducing opportunities for people to socialise, perform and attend activities through the Welsh language and loss of provision for learners to develop skills in learning environments.	Poor		Choose an item.
Opportunities to promote the Welsh language	As above.	Poor		Choose an item.
Welsh Language impact on staff	As above.	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	As above.	Very Poor		Choose an item.
A more equal Wales: A society that enables	people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	





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
Age	Children and young people (0 – 25yrs) particularly affected by limited access to high quality arts & cultural provision. Older people, whose social interactions are often through participation in cultural activities and events and at arts venues – less engaged; less mentally stimulated; less physically active.	Poor		Choose an item.
Disability	Access to cultural & social events at accessible venues locally reduced. Alternative options inaccessible due to travel times, cost, mobility and other constraints.	Poor		Choose an item.
Gender reassignment		Unknown		Choose an item.
Marriage or civil partnership		Unknown		Choose an item.
Race		Unknown		Choose an item.
Religion or belief		Unknown		Choose an item.
Sex		Unknown		Choose an item.
Sexual Orientation		Unknown		Choose an item.
Pregnancy and Maternity		Unknown		Choose an item.



Source of Outline Evidence to support judgements	

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

7. How does your proposal impact on the	edution 3 other key garding 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.	Reduced, or loss of, access to arts & cultural facilities, services, activities inc. training, learning & skills development, career pathways and creative expression / talent development.	Poor		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Loss of collaborative opportunities; damage to established partnership arrangements;	Poor		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The arts are by their very nature inclusive and welcoming to all, often providing a forum in which to mix diverse population groups in shared activities. Hard to reach groups and those with whom it is difficult to engage are often attracted to creative and non-competitive pastimes. Loss of such engagement opportunities risks less involvement from communities.	Poor		Choose an item.



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
Prevention: Understanding the root causes of issues to prevent them from occurring.	It is widely understood that participation & involvement in arts & cultural activities increases mental & physical health & well-being; reduces social isolation & loneliness; improves community integration - it is important that this contribution is recognised by the authority in the decision making process. Loss of access to arts & cultural activities, facilities, events and community venues will impact negatively on this benefit and potentially increase demand on other services.	Poor		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.	Negative contributing factor to overall achievement of well-being goals, particularly mental health; social isolation / loneliness and community engagement.	Poor		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	People on low incomes or those out of work benefit from participating in free and inclusive arts activities, undertaking volunteering / work experience placements and skills development.	Poor		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Unknown		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.		Unknown		Choose an item.
Impact on Powys County Council Workforce Source of Outline Evidence to support	independent	Poor		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		
Consultation requirement.		

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		
Consultation & change planning requirement.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to reduction of funding to theatre, gallery & arts			
organisations resulting in possible closures / loss of facilities;	Very High	tbd	
damage to PCC reputation.			
Significant impact – loss of external match & partnership funding	Very High	tbd	
brought into county.	Veryingn	Libu	



The integrated approach to support effective decision making

Loss of cultural services to communities in Powys.		Very High	tbd		
Loss of skills, creative industry business and inward migration.		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:

Reductions in funding support for performing arts venues and professional arts organisations in Powys will put under real threat their ability to continue valued community arts and cultural provision, diminishing the breadth, quality and benefits of cultural services available to the communities of Powys.

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

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

Data development required.

12. 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.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Lucy Bevan		10 Dec 2018; 14 Feb 2019; 12 Aug 2019; 12
impact Assessment Lead.	Eddy Bevan		Dec 2019; 10 Jan 2020
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Rachel Powell		

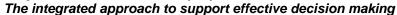
14. Governance

Decision to be made by	Cabinet	Date required	August / September 2019



The integrated approach to support effective decision making

FORM ENDS





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	Housing & Community Development	Head of Service	Nina Davies	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal		Budget Savings Proposal for Cleaning Service for FY 2019/2020					

Outline Summary / Description of Proposal

Proposal to deliver revenue savings from the Cleaning service for FY 2019/20 by implementing the proposals below:

- Increasing income by expanding business opportunities: explore providing a handyman service for minor repairs and maintenance, communal garden clearance/maintenance for general public/housing service. This will could be work outside of the HOWPS contract or work subcontracted from HOWPS.
- A number of internal services have requested reviews of current cleaning schedules in order to make efficiencies. Property services have asked to review cleaning in a number of corporate buildings to save up to £150k on their cleaning costs. Requests will be reviewed along with staffing. This could further affect negatively upon the Service.
- Introduce a service brand and use social media to expand communication to the residents and public we serve, with potential networking opportunities with greater income potential.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£39,281	£29,000	£45,000	£35,000	£148,281

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Before end of 19/20 FY	Yes

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

Version	Author	Job Title	Date
V1	Jason Rawbone	Professional Lead Catering & Cleaning	17 September 2018

PCC: Impact Assessment Toolkit (Oct 2017)



The integrated approach to support effective decision making

V2	Jason Rawbone	Professional Lead Catering & Cleaning	15 February 2019
V3	Jason Rawbone	Professional Lead Catering & Cleaning	2 August 2019

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

• The reductions in cleaning other services have requested will result in reduced hours and possible redundancies of the cleaning staff. Consequently, corporate building users may notice a difference in the cleaning standard due to reduced cleaning frequency within our corporate buildings.

Service Area informed: Property Services Contact Officer liaised with: Neil Clutton

Mitigation

Cleaning service will meet with Neil Clutton from Property Services to establish standard/frequency of cleaning/caretaking to provide the efficiencies.

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	Potential for staff reductions in cleaning hours and redundancies within corporate buildings, which would affect all cleaning staff and caretaking staff and potentially building users. A minimum cleaning standard must be maintained.	Poor	Staff will be offered redeployment into available positions within the Council.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.





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
Learning and skills We will strengthen learning and skills	The proposal to introduce a brand and use social media will enhance and contribute to effective communication with the public and customers. Internal staff will develop use social media to the service's best effect.	Good	Careful and controlled monitoring of social media posts in line with the corporate social media policy, with support from our communication team.	Good
Residents and Communities We will support our residents and communities	Expanding on the services provided by our cleaning service, working with the Housing service and HOWPS to provide handyman services/garden work to support local PCC housing tenants.	Good	Better communication with local tenants through our partners to promote the services available.	Good



Source of Outline Evidence to support judgements				

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.	By expanding the services provided we are keeping local people employed providing services benefiting local residents. Reducing carbon footprint by using local resources and not outsourcing/contracting works keeping the Powys pound in Powys.	Good		Choose an item.
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).	As above	Good		Unknown
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.	Providing our extended cleaning services to local tenants and local residents that may be less able will help to support their well-being, knowing they can rely on a friendly reliable service.	Good	Better communication with local tenants through our partners to promote the services available.	Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	By making best use of social media to connect and communicate with Partners and local residents will be advantageous for everyone.	Good	Better communication with local tenants through our partners to promote the services available.	Good

PCC: Impact Assessment Toolkit (Oct 2017)





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.	With the proposal to expand the cleaning services to provide a "handyman" service, our team will make best use of resources to ensure the least impact on the environment and improve social and economic well-being.	Good	Services provided will be monitored to ensure they are being carried out responsibly and efficiently.	Good
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, 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	By using social media, we will follow corporate policy and interact and respond where possible to questions and post in the Welsh language. We will use the councils translation services and /or Welsh speaking staff members.	Good		Unknown
Opportunities to promote the Welsh language	As Above	Good		Unknown
Welsh Language impact on staff	No Impact	Neutral		Neutral
People are encouraged to do sport, art and recreation.	No Impact	Neutral		Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	No Impact	Neutral		Neutral
Disability	No Impact	Neutral		Neutral
Gender reassignment	No Impact	Neutral		Neutral
Marriage or civil partnership	No Impact	Neutral		Neutral
Race	No Impact	Neutral		Neutral
Religion or belief	No Impact	Neutral		Neutral
Sex	No Impact	Neutral		Neutral
Sexual Orientation	No Impact	Neutral		Neutral
Pregnancy and Maternity	No Impact	Neutral		Neutral

PCC: Impact Assessment Toolkit (Oct 2017)



Source of Outline Evidence to support judgements					

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		below
Sustainable Development Principle (5	ways of working)	1		
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	No Impact	Neutral		Neutral
Collaboration: Working with others in a	Developing our cleaning services and collaborating		Using social media and continued collaboration with	
collaborative way to find shared sustainable solutions.	with partners and key stakeholders is essential for sustainability in providing services to local residents.	Good	partners will ensure our service capabilities and identify long term need.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Clear communication with our partners to promote our service and the range of work streams it is capable of.	Good	As above	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	No Impact	Neutral		Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Continue working with partners to further develop services to improve well-being for local communities.	Good		Neutral
		ı		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	We will offer staff in redundancy situations, redeployment wherever possible.	Neutral		Neutral

PCC: Impact Assessment Toolkit (Oct 2017)



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	No Impact	Neutral		Neutral
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.	No Impact	Neutral		Neutral
Impact on Powys County Council Workforce	With the request from Property services to reduce their cleaning budget, there will be some redundancies and reduction to staff hours from the cleaning staff within our corporate buildings. Also there will be reduced cleaning in corporate buildings which building users may notice, however hygiene areas (toilets) will be cleaned daily.	Poor	Staff will be offered redundancy/redeployment into available positions within the Council.	Neutral

Source of Outline Evidence to support judgements

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low

Mitigation

- 1. Further collaboration with other internal PCC services to provide needed services.
- 2. Establish social media presence to market service and communicate with wider customer audience.





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 jobs and employment opportunities		Medium	Redeployment will be offered		Low
Reduction of cleaning service by other services, will reduce cleaning frequency/caretakers in corporate buildings		Medium	Corporate Property Services need to be clear on the standards required/acceptable		Low
		Choose an item.			Choose an item.
Overall judgement (to be included in project	t 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
Savings target to be met from Cleaning service by end of next FY	2019/20	Saving target in 2019/20 is made.	
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	Date required	

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

		201	8-19			2019	9-20			202	0-21	
Support Requirements	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:

A reduction in the cleaning of corporate buildings will reduce the staff within all council buildings to provide a minimal service, however toilet areas will be cleaned daily. There will be a reduction in main buildings caretaking and only adhoc call outs for window cleaning and carpet cleaning.

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



The integrated approach to support effective decision making

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

. On-going monitoring arrangements?
What arrangements will be put in place to monitor the impact over time?
Monthly management meetings to discuss progress and regular meetings with finance business partners to ensure targets are on track.
Please state when this Impact Assessment will be reviewed.
Nov 2019

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jason Rawbone	Musione	
Head of Service:	Nina Davies		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Cllr Phyl Davies		

16. Governance

Section 1.1			
Decision to be made by	Cabinet	Date required	
Decision to be made by			

FORM ENDS





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	Housing	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal Housing General Fund savings 2020 to 2023 – whilst maintaining the provision of statutory strategic housing services						using services,	
гторозаг		housing advice and homeless service, and housing standards.					
Outline Summary / D	escription of Proposal						





The Housing General Fund (HGF) controllable budget is £634,816.08. HGF funds the following main statutory duties:

Assessing Housing Need¹ – undertake and update a Local Housing Market Assessment and a Gypsy Traveller Accommodation Assessment, maintain a register of housing need in Powys (without which the Council cannot allocate social housing) and assess housing need and demand to allocate resources and housing grants for new homes in Powys.

Housing Advice and Homelessness² – a duty to prevent homelessness and assist those who are homeless, to provide advice and assistance in relation to housing and accommodation needs, to produce and implement a homeless strategy and to provide temporary and emergency accommodation.

Housing Standards³ – a duty to make sure the Housing Health and Safety Rating System is applied in Powys, to license certain premises, to offer Disabled Facilities Grant (DFG) and adaptations for people with disabilities. Housing standards includes energy efficiency advice and funding⁴, to reduce fuel poverty.

The service will achieve cost reductions in the 2020/21 financial year through a restructure of Housing Senior Management.

If the service can secure alternative funding and implement its restructure from April 2020 it is expected that the savings targets will be achieved. However, there will be a reduction in capacity and resource. There will also be associated risks to the delivery of statutory services, especially if further cuts are required or it is not possible to secure alternative funding. The risks are:

- Capital allocations need to be maintained at current levels to sustain income generation. The service may not be able to maintain its current income targets if there is a reduction in the capacity and resources available to deliver the services that earn income. This will mean that services, including statutory services which are provided 'cost neutral' to the authority may be reduced. If statutory services reduced in relation to housing standards in the private rented sector this may increase the number of persons who present to the Council as homeless, for example because they are living in unsatisfactory housing. The service also provides energy efficiency advice and funding. A reduction in resources may lead to an increase in the incidence of fuel poverty in the county.
- Homelessness is increasing in Powys. If insufficient funding is provided or found for the posts that prevent homelessness, the Council may experience an increased numbers of households who require the provision of full homeless duties, including temporary accommodation. The increased use of temporary accommodation including 'bed and breakfast' will increase overall costs to the Council of homelessness.
- If there is an increased use of 'bed and breakfast' and temporary accommodation there will be additional costs incurred by Income and Awards as the Council does not get full subsidy from the DWP for the costs of temporary accommodation. There will also be additional costs in securing Bed and Breakfast accommodation. This is estimated at £100,000. However, increasing demand for homeless services mean this estimate could be too low.
- The Housing Service may not be able to implement the Homeless Action Plan agreed by Cabinet, as a result of insufficient resources being available to prevent homelessness.
- Posts which blend HGF and HRA funding will need to have robust business cases to demonstrate that funding is allocated correctly in line with the work delivered. The Welsh Government is in the process of issuing revised guidance covering the management of the HRA. Any cuts in HGF resources will need to be considered in the context of maintaining a clear and legally compliant division between HGF and HRA funding. Any transgressions may result in funding cuts from the Welsh Government.

¹ Housing Act (Wales) 2014



The integrated approach to support effective decision making

- If the Council is unable to provide up-to-date Local Housing Market Assessments and assess housing need it will not have the evidence needed to develop a compliant Local Development Plan. This will reduce the ability of the Council to secure affordable housing through the planning system and to draw into Powys from the Welsh Government multi-million pound grants to support the development of new homes.
- Failure to undertake Gypsy and Traveller Accommodation Assessments means the Council could face legal challenges from the gypsy and traveller community and Welsh Government.

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

Version	Author	Job Title	Date
V1	Dafydd Evans	Service Manager Housing Solutions	14 th August 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£25,000	£145,000	£25,000	£195,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation	
Staff consultation required	April 2020 – Housing Service Restructure	

² Housing Act 1996; Code of Guidance for Local Authorities on Allocation of Accommodation and Homelessness - Wales 2016; Housing Act (Wales) 2014

³ Social Services and Wellbeing (Wales) Act 2014; Housing Grant, Construction and Regeneration Act 1996; Regulatory Reform (Housing Assistance) (England and Wales) Order 2002; Housing Act 2004; Housing Health and Safety Rating System (England) Regulations 2005

⁴ Environment (Wales) Act 2016





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Adult Social Care, Childrens Services, Corporate Parenting, Income and Awards, Health and Safety.

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	Potential impacts include: Increased homelessness, poorer standards in the private rented sector, increased B & B/temp accommodation and unassessed housing need. Reduced compliance with statutory duties. A significant proportion of homelessness is due to the affordability of accommodation and the levels of poverty in the communities in Powys. Unable to fulfil agreed Homeless Strategy objectives.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.	Poor

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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
Health and Care We will lead the way in effective, integrated rural health and care	Increased homelessness, poorer standards in the private rented sector, increased B & B/temp accommodation and unassessed housing need. Reduced compliance with statutory duties. Standards of accommodation are closely linked to health and care outcomes. Homelessness particularly affects vulnerable people and can drive people into a state of vulnerability where one may not have existed before. Evidence in the Council's homelessness review shows that the households affected by homelessness are also often known to be reliant upon other services and agencies, in particular social services and health services.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.	Poor
Learning and skills We will strengthen learning and skills	Homelessness can significantly affect households with children, which can have a detrimental effect on the child's education as they do not have a suitable environment in which to learn. Any reduction in the Council's ability to reduce the risk of poor standards of accommodation, particularly in high risk Category One hazards, will adversely impact on the home environment of many children.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.	Poor
Residents and Communities We will support our residents and communities	Community based services including voluntary services and public services, such as libraries, are an essential component in addressing the needs of those affected by homelessness.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this priority and associated statutory obligations.	Poor





Source of Outline Evidence to support judgements

Homeless Review and Strategy undertaken in 2018; WHO 12⁵ quarterly returns; 'Homes in Powys' housing waiting list data; Aids and Adaptions data; Housing Service performance data.

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.	The Homeless Strategy Impact Assessment noted that: "The focus of the action plan is to provide community based services via greater partnership and collaborative working and increase options available (including accommodation) in the communities in Powys. Greater employment opportunities are required in order to increase the economic situation of households and decrease reliance on welfare benefits." The Homeless Action Plan may not be viable with fewer resources at a time of increased homeless presentations. Any reduction in the ability of the Council to justify and evidence claims for Welsh Government funding for new affordable homes will reduce the ability of Powys to attract and retain the employees needed to contribute towards prosperous Wales. This risk increases in the high housing cost areas of Powys.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor

⁵ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.

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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 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).	No impact expected	Neutral		Neutral
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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Homelessness affects vulnerable people, in particular those affected by physical and mental health. As seen from the homeless review the households affected by homelessness are also often known to other services and agencies, in particular social services and health services. Poorer standards in accommodation will particularly affect vulnerable people.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	A key priority in the Homeless action plan is to evolve and harness community-based services to assist in the prevention of homelessness. This may not be possible with increased demand pressures on services being facing a reduced capacity to prevent homelessness. Any reduction in the ability of the Council to justify and evidence claims for Welsh Government funding for new affordable homes will reduce the ability of Powys to make sure that communities, especially those in rural areas, remain viable and sustainable by offering homes for people across the socio-economic spectrum	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor

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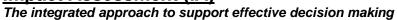




Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A globally responsible Wales: A nation which, when 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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	With less capacity, increased homelessness, poorer standards in accommodation including increased fuel poverty there will be detrimental effect on the environment.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will have reduced capacity to deliver this well-being goal.	Poor
A Wales of vibrant culture and thriving Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	welsh language: A society that promotes and protects culture, herital No impact expected	ge and the Welsh I Neutral	anguage, and which encourages people to participate in the arts, and sports and r	Choose an item.
Opportunities to promote the Welsh language	No impact expected	Neutral		Choose an item.
Welsh Language impact on staff	No impact expected	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	No impact expected	Neutral		Choose an item.
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	Unknown	Unknown		Choose an item.
Disability	Unknown	Unknown		Choose an item.
Gender reassignment	No impact expected	Neutral		Choose an item.
Marriage or civil partnership	No impact expected	Neutral		Choose an item.



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
Race	No impact expected	Neutral		Choose an item.
Religion or belief	No impact expected	Neutral		Choose an item.
Sex	No impact expected	Neutral		Choose an item.
Sexual Orientation	No impact expected	Neutral		Choose an item.
Pregnancy and Maternity	No impact expected	Neutral		Choose an item.





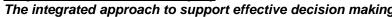
Source of Outline Evidence to support judgements

Homeless Review and Strategy undertaken in 2018; WHO 12⁶ quarterly returns; 'Homes in Powys' housing waiting list data; Aids and Adaptions data; Housing Service performance data.

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

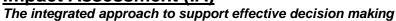
7. How does your proposal impact on the council's other key guiding principles?				
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please 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.	The service with less capacity is unlikely to be able to progress its preventative agenda (preventing homelessness, housing market dysfunction, poor housing standards). It will become an increasingly reactive service, which will ultimately cost more and will not meet the needs of future generations.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The service currently collaborates with a number of organisations and agencies. However with fewer resources and capacity there will be less collaboration.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact expected	Neutral		Choose an item.

⁶ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.





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
Prevention: Understanding the root causes of issues to prevent them from occurring.	The service has adopted a preventative agenda with regard to its statutory duties. Less resource and capacity will result in the service becoming more reactive and increases the risk of unpredicted expenditure falling on the council to discharge statutory obligations and duties.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact expected	Neutral		Choose an item.
	I at the second	l		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The statutory services provided by the service are directly linked to poverty. Accordingly less prevention with regard to homelessness, dealing with housing standards including energy efficiency and reduced availability of genuinely affordable homes will result in greater poverty.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The Homeless Action Plan priority "Continue to evolve and harness community-based services to assist in the prevention of homelessness" will include looking at the support available in communities to assist carers to maintain their accommodation. This may not be possible with reduced resources and capacity.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor
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 Homeless Action Plan includes a commitment to preventing homelessness of households with children and vulnerable adults. This is to benefit the welfare of those concerned and help to protect children and vulnerable adults from harm. This may not be possible with reduced resources and capacity.	Very Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor





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
Impact on Powys County Council Workforce	Reduced capacity and resource in the Housing Service will mean increased pressures on Childrens and Adults Services particularly where lack of suitable, sustainable and secure accommodation is a contributory factor to the need for interventions by social services.	Poor	The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to provide or contribute to sustainable services.	Poor

Source of Outline Evidence to support judgements

Homeless Review and Strategy undertaken in 2018; WHO 12⁷ quarterly returns; 'Homes in Powys' housing waiting list data; Aids and Adaptions data; Housing Service performance data.

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

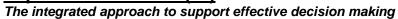
Severity of Impact on Communities	Scale of impact	Overall Impact
High	High	High
Millionalina		

Mitigation

The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to maintain services and meet it statutory obligations and duties.

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

⁷ WHO 12: mandatory quarterly return to the Welsh Government, reporting the incidence of homelessness in Powys and the work undertaken by the Council to both prevent and deal with homelessness.





Medium Medium M	Medium

Mitigation

The Housing Service is considering alternative grant/HRA/income funding, where that is available and legally compliant with rules governing the use of HGF and HRA resources. If it is not possible to secure replacement resources, the Council will not be able to maintain services and meet it statutory obligations and duties.

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If there is a reduction in capital funds for the housing-related capital loans and grants programme, the Housing Service will have its income reduced, reducing its ability to fulfil statutory duties in relation to housing standards. This will			
also increase the number of homeless households who come to Council, for example living in unsatisfactory housing.			
This will mean that services including statutory services, may be reduced. Capital allocations need to be maintained at	Medium	Ensure that the current capital allocations are maintained	Low
current levels to sustain income generation. If the statutory services are not provided in relation to housing standards in the private rented sector this may increase the number of			
persons who present to the Council as homeless as they are living in unsatisfactory housing. The service also provides			
energy efficiency advice and funding so there will inevitably be an increase in the incidence of fuel poverty in the county.			



10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
	• • • • • • • • • • • • • • • • • • •	4



The integrated approach to support effective decision making

f the Housing service is unable to secure alte	ernative grant funding, in	cluding Housing Support Gran	nt. statutory services may	be negatively impacted.
			, 5.4.4.6.	, 20

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

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

HGF allocation by other local authorities in Wales. Homeless Network research.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Budgets are reviewed on a monthly basis.

Please state when this Impact Assessment will be reviewed.

April 2020.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Dafydd Evans		
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr James Evans		

14. Governance

	Decision to be made by	Cabinet	Date required	
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FORM ENDS





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	Library Service	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr Rachel Powell
Library service transformation – Development of community hubs model; service redesign and restructure to develop good quality							
Proposal	information, literacy and digital support across county; investigation and implementation of charitable trust / social enterprise model			al enterprise model			
for delivery of library/cultural services.							

Outline Summary / Description of Proposal

To pilot a joint mobile outreach information project; removal of mobile library service if unsuccessful (will require specific risk assessment) (20/21)

To build on existing community hub approach, to maximise services and opportunities offered in each location, working with wide ranging partners from all sectors and community – roll out further community hubs, 2 per year

To map and develop a local approach to provision of Information Advice and Assistance, with Social Care (20/21)

To restructure and implement a new structure of trained literacy, information and digital support for public across libraries, providing front door access to wide ranging services/providers, triaging demand appropriately with a strong focus on getting it right first time for residents at reduced cost to the council (21/22)

To further investigate co-locations and town council involvement/contribution to all libraries, including larger 6. (20/21)

To further investigate options for externalisation of service to a charitable/trust/social enterprise model (20/21)

To further investigate and implement new income generating and fundraising schemes (20/21)

1. 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	4 August 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£30,000	£	£	£

3. Consultation requirements

· · · · · · · · · · · · · · · · · · ·	
Consultation Requirement	Consultation deadline/or justification for no consultation



	An extensive public consultation has been carried out, and informed this action plan for
	the service as a whole. Please see the report embedded below.
Public consultation required	Feedback Report The Future of Powys Libra
	However, further local consultation will be needed for changes to individual sites, with no
	clear deadlines as yet.

The integrated approach to support effective decision making

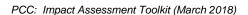


4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Housing and Community Development services, Customer services, schools service, Income and Awards, cleaning, children's and adults' services, PAVO and 3rd sector partners, ICT and Data Protection

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	Community hubs will continue to support the economy in the following ways: Drawing people into town centres, which benefit the local shops and businesses. Providing support for job seekers and selfemployed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Volunteer opportunities allow people to develop skills and experience to help with returning to the workplace Learning opportunities also build skills Libraries/community hubs play an important role in Universal Credit applications in Powys. Range of cultural activities in Welsh and English draw people into hubs, and attract them to live/stay in Powys 69% of respondents to the library user survey 2018 stated that the library service provides economic benefit to them. Transfer to a charitable model will not impact on service delivery – the public should not see any difference to service (as with Freedom Leisure)	Neutral	Investigation of offering start-up businesses space to work within local community Work with partners to increase range of cultural and learning activities provided in community hubs Seek ways of extending/increasing access through working with partners and communities - removal of barriers to access	Unknown



Health and Care We will lead the way in effective, integrated rural health and care	The community hubs will continue to offer wideranging support to health and care, including provision of up-to-date information for individuals, families and carers. The library service is Dementia Friendly and offers literature in support of this to those living with Dementia and their carers. Libraries are part of the national Book Prescription schemes for adults and children, and works closely with Powys Health Promotion unit to widely disseminate campaign information to libraries across the county (e.g. measles vaccinations, or stop smoking campaigns). Books on Prescription Reading Well for Mental Health list launched in Wales June 2019 – supports SEP objective about improving access to mental health services Information is provided around both physical and mental health conditions, and parenting. The library service offers a "carer's card" with specific benefits for carers, and which recognises some of the issues that they face in accessing the service. Public libraries have enabled people to access online cognitive behaviour courses prescribed for them. Activities in community hubs will have a positive impact on health and wellbeing, e.g. rhythm and rhyme sessions for parents and babies encourages bonding as well as a social network for peer support.	Neutral	Introduce provision of gateway to Information, Advice and Assistance, working with Social Care Mobile hub strategy could provide means to maintain local service delivery in smaller communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset costs. Health partners keen to be involved with transformational proposals. (good/very good) To continue to participate in the North Powys Wellbeing Hub development project (Newtown). Seek ways of extending/increasing access through working with partners and communities - removal of barriers to access	Good
	Dementia reading aloud sessions have proven benefit, and groups such as book groups, knit and natter and poetry groups offer mental stimulus and social			



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
	interaction to boost overall wellbeing. 83% of adult			
	respondents to the library service user survey 2018			
	stated that visiting the library makes them feel better.			
	The library is seen as a safe, friendly and neutral environment in the community, (97% of respondents agreed), which contributes to the SEP objective to eliminate violence, harassment and abuse – it is important that community hubs maintain this ethos of			
	equality for all regardless of protected characteristics.			
	Transfer to a charitable model will not impact on provision for the public.			



	Community hubs will continue to support the strategic equality plan aim of closing the gap in attainment, through provision of quality resources for learners of all ages and abilities, and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. 68% of respondents in the adult library user survey 2018 said that the library has helped them to learn something new, and 76% said that they had developed new ideas and interests. Being free at the point of delivery, the library service ensures that no-one need be deprived of opportunity through poverty. The library service's existing resources fund does not meet Welsh Public Library Standards requirements for		Work with partners to further develop offer in Welsh and English (existing partners offering learning opportunities include Mudiad, Mentrau laith, Welsh for Adults, Adult Learners Wales, Aberystwyth University lifelong learning department). (Community Hub developments) Explore the potential for distance learning and online	
Learning and skills We will strengthen learning and skills	provision of up-to-date stock for residents, which will include resources to support learning. "Access to Research" is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys. Ancestry.com and FindmyPast local and family history online resources are similarly freely available from library computers only (not from home computers). Volunteer opportunities allow people to learn, practice and share skills locally in their community. Literacy development (including digital literacy) - Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc.	Neutral	Explore the potential for distance learning and online learning using library facilities/equipment (MOOCs) Develop closer links with N&PT college group to improve offer (particularly y Gaer). Seek ways of extending/increasing access through working with partners – removal of barriers to access Seek ways to boost resources for learning	Unknown



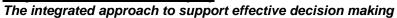
Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	Literacy in Welsh and English is developed for all ages e.g. through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions. Pre-school family sessions in particular help to develop school readiness and communication skills.			
	Demand for support for development of digital skills is high Transfer to a charitable model will not impact on provision for the public			



Residents and Communities We will support our residents and communities	Community hubs will support residents to live fulfilled lives and to feel part of their community. 80% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 97% find their library an enjoyable, safe and friendly environment, 83% said it makes them feel better, and 88% said that their library makes a difference to their lives. Volunteer opportunities provide a good way for people to be active in their communities. Community hubs will support the PCC SEP objective to improve living conditions in cohesive communities, and advance equality and opportunity through being open to everyone on an equitable basis (irrespective of protected characteristics), and free at the point of delivery. Libraries are already viewed as safe and neutral community venues where people will receive help. Meeting and engaging with others in a neutral venue fosters good relations in the community. Consultations are distributed through libraries, often with drop in sessions, contributing to the SEP objective to increase democratic participation. Transfer to a charitable model will not impact on provision for the public. Any libraries which have been transferred to the community to run will require ongoing support from the library service (stock, facilities, volunteer recruitment, training and support)	Neutral	Mobile library customers in particular are the more elderly and vulnerable, living in more isolated areas and frequently without their own transport; 70% of mobile library customers are aged 60+, and 58% of those who have given their gender are female. Redesign of the service to a joint model will need to ensure that vulnerable people do not lose out – work with partners needed to ensure that everyone who wants a service receives it in alternate ways. Further development of community hubs should lead to wider range of services/facilities available in community. Seek ways of extending/increasing access through working with partners - removal of barriers to access Cease fine payments, as barrier to access for those living in poverty and who do not use the service for fear of incurring monetary fines for late return of books.	Unknown
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Source of Outline Evidence to support judgements

Adult library user survey data, Oct 2018

Results of public consultation, Feb-April 2019

List of services provided by branch libraries

Library management system membership and usage data

"Connected and ambitions libraries" Welsh Public Library Standards framework 6, 2017 – 2020

Libraries – bridging the digital divide. Libraries Wales 2016

Analysis of library membership postcodes 2019

Analysis of library usage by road zones 2013

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.	Branch libraries 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. This will be enhanced through shared service provision in community hubs – sharing of skills and knowledge Contributions to the local economy and skills/learning as outlined above, plus work experience and volunteer opportunities in libraries develop skills for employability. Transfer to a charitable model should not negatively impact on contribution to this goal.	Good	Development of work spaces in community hubs where possible, to support people to work locally and improve work life balance, manage caring responsibilities and reduce travelling	Unknown





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 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).	The library network has a direct impact on social and economic resilience, as residents are able to freely access wide-ranging resources and facilities locally, including directly interact with the council services in their local community, and seek advice or information from a member of staff face-to-face. This will continue in a community hub model. The proposals should have minimal impact on this goal. Any libraries identified for transfer to community delivery will continue to be supported with resources and training. Transfer to a charitable model should not negatively impact on contribution to this goal.	Neutral	Community and mobile hub strategy could improve means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to share costs of provision. (good)	Unknown





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Libraries/community hubs would continue to make the following contributions to this goal: • Visits to the library improve the health and wellbeing of residents, and reading boosts mental health, along with social interaction. • Reading for pleasure for 6 minutes per day lowers stress by 68% (Univ of Sussex research) • Social interaction which boosts wellbeing • Wide range of activities supporting wellbeing e.g. dementia singing, poetry, tai chi • Ready access to book prescription schemes and health information. • 57% of respondents to the adult library user survey Nov 18 reported that the library had helped them with information about health matters, and 83% said that going to the library makes them feel better. These outcomes should be maintained or enhanced in a community hub model. Transfer to a charitable model should not negatively impact on contribution to this goal.	Neutral	Transformation of mobile libraries in particular will affect a high % of very elderly and disabled customers, which will need to be addressed in alternative ways e.g. volunteers, befriending, other services which visit people's homes Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset/share costs. Health partners interested in development. (good / very good)	Unknown



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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Community hubs will contribute to stronger, resilient communities. 90% of respondents in the most recent adult library user survey 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. Transfer to a charitable model should not negatively impact on contribution to this goal.	Neutral	Ways will need to be investigated to ensure that smaller communities visited by the mobile library do not lose out on benefits e.g. through befriending schemes, partnering with other services which deliver into communities	Unknown
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Community Hubs will continue to act as an access point to information and communication with the wider world. Community hubs will continue to provide a range of opportunities for young people, and to be a safe place for children to meet, whilst resources will help them to learn about the wider world. Transfer to a charitable model should not negatively impact on contribution to this goal. Public libraries across the UK support the children's promise "Public Libraries welcome children from the very earliest months of life, helping parents and carers to support them as they grow and learn".	Neutral	Extend hours through partnership working to overcome barriers to access e.g. weekend opening could be trialled	Unknown

PCC: Impact Assessment Toolkit (March 2018)



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
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	These opportunities will be provided through range of stock and resources, including Welsh speaking staff – these benefits were highlighted through the public consultation process around libraries. Partners also deliver in libraries as community venues e.g Welsh classes, Welsh medium children's activities, Welsh language book clubs – this will continue in a community hub model. Transfer to a charitable model should not negatively impact on contribution to this goal, as long as Welsh speaking staff/volunteers are retained/prioritised at recruitment	Neutral	Continue to work with partners and communities to develop opportunities	Unknown
Opportunities to promote the Welsh language	Community hubs will promote the Welsh language by range of stock and associated activities in the Welsh language e.g. storytimes, Welsh classes, author visits. Partners also deliver in community venues e.g Welsh classes, Welsh medium children's activities, Welsh language book clubs. Transfer to a charitable model should not negatively impact on contribution to this goal, as long as Welsh speaking staff/volunteers are retained/prioritised at recruitment	Neutral	Continue to work with partners and communities to develop opportunities	Unknown



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
Welsh Language impact on staff	If staff are made redundant through this project, this could impact on Welsh speaking staff, and opportunities for the public to speak to staff in their language of choice. (Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 – 19 staff Level 1 – 25 Level 2 – 14 Level 3 – 7 Level 4 – 5 Level 5 – 7	Unknown	Redeployment opportunities within the library service would be extremely limited, possibly within PCC as a whole. The need to have Welsh speaking staff is more crucial with the new Welsh Language Standards, but distances within Powys make redeployment more problematic.	Unknown
People are encouraged to do sport, art and recreation.	Community hubs will offer a wide range of opportunities for cultural, educational and recreational activities- 20,286 people attended cultural activities in libraries in 2018/19. 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 opening hours, and has been supported by partner organisations and volunteers. Such activities are required as core entitlements under the Welsh Public Library Standards and provide the cultural offer under the UK wide Universal Offers provided by library services. Transfer to a charitable model should not negatively impact on contribution to this goal.	Neutral	Continue to work with partners, volunteers and communities to develop opportunities	Unknown

PCC: Impact Assessment Toolkit (March 2018)



The age breakdown of 68,596 registered library members shows the following in Nov 2018: 0-4 years 1524 5 - 10 years 5510 11-13 years 4209 14-17 years 4466 18-59 years 31218 60+ years 21029 Not given 640 This equates to: Under 18 22% 18 - 59 46% 60 + 31% Not given 1% Not given 1% The adult public library user survey in Nov 2018, showed 16.5% of respondents 75 years +, and 29% between 65-74 years. The adult public library user survey in Nov 2018, showed 16.5% of respondents 75 years +, and 29% between 65-74 years. Unknown Unknown Unknown The Age The adult public library user survey in Nov 2018, showed 16.5% of respondents 75 years +, and 29% between 65-74 years. Unknown Unknown Unknown Unknown Unknown					
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to support here – talk to PAVO and others.	Age		Unknown		Unknown
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It is anticipated that users of community hubs will be		It is anticipated that users of community hubs will be			
similarly aged particularly to begin with Community and mobile nub strategy could provide means					
to maintain local service delivery in small communities				•	
Responses to service surveys generally show that the		Responses to service surveys generally show that the			
most frequent users of libraries are the very young and priorities of both internal and external services to				· · · · · · · · · · · · · · · · · · ·	
elderly and unemployed people, frequently the most				achieve this, and to share costs. (good)	
vulnerable in our communities. The public highlighted					
a lack of public transport, ICT and financial resources Consideration needs to be given to the feedback from the					
as significant barriers to accessing services in other Youth Forum.		·		Youth Forum.	
		=			
ways or in larger towns during the library service					
consultation, and felt that the provision of staffed					
branch libraries was critical to an equality of access for		· · · · ·			
all.		all.			
Public consultation over the future of libraries Feb-		Public consultation over the future of libraries Feb-			
April 19 sought views from all age groups, with					
responses from schools, the youth forum and older					



The integrated approach to support effective decision making

people. The Older Person's forum was approached, and the survey distributed by email to Age Cymru, Family information service, schools and other organisations. People of varying ages attended the drop-in sessions in Feb 2019.

Changes to the mobile library service in particular would impact on the older population; early analysis of user survey results 2018 shows that 59% of users are aged 75+.

A survey of junior library members (7 - 16 years) was carried out in Oct 2016. (This will be updated in autumn 2019.)

94% of respondents aged 7-11 years find their library to be a safe and enjoyable place to visit, and 61% feel it makes a difference to their lives. An overall rating of 9.1 out of 10 was given for the library service with this age group.

With 11-16 year olds, 88% find the library safe and enjoyable, 55% said it makes a difference to their lives, and an overall rating of 8.5 out of 10 was achieved.

At this initial stage of development, there would appear to be no particular negative impact on residents of any age; however, this will need to be analysed more closely on a site by site basis e.g. in terms of opening hours and accessibility.

Staff data by age (data from Nov 2018):

21 - 30: 3.87%

31 - 40: 12.65%

41 - 50: 15.27%

51 - 60: 45.91%

61 - 65: 18.62%

65+: 3.66%

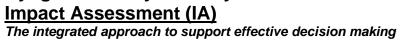
Any redundancies are likely to affect older staff more.





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
Disability	Public consultation (libraries) 2019: 23% of respondents stated that they are living with a long term disability or condition, with 37% citing mobility issues, 30% hearing, 28% mental health conditions, 15% stamina and 13% had visual impairments. Library service surveys frequently receive responses around mobility issues, and the inability of such residents to travel to bigger towns to access libraries. In the adult public library user survey, Nov 2018, 30.5% of respondents stated that they have a long term disability or condition, with 29% of those citing mobility issues, 24% hearing, 20.5% mental health issues, 21% problems with stamina, breathing and fatigue. 9.5% cited each of vision, 11% dexterity, and 10% memory issues. 26.5% chose other disabilities. Early analysis of responses from mobile library users shows a particularly high level of disabled users – 56% living with a long term disability, with mobility most cited difficulty – changes to the mobile library service could therefore impact negatively. Venues for community hubs will need to be chosen carefully with consideration for disabled access. All libraries are currently accessible and could therefore provide a good venue.	Unknown	Mitigation will be needed for mobile library customers if they are no longer able to reach the mobile hub e.g. befrienders, other services who visit residents at home may deliver books and/or read aloud to customers Explore working with access groups, disability support groups, Carers groups and Disability Powys on choosing suitable locations for community hubs (unknown potential) Community and mobile hub strategy could provide means to maintain local service delivery for disabled people in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset costs.	Unknown

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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
Gender reassignment	No specific impact has been identified for people with protected characteristics – the impact is considered to be the same as for the population as a whole. Libraries are seen as neutral, welcoming venues where everyone is welcome on an equal basis.	Unknown		Unknown
Marriage or civil partnership	No specific impact has been identified for people with protected characteristics – the impact is considered to be the same as for the population as a whole	Unknown		Unknown
Race	In the adult library user survey Nov 2015, 89% gave their ethnicity as white, 2% other, and 9% declined to answer. No specific impact has been identified, except where language skills create a barrier. Polish/English stock is provided in Welshpool library to meet specific demand. Efforts are made to borrow materials in other languages from other library authorities across the UK, when requested. Libraries are seen as neutral, welcoming venues where everyone is welcome on an equal basis.	Unknown	Explore provision of ESOL classes/resources with partners (Adult Learners' Wales), where need identified	Unknown
Religion or belief	No specific impact has been identified for people with protected characteristics – the impact is considered to be the same as for the population as a whole. Libraries are seen as neutral, welcoming venues where everyone is welcome on an equal basis.	Unknown		Unknown



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
Sex	The membership database shows that 25537 registered library members are male (37%), and 39057 are female (57%). Not all of the 68,596 members have given this information. (Nov 2018) The analysis of the public consultation exercise, Feb-April 2019, also reflects that more females use the library service than males; 69% female 23% male 1% other (gender neutral/fluid/binary) Majority use by females is confirmed again by the adult library user survey data from 2018: 68% responses female 32% male. Mobile library service data from the adult user survey 2018 shows that 76% of users are female. Library Staff data as at Nov 2018: Male: 8% Female: 92% Any library closures or redundancies through restructuring or remodelling would impact more on females in the community and in the workforce.	Neutral	Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset costs. (good)	Unknown





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
Sexual Orientation	No specific impact has been identified for people with protected characteristics – the impact is considered to be the same as for the population as a whole. Libraries are seen as neutral, welcoming venues where everyone is welcome on an equal basis.	Unknown		Unknown
Pregnancy and Maternity	No specific data, although 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 or mobile library a lifeline. Proposals should not impact.	Neutral	Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset costs. (good) Community hubs should offer potential for more opportunities for families (social, learning, volunteering etc)	Unknown





Source of Outline Evidence to support judgements

Adult library user survey data, Nov 2018.

Mobile library user survey data Oct 2018

Results of public consultation, Feb - April 2019

List of services provided by branch libraries

"Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020

Libraries – bridging the digital divide. Libraries Wales 2016

Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014

Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012

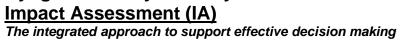
Trent staff data

Welsh Public Library Standards return 2017/18

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.	It is important that budgetary pressures do not override the opportunity to develop long term planning and ability to maintain/increase contribution to the wellbeing goals for the future. The development of community hubs is seen as a long term coproduction style solution, sharing resources and costs widely. Opportunities to link with other PCC reviews and strategies in the longer term, with opportunities to improve services and outcomes for residents, must be explored Investigations of externalisation and alternative income streams are aimed at enhancing long term sustainability and reducing costs.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this.	Unknown

Cyngor Sir Powys County Council





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
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The library service has a long history of working with partners to be able to deliver more, both within PCC and in the 3 rd sector. This will be further developed in these proposals.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset costs. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs. The proposals should enhance collaborative work.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The library service has undertaken extensive public engagement Feb – April 2019 (feedback report embedded in section 3 above). The Principal librarian also sits on some of the Regional Partnership Boards (Age Well, Disability) and is involved in the Social Value Forum, both of which include citizen representatives. The service works closely with corporate communications and engagement staff. Further involvement will be needed on a local level to agree and progress plans, and will be planned with the Corporate communications and engagement officers.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to share costs. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown

Cyngor Sir Powys County Council



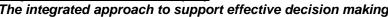


Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Prevention: Understanding the root causes of issues to prevent them from occurring.	The public consistently highlight that public libraries already offer preventative medicine and save the authority and the health service money in that way. It is important that this contribution is recognised by the authority in the decision making process. These proposals should not impact on this work.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs. Future work on community wellbeing hubs and the North Powys Rural Regional Centre should enhance preventative work; also development of delivery of Information Advice and assistance through libraries/community hubs. Opportunities to enhance preventative activities are legion, and outcomes have the potential to be very good.	Very Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Branch and mobile libraries impact positively for residents under the wellbeing objectives and Vision 2025 priorities. The proposals should enhance an integrated approach.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to share costs of provision. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs.	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty. Branch and mobile libraries impact very positively on this principle, through provision of free access at the point of delivery to information, knowledge and resources; also support for job seekers. These proposals should not impact on this aim.		Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to share costs. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown



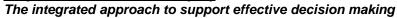


Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Carers are able to use a specific "carers' card" which recognises some of their barriers/issues in being to access library services. In consultations, carers have commented that local provision is critical for them, as they cannot leave the people that they look after for very long. Book Prescription schemes provide information about various conditions/health issues for individuals, families and carers. These proposals should not impact on these benefits	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this. Strong interest from range of 3 rd sector and health partners, particularly in mobile wellbeing hubs. Credu Carers will be included in discussions. Provision of Information Advice and Assistance in community hubs will enhance support for carers.	Unknown
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.	All libraries support the vulnerable and those on the fringes of communities, and community hubs will continue to do so. Safeguarding policies are in place for children and vulnerable adults, for reporting concerns – branch and mobile library staff know their local customers well, and frequently pick up on issues.	Neutral	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this. Strong interest from range of 3 rd sector, social care and health partners, particularly in mobile wellbeing hubs. Safe Places scheme to be explored.	Unknown





Staff data by age (data from Nov 2018): 21 - 30: 3.87% 31 - 40: 12.65% 41 - 50: 15.27% 51 - 60: 45.91% 61 - 65: 18.62% 65+: 3.66% Any redundancies would be likely to affect older staf more. The majority of staff are female and work part time: Full time: 12% Part time: 88% Staff gender (Nov 2018): Male: 8% Female: 92% Any redundancies could impact on Welsh speaking staff, and opportunities for the public to speak to sta in their language. (Welsh speaking levels of staff as a 12 Nov 2018, not all staff have given this information Level 0 - 19 staff Level 1 - 25 Level 2 - 14 Level 3 - 7 Level 4 - 5 Level 5 - 7 Also cleaning service staff will be impacted.	Explore interest in voluntary redundancy and flexible retirement opportunities Redeployment opportunities non-existent within library service, and very limited within PCC Distances also prohibitive to redeployment opportunities Further investigation of externalisation / trust models is needed and will impact on staff – insufficient detail known at this point to accurately predict impacts. Powys Dance and Leisure centre staff have both successfully transferred to external organications, so good	Unknown
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IMPACT IMPACT AFTER Please select **MITIGATION** What will be done to better contribute to positive or **Principle** How does the proposal impact on this principle? Please select from drop mitigate any negative impacts? down box from drop below down box below Adult library user survey data, Nov 2018

Mobile library user survey data Oct 2018

Results of public consultation, Feb-April 2019

List of services provided by branch libraries

"Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020

Libraries – bridging the digital divide. Libraries Wales 2016

Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014

Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012

Trent staff data

Welsh Public Library Standards return 2017/18

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

Partnership working and Community/wellbeing hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to share costs.

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		





Partnership work, Community/wellbeing hub strategy and investigation of external/charitable models provides means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this.

Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating
Public opposition to change, leading to legal challenge of decisions and judicial review process, loss of PCC reputation, and inability to achieve savings as required under MTFS whilst legal challenge is undertaken (likely to be a lengthy process)		Commitment to partnership working needed. Significant opportunities for larger PCC financial savings together with improved customer service and wellbeing outcomes, through joint working in a community hub setting e.g. on Social care hubs, small business hubs, customer services review, office accommodation and agile working initiatives		High
Lack of real commitment to partnership working, within PCC, Health Board and 3 rd sector/community partners may lead to failure and local closures	High	Commitment needed		Medium
Investigation of charitable options may reveal limited saving, and/or establishment of an external charitable model may fail, leading to closures	High	Thorough research and business planning needed		Medium
Impact on statutory service delivery to the customer/community, under the Welsh Public Library Standards framework – potential for WG intervention and loss of library authority status	High	secure commitment from internal and external partners to develop collaborative working		Medium
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:

This is a transformational strategy which truly reflects the views of the public, as gathered through very robust public consultation Feb-April 2019. As such, it has a high level of support from existing partners and communities. It reflects the aspirations of Vision 2025 and the Health and Care strategy. However, it also carries a real risk of failure, as it has high interdependency on partners from all sectors to genuinely collaborate, and relies on being able to effect real change.

(Library service transformation – Development of community hubs model; service redesign and restructure to develop good quality information, literacy and digital support across county; investigation and implementation of charitable trust / social enterprise model for delivery of library/cultural services.)

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

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





12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Monitoring will take place on a locality by locality basis.

Please state when this Impact Assessment will be reviewed.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kay Thomas		08/08/2019
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

Decision to be made by	Choose an item.	Date required	
Decision to be made by	CHOOSE all Item.	Date required	

FORM ENDS





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	Powys Museum Service	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr Rachel Powell
Proposal		Seasonal opening for	Radnorshire Museum				

Outline Summary / Description of Proposal

Powys Museum Service

The Council currently has 4 museums in Powys:

- Brecknock Museum and Art Gallery (Shire museum) currently under development as Y Gaer a co-location project with Brecon Library, completed 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 was owned by the Council but operated by the Judge's Lodging Trust. A freehold CAT was agreed by Cabinet in November 2016 and has been concluded.

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

Move the seasonal opening hours for Radnorshire Museum.

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

, , , , , , , , , , , , , , , , , , , ,	,	and development process and continually evaluately	
Version	Author	Job Title	Date
V01	Catherine Richards	Principal Lead Museums, Archives & Information Management Services (Economy & Environment)	January 2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£15,602	£	f	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
•	





Public consultation required

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Corporate Property

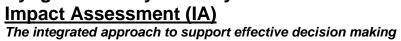
HR

Legal Services

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	Maintaining the Shire museums across the county will have a positive impact on this priority. 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. 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. Co-location should improve these outcomes through broadening the offer in one location.	Good	Potential to further develop visitor attractions and associated spend	Unknown
Health and Care We will lead the way in effective, integrated rural health and care	Visits to Museums for recreational purposes improve the health and wellbeing of residents, boosting mental health, along with social interaction. Volunteering contributes to community wellbeing and improves the Museum Service in addition to enabling personal development and involvement with heritage. Access to arts and cultural services overall enhances wellbeing.	Neutral	Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.	Unknown

Cyngor Sir Powys County Council





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
Learning and skills We will strengthen learning and skills	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. 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. 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.	Neutral	Volunteer opportunities can offer the chance to develop new skills. Opportunities to develop local partnership working to promote learning opportunities	Unknown
Residents and Communities We will support our residents and communities	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. Volunteer opportunities should support a feeling of belonging to the local community.	Unknown	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.	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

Spotlite 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 welleducated 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	Neutral		Choose an item.
A healthier Wales: A society in which people's physical and mental wellbeing is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	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. Volunteer opportunities also boost health related outcomes.	Neutral		Neutral





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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Powys Museums contribute much to their local communities. Maintaining the Shire museums across the county will have a positive impact on this priority. Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.	Neutral	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.	Neutral
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural wellbeing of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	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.	Neutral		Neutral
A Wales of vibrant culture and thriving We	Ish language: A society that promotes and protects culture, heritage and	the Welsh languag	e, and which encourages people to participate in the arts, and sports and recreat	on.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	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.	Neutral		Neutral
Opportunities to promote the Welsh language	As above	Neutral		Neutral





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
Welsh Language impact on staff	There are no Welsh language speaking staff within the Museum Service at this current time.	Neutral	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. Seek to recruit Welsh speaking members of staff and volunteers wherever possible	Neutral
People are encouraged to do sport, art and recreation.	Powys Museums enable people to explore collections for inspiration, learning and enjoyment	Neutral	Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others	Unknown
A more equal Wales: A society that enables peo	ole to fulfil their potential no matter what their background or circumstar	nces (including the	eir socio economic background and circumstances).	
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





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
Powys Museum's visitor surveys				
Powys Museum's Accreditation documentat	tion 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	e 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	s 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.	The proposals generally have a negligible impact on both the Council's strategic vision and Welsh Government's well-being goals. It is therefore anticipated that there will be a negligible impact on the Council's other key guiding principles also.	Neutral		Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above	Neutral		Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above	Neutral		Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above	Neutral		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		Neutral



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.	As above	Neutral		Neutral
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	As above	Neutral		Neutral
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		Neutral
Impact on Powys County Council Workforce Source of Outline Evidence to support judg	Change to working hours and patterns for staff	Poor	PCC policies to be followed and appropriate support offered.	Unknown

Source of Outline Evidence to support judgements

Trent staff data

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		





Appropriate consultation and engagement with staff and communities.

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Negative reaction from local community		Medium	Positive communication strategy needed. Staff will need to be proactively consulted and engaged		Medium
Overall judgement (to be included in project ris	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:	
Move to seasonal opening hours for Radnorshire Museum		

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

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

12. 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.

2021

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Catherine Richards		January 2020
Head of Service:	Nina Davies		January 2020
Director:	Nigel Brinn		January 2020
Portfolio Holder:	Cllr Rachel Powell		January 2020

14. Governance

The integrated approach to support effective decision making



Decision to be made by

Choose an item.

Date required

FORM ENDS





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	Housing & Community development / Libraries and Museums	Head of Service	Nina Davies	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Rachel Powell Cllr Phyl Davies
Proposal		Reduction in revenu	e support for y Gaer				

Outline Summary / Description of Proposal

Reduction of y Gaer operating budget. Longer term MTFS aspiration is either shared use or charitable trust status.

Invite partners to share space within the building in order to contribute to future revenue costs (as estimated). Expressions of Interest (EOI's) have been invited.

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£50,000		£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Immediately	Yes

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

Version	Author	Job Title	Date
V1	Lucy Bevan	Arts & Culture Commissioning Officer	12/02/19
V3	Lucy Bevan	Arts & Culture Commisisoning Officer	05/11/19 Reviewed KT 7/11/19
V4	Lucy Bevan	Arts & Culture Commisisoning Officer	08/01/20
	Vay Thomas	Principal Librarian	
V2	Kay Thomas Catherine Richards	Principal Lead Museums, Archives and	tbc
	Catherine Richards	Information Management	



The integrated approach to support effective decision making

A. 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

Service Area informed:

Corporate Property

Contact Officer liaised with:

Neil Clutton

Mitigation

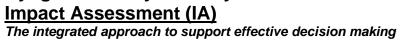




5. How does your proposal impact on the council's strategic vision?

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	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 Brecon ensures the continuation of such benefits. y Gaer, aims to improve these outcomes by adding to the cultural offer of the town and region. However if opening hours are restricted, the success of y Gaer as a viable facility and its impact in drawing visitors to the town and area will be limited.	Unknown	Potential to further explore commercially beneficial building uses. Potential to further develop cultural visitor attractions in Brecon and to maximise associated spend e.g. shop, hires, building usage Consider use of outside Captain's Walk Garden's space for range of cultural activities in summer period	Unknown

Cyngor Sir Powys County Council





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
Health and Care We will lead the way in effective, integrated rural health and care	Health promotion and access to health information is one of the universal offers provided by libraries across the UK. 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. Volunteering contributes to community wellbeing and helps improves service delivery of the museum service, in addition to enabling personal development and involvement with heritage. A heavier reliance on volunteer support for y Gaer could increase volunteering opportunities. Access to arts and cultural services overall enhances wellbeing. Maintaining both services in Brecon ensures the continuation of such benefits.	Unknown	A heavier reliance on volunteers would need to be supported, placing more strain on staff. Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others. 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.	Unknown



	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. Across Powys, 68% of respondents in the adult library user survey 2018 said that the library has helped them to learn something new, and 33% said it helps them with education. The Brecknock Museum is delivering an HLF funded Activity Plan – educational outreach work with schools and communities		Volunteer opportunities continue to be developed and supported throughout y Gaer.	
Learning and skills We will strengthen learning and skills Residents and Communities We will support our residents and	independent study space and providing a location for 1-1 tuition and courses. Across Powys, 68% of respondents in the adult library user survey 2018 said that the library has helped them to learn something new, and 33% said it helps them with education. The Brecknock Museum is delivering an HLF funded Activity Plan – educational outreach work with schools	Unknown		Unknown
communities	develop collections for the county which represents our rich and diverse culture.	- C.III.I.OWII		511111101111



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
	Across Powys, 80% of respondents in the adult library user survey 2018 said that their local library makes them feel part of their community, 97% find their library an enjoyable, safe and friendly environment, 83% said it makes them feel better, and 88% said that their library makes a difference to their lives. In Brecon, 71% of library users said that the library makes them feel part of the community, 97% find the library an enjoyable, safe and friendly environment, 77% said that the library makes them feel better, and 95% said that the library makes a difference to their lives. 57% of the respondents to the adult library user survey Nov 2018 reported that the library had helped them with information about health matters, and 83% said that going to the library makes them feel better. Volunteer opportunities should support a feeling of belonging to the local community.		Staff will need to be proactively consulted and engaged in deciding how to most effectively operate the building with limited resources.	

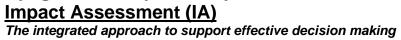
Source of Outline Evidence to support judgements						
	▼ · · · · · · · · · · · · · · · · · · ·					





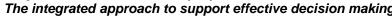
6. How does your proposal impact on the Welsh Government's well-being goals?

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.	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. Potentially limited access will reduce effectiveness in meeting this goal.	Unknown	Continue to investigate any ways to improve opportunities for residents. Continue to improve online access to resources, including development of y Gaer website.	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.





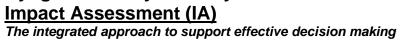
Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Health promotion and access to health information is one of the universal offers provided by libraries across the UK. 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. In Brecon, 71% of library users said that the library makes them feel part of the community, 97% find the library an enjoyable, safe and friendly environment, 77% said that the library makes them feel better, and 95% said that the library makes a difference to their lives. 57% of the respondents to the adult library user survey Nov 2018 reported that the library had helped them with information about health matters, and 83% said that going to the library makes them feel better. Volunteer opportunities also boost health related outcomes. Limited access to the services y Gaer offers could reduce these beneficial outcomes for residents.	Unknown	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.	Unknown





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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	In Brecon, 71% of library users said that the library makes them feel part of the community, 97% find the library an enjoyable, safe and friendly environment, 77% said that the library makes them feel better, and 95% said that the library makes a difference to their lives. 74% had found helpful information about their community. 57% of the respondents to the adult library user survey Nov 2018 reported that the library had helped them with information about health matters, and 83% said that going to the library makes them feel better. Brecknock 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. Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.	Neutral	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others. Staff will need to be proactively consulted and engaged in the project. Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.	Unknown
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.	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 significant change to outcomes.	Neutral		Unknown

Cyngor Sir Powys County Council





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 Wales of vibrant culture and thriving		ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and I	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Access to Welsh language resources may be limited by reduced opening hours.	Neutral	Online resources made available where possible.	Unknown
Opportunities to promote the Welsh language	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 laith. Access may be negatively affected by reductions in opening hours.	Neutral	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 as well as hosting Welsh language themed events.	Unknown
Welsh Language impact on staff	Data collection required. Staff may be affected by changes to opening hours.	Unknown	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. Seek to recruit Welsh speaking members of staff and volunteers wherever possible	Unknown



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
People are encouraged to do sport, art and recreation.	Improvement to this outcome through co-location of 2 cultural services offering arts and recreational opportunities. HLF funded education activity programme to 2021 enhances access to arts & cultural participatory activities & events. The Sir John Lloyd Gallery and the Temporary Exhibition space at y Gaer present a programme of exhibitions, events & activities. Access to these may be limited due to minimum opening hours. 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.	Neutral	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	Unknown



Age	The age breakdown of 68,596 registered library members shows the following: 0-4 years 1524 5 – 10 years 5510 11-13 years 4209 14-17 years 4466 18-59 years 31218 60+ years 21029 Not all registered members have given this information. This equates to 23% under 18, 46% aged 18-59 years, and 31% over 60 years old. Brecon library has 9878 registered readers, with the following age profile: Age Category Number of Users 0-4 232 5-10 809 11-13 543 14-17 584 18-59 4835 60-PLUS 2829 NOT SUPPLIED 46 Total Users 9878	Neutral	Continue to investigate all possible partnerships and ways to improve outcomes for residents of all ages. Investigate bus routes and parking facilities	Unknown
	14-17 584 18-59 4835 60-PLUS 2829 NOT SUPPLIED 46			
	Data development / analysis required.			
Disability	Data development required. Across Powys, 31% of respondents to the adult library user survey stated that they live with a long term	Unknown	Continue to work with Brecon Access Group	Unknown



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
	condition; for Brecon library, this was 36%, showing that Brecon library has a higher than average number of customers with disabilities. Mental health conditions were cited most frequently (31%), dexterity (23%), hearing, mobility and memory issues (15% each). Brecon library has a higher % of respondents living with mental health conditions than the average across Powys library service (20%). y Gaer will offer a range of resources, activities and social interaction opportunities which boost mental health. Restricted opening hours could reduce access to these benefits. The Brecon Access group has been represented on the Stakeholders group for y Gaer, to highlight issues. Disabled toilets and the changing places facility in particular will offer disabled visitors enhanced provision over those currently available. This could be negated by reduced opening hours/service provision.			
Gender reassignment	There is no specific impact on this characteristic. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question	Neutral	Continue to investigate all possible partnerships to improve opportunities for residents.	Unknown
Marriage or civil partnership	There is no specific impact on this characteristic. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Neutral	Continue to investigate all possible partnerships to improve opportunities for residents.	Unknown
Race	Data development required.	Neutral		Choose an item.



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
Religion or belief	There is no specific impact on this characteristic. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Neutral		Choose an item.
Sex	Data development required. Across Powys libraries, 37% of members are male and 57% female, with 6% not giving data. y Gaer library members show slightly higher male usage, with 39% males, 57% female and 4% not responding. Reduced opening hours/service provision would affect both genders.	Neutral		Unknown
Sexual Orientation	There is no specific impact on this characteristic. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.	Neutral		Choose an item.
Pregnancy and Maternity	Data development required.	Neutral		Choose an item.

Source of Outline Evidence to support judgements					

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

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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
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.	This proposal puts at risk the delivery of continuing a viable service due to insufficient funds being available to meet running costs.	Poor	Explore other options and partners in order to secure a sustainable future miodel.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The proposal will seek to establish a solution through collaboration with potential partner/s.	Unknown	All forms of potential collaboration will be explored with a view to sharing the burden of running costs & making possible the extension of opening hours.	Unknown
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The y Gaer project has been widely consulted on via public consultation throughout its development from inception. However expectations around opening hours, access to community facilities etc. may not be met and will need to be managed.	Unknown	Further collaboration with community and stakeholders needed to address and attempt to overcome concerns about lack of availability of community space, reductions in facilities and access to them.	Unknown
Prevention: Understanding the root causes of issues to prevent them from occurring.	Ongoing concerns raised by Stakeholder Group and funding partners will be considered and addressed where possible.	Neutral	It will be necessary to continue to engage with staff, partners, funders, stakeholders 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.	Unknown
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The new facility will continue to provide beneficial outcomes which meet wellbeing objectives.	Neutral		Unknown
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, though access re: opening hours may be necessarily limited.	Neutral		Choose an item.





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	n/a	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 practice.	Neutral		Choose an item.
Impact on Powys County Council Workforce	There may be redundancies through this proposal, as the current staffing structure may be unaffordable. The PCC Management of Change and other relevant policies and procedures will be followed. The staff are predominantly female. Data development required.	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			

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 & availability of space where possible, provision of disabled parking, etc. The same services will aim to continue to be provided although reductions in opening hours may challenge this. A reliance on alternative means of non-wholly building based service delivery e.g. outreach, use of outdoor space, supported use of online services will continue.









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
Inability of service delivering y Gaer to meet costs of revenue expenditure with insufficient budget available.		Medium	Rigorous & realistic financial planning combined with operational model planning essential.		Medium
Reduction in library space reducing space available for range of community uses / not meeting public expectations.		High	Communications; stakeholder engagement; cooperative & shared uses of flexible space being explored. Medium		Medium
Process of seeking partners to share space		Medium	Appropriate engagement and scrutiny of any new proposal		Medium
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
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

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

12. Overall Summary and Judgement of this Impact Assessment?

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

The reduction of revenue funding available to support the future running costs of y Gaer will require a full review of what services can be offered and how, alongside a robust exploration of a range of income generation and cost deflation opportunities.

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



The integrated approach to support effective decision making

Nina Davies

Nigel Brinn

Cllr Rachel Powell

writer additional evidence and data	i nas informed the development of you	ii proposai:		
4. On-going monitoring arrangement	ts?			
What arrangements will be put in p	place to monitor the impact over time?			
Financial reporting				
Please state when this Impact Asse	essment will be reviewed.			
5. Sign Off				
Position	Name	Signature	Date	
Impact Assessment Lead:	Lucy Bevan	masker	08 Jan 2020	
impact Assessine it Leau.	Lucy Devail		1 00 3411 2020	

16. Governance

Head of Service:

Strategic Director:

Portfolio Holder:

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

FORM ENDS





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	Economic Development & Regeneration	Senior Manager	Jenni Thomas / Gareth Jones	Head of Service	Nina Davies	Portfolio Holder	Cllr James Evans	
Proposal Integrated Business Plan								
Outline Summ	ary / Description of Proposal							
Achievement	of a growth deal for the Mid Wale	s Region, in partnersh	ip with Ceredigion CC,	Central and Welsh Gov	ernment and Private Se	ctor Business.		
In partnership with Ceredigion County Council we are submitting an OLT proposal for ESF Priority 5 funding to the Welsh Government. This funding would enable both Councils to cover resource costs for the programme office. If the bid were to be unsuccessful, a restructure of the Service would be required in order to meet the reduced costs required.								

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

Version	Author	Job Title	Date
V01	Lisa Griffiths	Senior Manager Economic Development & Regeneration	07 August 2019
V02	Nina Davies	Head of Housing & Community Development	13 th January 2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£325,723	£25,000	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Dependant on outcome of grant funding.

The integrated approach to support effective decision making



4. Impact on Other Service Areas

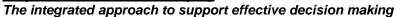
Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Colleagues in Corporate Property and Housing. The team supports services from across PCC in terms of advice and support.

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	If the ESF5 grant funding bid is application is successful this would support the region's ambitions in developing a vibrant economy. If not, there would be significant redundancies from the team, which would have a significant negative impact on this priority.	Unknown	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Health and Care We will lead the way in effective, integrated rural health and care	The work carried out by the ED&R team supports the Authorities Health and Care programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team.	Unknown	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Learning and skills We will strengthen learning and skills	The work carried out by the ED&R team supports the Authorities Learning and Skills programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team	Unknown	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Residents and Communities We will support our residents and communities	The work carried out by the ED&R team supports the Authorities Residents and Communities programme, particularly through the achievement of the outcomes proposed within the Economy programme. The impact will be very negative without the necessary budget and resource in the ED&R team	Unknown	A successful application for ESF 5 funding would mitigate potential negative impacts	Good

Source of Outline Evidence to support judgements





IMPACT IMPACT AFTER Please select What will be done to better contribute to positive or **MITIGATION Council Priority** How does the proposal impact on this priority? from drop mitigate any negative impacts? Please select from down box drop down box below below Growing Mid Wales Programme Brief Master Copy Strategic Economic I Framework for Actio Economyv0.3.docx

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.	Providing effective support and suitable premises will enable existing businesses to grow, generating wealth and jobs. Supporting vocational training and apprenticeships will provide opportunities for people to develop their skills and meet local business needs. Promoting Powys as a tourism destination will support existing businesses, generate new business opportunities and create jobs. Supporting the delivery of improved digital connectivity and helping businesses to take advantage of the technology will generate greater economic opportunities. Transport is a Key Driver for the economy, especially in Mid-Wales which is a rural county with many SMEs across the county. Transport relies on good infrastructure and a high standard of frequent transport services. Currently the Regional Transport Plan, Marches & Mid Wales Freight strategy and National Transport Plan set out the aspirations for a range of interventions and schemes for all modes of Transport.	Good		Good
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).	Our economic activities will respect our environment and help manage and conserve our landscapes. Our new 'Home Grown Homes' project will use locally grown timber building products reducing the environmental impact of our house building. Increased forestry will also help alleviate flooding by absorbing water and CO2 reducing the causes of climate change.	Good		Good





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Using our influence to develop a healthy and enterprising economy with good quality job opportunities and good quality housing will be major contributors to improving social and mental well-being.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Supporting local events and festivals will help to strengthen communities and bring cultures together.	Good		Good
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Better access to improved digital connectivity will provide global market opportunities for Powys businesses.	Good		Good





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 Wales of vibrant culture and	thriving Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh la	anguage, and which encourages people to participate in the arts, and sports and recreati	on.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	A vibrant economy has the potential to enable greater opportunities for all, all PCC policies to be adhered to in terms of the Welsh language.	Good		Neutral
Opportunities to promote the Welsh language	All opportunities to be taken to promote the Welsh language.	Neutral		Neutral
Welsh Language impact on staff	None known	Neutral		Neutral
People are encouraged to do sport, art and recreation.	A vibrant economy has the potential to enable greater opportunities for all and that would include sport, art and recreation.	Good		Neutral
A more equal Wales: A society th	at enables people to fulfil their potential no matter what their background or circu	mstances (includ	ing their socio economic background and circumstances).	
Age	The Mid Wales Growth Deal has the potential to drive forward a more vibrant and diverse local economy, which would benefit all. As no programmes or projects are as yet identified, it is not possible at this stage to predict what impact they may or may not have on any protected characteristics. However, if the ESF funding was not forthcoming, a reduction in the core team would have a negative impact on service delivery.	Unknown		Neutral
Disability	As above	Unknown		Neutral
Gender reassignment	As above	Unknown		Neutral
Marriage or civil partnership	As above	Unknown		Neutral
Race	As above	Unknown		Neutral
Religion or belief	As above	Unknown		Neutral
Sex	As above	Unknown		Neutral
Sexual Orientation	As above	Unknown		Neutral
Pregnancy and Maternity	As above	Unknown		Neutral
Source of Outline Evidence to seconomy Programme Brief. Growing Mid Wales Framework				



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 Princ	ciple (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.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme, particularly through the achievement of the outcomes proposed within the Economy programme. The potential Growth Deal is all about planning for the long term future of the region. The impact will be negative without the necessary budget and resource in the ED&R team.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The ED&R team collaborate with partners internal and external to PCC. Any reduction in the team would have a negative impact.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The team communicate and engage with stakeholders across the county, especially local businesses. If the team was to be reduced this involvement would reduce.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	The team communicate and engage with stakeholders across the county. If the team was to be reduced, this involvement would reduce and therefore knowledge and understanding in terms of prevention would be limited.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Integration: Taking an integrated approach so that public bodies look at all the wellbeing goals in deciding on their well-being objectives.	The work carried out by the ED&R team supports the Authorities Vision 2025 programme and integrated approach to working with other public and private bodies in order to achieve goals and objectives. A reduction in the team would have a negative impact on this principle.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good





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.	The team currently run and support projects to help people back into work. The priority of the team is to drive economic development and regeneration in Powys, which in turn reduces and mitigates the impact of poverty. A reduced team would have a negative impact.	Poor	A successful application for ESF 5 funding would mitigate potential negative impacts	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Unknown	Unknown		Neutral
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.	Unknown.	Unknown		Neutral
Impact on Powys County Council Workforce	If the ESF funding bid is unsuccessful there would be a restructure of the team, which may result in job changes/losses.	Poor	PCC policies to be followed and support offered. Redeployment could be an option.	Poor

Source of Outline Evidence to support judgements

Economy Programme Brief.

Growing Mid Wales Framework for Action

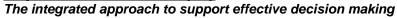
AECOM Report

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

Severity of Impact on Communities	Scale of impact	Overall Impact			
Medium	Medium	Medium			
Mitigation					
A successful application for ESF 5 funding would mitigate potential negative impacts					

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	Medium





Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating
A reduction in the ED&R team would prevent the achievement of key objectives, in particular the development of the Regional Economic Action Plan and successful access to growth deal funding.	f High	A successful application for ESF 5 funding would mitigate potential negative impacts		Low
Being unable to build a vibrant economy either through the Growing Mid Wales partnership or through our own economic levelopment and regeneration activities for the county of Powy will have a negative impact on council services, staff and esidents in many ways as outlined throughout this assessment.	s, High	A successful application for ESF 5 funding w potential negative impacts	vould mitigate	Low
Overall judgement (to be included in project risk register)				
Very High Risk High Risk		Medium Risk	Low Risk	
		х		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The ED&R team supports a very extensive number of small and large development projects that make a huge difference to the ongoing delivery of the Powys economy and the maintenance of our public spaces and our supporting infrastructure. A reduction in the team would have a negative ability on the aims and objectives of Vision 2025, particularly for the Economy. A successful ESF bid would mitigate the impact of such potential losses

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

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

Economy Programme Brief.

Growing Mid Wales Framework for Action

AECOM Report

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Transformation Board

Please state when this Impact Assessment will be reviewed.





Annually

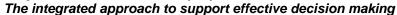
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			August 2019
Head of Service:	Nina Davies		August 2019
Director:	Nigel Brinn		August 2019
Portfolio Holder:	Cllr James Evans		

14. Governance

Decision to be made by	Choose an item.	Date required	
	0110000 011 1001111		

FORM ENDS





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	Countryside Services and Outdoor Recreation	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr Aled Davies
Proposal		Countryside access s	avings, 2020-2023				

Outline Summary / Description of Proposal

Countryside access has a required savings target of 30% over the period from 2020-2023. The service delivers the following activities, which are statutory with some associated discretionary powers:

- Maintenance and enforcement on public rights of way;
- Maintenance, enforcement, national co-ordination and promotion of two National Trails (Offa's Dyke and Glyndwr's Way National Trails)
- Access provision and enforcement on open access land;
- Maintaining and updating the legal records of public rights of way (Definitive Map), common land and town or village greens (Commons Register) and processing of legal applications associated with these records;
- Provision of advice to the public, including property searches;
- Biodiversity duties.

The proposal is that a saving of £150,000 will be made from the core Countryside access budgets in 2020-21. For the most part, that will be achieved through a staff restructure and reduction in associated costs e.g. travel. There will also be a reduction in the amount provided to the Brecon Beacons National Park Authority for the service level agreement.

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

Version	Author	Job Title	Date
V01	Sian Barnes	Acting Professional Lead, Countryside Access and Recreation	10 th August 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£N/A	£N/A	£150,000	£0	£0	£

3. Consultation requirements



The integrated approach to support effective decision making

Consultation Requirement	Consultation deadline/or justification for no consultation
Public and Staff consultation required	To be confirmed – spring 2020

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Corporate Health and Safety and Insurance teams – Increased risk of the team being unable to meet health and safety responsibilities in a timely way e.g. collapsing footbridges, leading to increased risk of injury and associated claims;

Legal Services – Increased public dissatisfaction due to reduced capacity to resolve issues on public rights of way, leading to a greater number of informal and formal legal challenges and complaints. At the current time, less than 40% of the public rights of way network is assessed as being 'open and easy to use' and this is expected to fall with reduced resources.

Social Services and Powys Teaching Health Board - The service will be less able to assist in meeting the priorities of other Council services and Powys Teaching Health Board services. Access to public rights of way and open space, and involvement in volunteer activities to maintain them make an important contribution to preventive healthcare, by improving mental and physical wellbeing and physical activity levels. If a greater proportion of public paths are not open and easy to use, the potential to contribute to this will be significantly reduced.

Regeneration / Tourism - The tourism potential associated with public rights of way in Powys will be reduced, if less budget is available to ensure that paths are open and easy to use.

Finance - The team's capacity to generate income on a cost-recovery basis e.g. through processing public path Orders will be reduced, with less staff capacity.

Data protection – Increased risk of errors and information breaches occurring, due to individual staff being required to address higher volumes of casework and being under pressure to complete tasks too quickly.

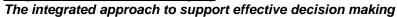
5. How does your proposal impact on the council's strategic vision?

Cyngor Sir Powys County Council





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	The tourism potential associated with public rights of way in Powys will be reduced, if significantly less budget is available to ensure that paths are open and easy to use. Tourism associated with outdoor recreational activities forms a significant contribution to the economy of Powys. With reduced budgets, the service will also be able to employ local contractors less often to carry out work on public rights of way.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	The team's ability to work with other Council Services e.g. Social Services and Powys Teaching Health Board will be reduced. With reduced budgets, less public paths will be 'open and easy to use' which will impact on access to greenspace and outdoor recreation, which can make a significant contribution to physical and mental wellbeing and preventive healthcare.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Learning and skills We will strengthen learning and skills	Outdoor recreation and access to open space contributes to lifelong learning through play for children and adults. Volunteering can assist in skills development to support those seeking work. There will be reduced budget and staff capacity to support these activities and maintain paths in an open and easy to use condition, which will have an adverse effect these opportunities.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Residents and Communities We will support our residents and communities	Reliance on volunteer support and engagement will increase, as budget to support use of contractors decreases. This will increase community involvement, but core funding is likely to be insufficient to allow for community aspirations to be met.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding.	Neutral





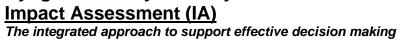
Source of Outline Evidence to support judgements

- 5% condition survey carried out as part of review of Rights of Way Improvement Plan
- Feedback from public and stakeholders during review of Rights of Way Improvement Plan
- Impact of reduced budgets in 2019-20 on achievement of key performance indicator (length of public rights of way receiving maintenance or improvement work)
- Powys Wellbeing Information Bank
- 'Wellbeing of Wales' report 2017-18
- Public Health Wales report 'Creating healthier places and spaces for our present and future generations' (April 2018)
- Towards 2040 The Powys Wellbeing Plan
- Public responses to staff about reduced budgets in 2019-20 e.g. reaction to reduced seasonal vegetation clearance programme on public rights of way
- Experience gained from Arwain and Natural Resources Wales funded projects to develop community volunteer groups and improve local path networks

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.	The proposal will have a negative impact on this goal. Tourism forms a major contribution to the economy of Powys and the natural environment is one of the county's biggest assets. Reduced budgets to maintain public paths in a condition that is open and easy to use will impact adversely on achieving the potential of the rights of way network and access land for tourism. With reduced budgets, the service will also be able to employ local contractors less often to carry out work on public rights of way.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
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).	The proposal will have a negative impact on this goal. One of the team's statutory duties is in respect of biodiversity; reduced staff capacity will impact adversely on the time available for a specialist staff member to contribute to meeting biodiversity duties.	Poor	A part time staff member will be employed on a fixed term contract for the 2020-21 and 2021-22 financial years, using Welsh Government ENRaW grant funding through the all Wales Biodiversity project. The impact after that is unknown.	Neutral

Cyngor Sir Powys County Council





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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	There will be an adverse impact on this goal. Outdoor recreation makes a significant contribution to mental and physical wellbeing and physical activity levels. Reduced core funding will adversely impact on the number of public paths that are open and easy to use, which will adversely impact on the opportunities for outdoor recreation and access to greenspace.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	With reduced budgets, the service will be less able to respond to health and safety hazards on public paths e.g. collapsing bridges or unsafe surfaces. Path condition is likely to deteriorate with reduced budgets, which will have an adverse impact on the attractiveness of paths for communities and the potential for tourism, reducing community viability	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	There will be an adverse impact on this goal. Public rights of way and open space form an important part of low carbon travel and tourism; many paths in or close to settlements already are, or could form valuable parts of the Active Travel network. With reduced core budgets, that potential will be adversely impacted.	Poor	Work with the Council's Travel officer and other organisations including the Brecon Beacons National Park Authority to seek Active Travel and related travel / transport funding to carry out improvement work on routes with potential for active travel.	Neutral

Cyngor Sir Powys County Council





A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, heritage	ge 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	The impact on this goal will be neutral. The team is already required to ensure that an equal level of service is available in Welsh and English. Formal publications, consultations and statutory notices are produced bilingually and correspondence is referred to the Translation Unit as required.	Neutral		Choose an item.
Opportunities to promote the Welsh language	There will be an adverse impact on this goal. With reduced core funding, the team will be less able to produce interpretation signage and leaflets that would help to promote aspects of Welsh Language and culture in relation to promoted and community trails.	Poor	Work with Tourism and Regeneration teams to access grant funding for promotional / interpretation materials.	Neutral
Welsh Language impact on staff		Unknown		Choose an item.
People are encouraged to do sport, art and recreation.	There will be an adverse impact on this goal. With reduced core budgets, the condition of public paths will deteriorate. That will reduce the ease with which people can be involved in outdoor recreation and will discourage them from doing so.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	There will be an adverse impact on this goal, as reduced core funding will impact on the type and quality of path furniture and surfacing on paths. This will make it less easy for older people to remain active.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Disability	Reduced core funding will impact on the type and quality of path furniture and surfacing on paths. This will make it less easy for those with a disability to use public rights of way.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Gender reassignment		Unknown		Choose an item.
Marriage or civil partnership		Unknown		Choose an item.



The integrated approach to support effective decision making

Race		Unknown		Choose an item.
Religion or belief		Unknown		Choose an item.
Sex		Unknown		Choose an item.
Sexual Orientation		Unknown		Choose an item.
Pregnancy and Maternity	The proposals would have an adverse impact on the service's ability to provide accessible path surfaces and structures e.g. gates that can reasonably be used by those with small children and / or pushchairs. This would make it more difficult for parents and guardians of young children to take their family for a walk.	Very Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor

Source of Outline Evidence to support judgements

- 5% condition survey carried out as part of review of Rights of Way Improvement Plan
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- Impact of reduced budgets in 2019-20 on achievement of key performance indicator (length of public rights of way receiving maintenance or improvement work)
- Powys Wellbeing Information Bank
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- Towards 2040 The Powys Wellbeing Plan
- Public responses to staff about reduced budgets in 2019-20 e.g. reaction to reduced seasonal vegetation clearance programme on public rights of way
- Experience gained from Arwain and Natural Resources Wales funded projects to develop community volunteer groups and improve local path networks





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.	The proposals would have an adverse impact on this goal. Failure to maintain a viable and safe public rights of way network will impact on the economic viability and attractiveness of Powys as a place to live. This may have an adverse impact on the number of working age people in the county.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The proposals would have an adverse impact on the service's staff capacity to engage in collaboration. However, the need and requirement for collaboration would be greater, so the overall impact is neutral.	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	The proposals would have an adverse impact on the service's staff capacity to engage with communities. However, the need for engagement and volunteer involvement would be greater, so the overall impact is neutral.	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The proposals would have an adverse impact on prevention of mental and physical health problems, as public paths would be less easy to use. There would also be an adverse impact on prevention of poverty; deterioration of the public rights of way network would impact on tourism and job opportunities in the county so increasing the risk of poverty.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The proposals would adversely impact on taking an integrated approach. Reduced quality and availability of public rights of way would impact adversely on access to the countryside as an opportunity for wellbeing.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor

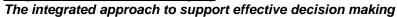


The integrated approach to support effective decision making

Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The proposals would have an adverse impact on the tourism potential of the public rights of way for tourism in the county. Tourism is a major part of the local economy; with reduced tourism, there will be less work opportunities available in the county.	Poor	Seek grants and other external funding to carry out improvement projects on public rights of way and access land, but dependent on availability of grants and staff capacity to seek and manage the funding. Work with volunteers and communities to carry out practical maintenance work on public paths.	Poor
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account		Unknown		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.		Unknown		Choose an item.
Impact on Powys County Council Workforce	There will be an adverse impact on the service workforce, as the proposals will result in a reduced number of staff. Individual workloads will be higher and staff are more likely to encounter dissatisfaction from the public, with impacts on their wellbeing.	Very Poor	Set realistic priorities for work, using the framework set out in the Rights of Way Improvement Plan. Managers in the Service will need to be robust in ensuring that staff are able to adhere to plans and not be required to attend to other, lower priority work.	Poor

Source of Outline Evidence to support judgements

- 5% condition survey carried out as part of review of Rights of Way Improvement Plan
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- Experience gained from Arwain and Natural Resources Wales funded projects to develop community volunteer groups and improve local path networks





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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	High	Medium

Mitigation

Working with communities and volunteer groups to agree community aspirations and priorities for the public rights of way network, then seeking grants or external funding to work with them to achieve those priorities. Involvement of community volunteer groups to carry out light maintenance of paths once reopened e.g. seasonal vegetation clearance to ensure long term sustainability.

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	Medium

Mitigation

Good communication with stakeholders and staff is essential to achieving the savings. Staff need to be fully informed and able to contribute constructively to the process. Stakeholders need to be able to make constructive suggestions as to how they can be involved e.g. in collaborative grant funded projects to avoid frustration leading to legal challenges.

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Deterioration in condition of public rights of way network may result in legal challenges from members of the public, with potential for costs outweighing savings achieved	Very High	Seek grants and external funding to mitigate against impact, although can only be used for non-statutory improvements. Good communication and regular liaison with stakeholders.	High
Lack of availability of community volunteers to support work, leading to paths not being maintained in long term. This may lead to dissatisfaction and legal challenges	High	Setting realistic goals with volunteer groups that allow for fluctuations in volunteering over time. Review and monitor as time progresses to assess whether risk has increased.	Medium
Inability to address high health and safety risks due to reduced staff and budget, leading to serious accidents and injury claims that may outweigh savings achieved.	High	Allocate highest priority for staff time to addressing these risks. Apply for capital funds if appropriate or remove hazard.	Medium
Reduced staff capacity to seek external grant funding, to mitigate against the impacts of reduced core budget.	High	Work with Council's regeneration team and allocate staff time as a priority to seeking funding, although will impact on other work.	Medium
The team's capacity to generate income on a cost-recovery basis will be reduced, with less staff capacity. This will reduce ability to mitigate against core budget reductions.	High	Seek alternative ways of working to reduce staff input to chargeable activities, to release their time for core statutory work.	Medium



The integrated approach to support effective decision making

The Brecon Beacons National Park Authority terminate the service level agreement if redu legal responsibility for maintenance of public National Park within Powys would revert to P The team would be unable to the meet high I that has become established in the National I asset to the county, so the risk of challenge a damage is high and may outweigh the saving	rictions are made. All rights of way in the Powys County Council. level of expectation Park, being a tourism nd reputational s delivered.	High	Work with the National Park Authority on contoning sources.	ollaborative projects	Medium
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 proposals will have a high adverse impact, both for staff and for the public. The proposals would result in reduced staffing in the team with significantly increased workloads for individual staff, with the risk that high priority work will not be achieved. The proposals will result in deterioration of the public rights of way network, presenting an increased risk of injury claims and legal challenges. The proposals will reduce the potential for physical activity and outdoor tourism in the county, with impacts on the economy and on physical and mental wellbeing. Mitigation is entirely dependent on the availability and goodwill of community volunteers and availability of grants or external funding, so it must be recognised that mitigation may not be successful and that other risks will be realised as a result.

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

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

Work loads and cases over recent years

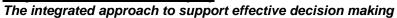
12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Quarterly reporting will indicate the length of the public rights of way network that has received maintenance or improvement work. Risks will be highlighted as they arise, through monthly Environment Liaison Group meetings and also via quarterly reporting.

Please state when this Impact Assessment will be reviewed.

Ongoing





13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sian Barnes		
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Aled Davies		

14. Governance

Decision to be made by	Choose an item.	Date required	

FORM ENDS

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

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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 HTR Head of Service Adrian Jervis Director Nigel Brinn Portfolio Holder Heulwen Hulme

Proposal Bring Markets in-house

Outline Summary / Description of Proposal

Street Markets were transferred to Town Councils and community groups several years ago by agreement. Terms of agreement for operating the markets and income collected from them vary.

It is considered that this could be taken back in-house as each of the agreements come to the end of its current term. PCC would then receive the full income recovery and takings from each market. This will, however, see the existing operators (mainly Town Councils) losing the income they currently receive.

*A review of the current agreements and expiry of agreements is required to better inform the financial profile, however it is considered prudent to agree the principle prior to this element of work.

**An alternative option is to re-negotiate a standard settlement for all operators and markets, and / or include provision of certain services, e.g. Street Cleansing and grounds

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

Version	Author	Job Title	Date
1	Shaun James	Senior Manager Technical Services	20/09/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
		£22,500	£52,500		£75,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation	
No consultation required (please provide justification)	Consultation would be required with Town Councils and market traders informed	





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

It is not expected that the proposal will affect other services areas of the Council. The proposal will affect Town Councils as they will lose an income stream.

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	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Choose an item.		Choose an item.
Residents and Communities We will support our residents and communities	N/A	Choose an item.		Choose an item.



Source of Outline Evidence to support judgements			

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.	N/A	Choose an item.		Choose an item.
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.
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.	N/A	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.		Choose an item.

Cyngor Sir Powys County Council





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.	N/A	Choose an item.		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, heritage	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
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.	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	ımstances (includ	ing their socio economic background and circumstances).	
Age	N/A	Choose an item.	, , , , , , , , , , , , , , , , , , ,	Choose an item.
Disability	N/A	Choose an item.		Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	N/A	Choose an item.		Choose an item.
Religion or belief	N/A	Choose an item.		Choose an item.
Sex	N/A	Choose an item.		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.



Source of Outline Evidence to support judgements	
N/A	
N/A	

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.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	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.	N/A	Choose an item.		Choose an item.
Durangating Deventor				
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.



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	N/A	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.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support None.	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact		
Low	Low	Low		
Mitigation				



The integrated approach to support effective decision making

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

Risk to delivery of the proposal	Inherent Risk
Low	Low

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Street markets are generally in decline and any associated income.	therefore so would	Low			Low
		Choose an item.			Choose an item.
Overall judgement (to be included in proje	ct risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	
				✓	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The impact on Town councils will vary, however any loss of income will be difficult to overc	ome in times of austerity.	

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

What additional evidence and data h	nas informed the development of your proposal?
None	

12. 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.



The integrated approach to support effective decision making

3. Sign Off						
Position	Name	Signature	Date			
Impact Assessment Lead:	Shaun James					
Head of Service:	Adrian Jervis					
Director:	Nigel Brinn					
Portfolio Holder:	Cllr Heulwen Hulme					
14. С						

14. Governance

Decision to be made by Portfolio Holder	Date required	
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FORM ENDS





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	HTR	Head of Service	Adrian Jervis	Director	(Nigel Brinn)	Portfolio Holder	Cllr Heulwen Hulme
Proposal		Commissioning Revie	ew of Fleet Maintenance	e Service			

Outline Summary / Description of Proposal

In recognition of projected reducing fleet numbers (subject to other cost reduction proposals) and the managed fleet renewal process, further efficiency can be gained from reduced maintenance and repairs.

This review will need to compare in-house service options (1 or 2 workshops), combined in-house and external provision (1 workshop with external support for certain locations) and fully external provision (single or multiple supplier). In-house provision will require capital investment.

In addition to and preceding the full review, efficiencies can be gained following the introduction of a changed working pattern in 2019/20, along with the benefits of reduced repairs associated with the successful progression of the fleet replacement programme. This will enable a reduction of labour resource required, starting from 2020/21 with an anticipated reduction of 2 fte posts.

Commissioning - Soft market testing will be needed to gauge level of interest from external suppliers. This will help the service evaluate the various options available.

At this point we cannot determine the possible reductions that may be available through this process, but it is considered that procurement/transfer or any capital investment in-house could be achieved for 2022/23.

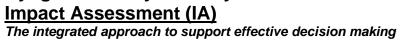
1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£60k	£	£??	£

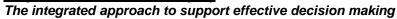
Cyngor Sir Powys County Council





3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	May be required through Internal Management of Change process





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

HTR Fleet Maintenance and Management has a corporate role. This proposal may change the mechanism for the maintenance of fleet in the future, but will not impact on the service to other areas.

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	No Impact	Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	No Impact	Neutral		Neutral
Learning and skills We will strengthen learning and skills	No Impact	Neutral		Neutral
Residents and Communities We will support our residents and communities	No Impact	Neutral		Neutral



Source of Outline Evidence to support judgements		

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

o. How does your proposar impact on the	Weish dovernment 3 wen-being godis:			
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.		Neutral		Neutral
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).		Neutral		Neutral



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or		Neutral		Neutral
decision on the physical or mental health of the people of Wales. A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Neutral
`	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Neutral
Opportunities to promote the Welsh language		Neutral		Neutral

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Neutral		Neutral
People are encouraged to do sport, art and recreation.		Neutral		Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age		Neutral		Neutral
Disability		Neutral		Neutral
Gender reassignment		Neutral		Neutral
Marriage or civil partnership		Neutral		Neutral
Race		Neutral		Neutral
Religion or belief		Neutral		Neutral
Sex		Neutral		Neutral
Sexual Orientation		Neutral		Neutral
Pregnancy and Maternity		Neutral		Neutral



Source of Outline Evidence to support judgements	

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

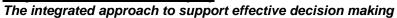
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5	ways of working)			
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Proposal could provide added opportunity for working with others	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Proposal could provide added opportunity for working with others	Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
		1		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.



Choose an item.
Choose an item.
Neutral

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Unable to properly maintain owned fleet		Low			Choose an item.
No cost reduction through other commissioning routes		Medium	Look at all options, incl collaboration with others and other options		Low
		Choose an item.			Choose an item.
Overall judgement (to be included in project	t risk register)				
Very High Risk	High Risk High Risk		Medium Risk	Low Risk	
				Х	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Low impact overall. Very low external impact.		

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Continual performance review of whatever supply arrangement is adopted.

Please state when this Impact Assessment will be reviewed.



The integrated approach to support effective decision making

13. Sign Off

Annually

Position	Name	Signature	Date
Impact Assessment Lead: John Forsey			
Head of Service:	Adrian Jervis		
Director: Nigel Brinn			
Portfolio Holder:	Cllr Heulwen Hulme		

14. Governance

Decision to be made by	Portfolio Holder	Date required	

FORM ENDS





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	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies	
Proposal		Increase income for bulky waste collections						
Outline Summary / Description of Proposal								
To increase the charge	To increase the charge for bulky waste collections to residents.							

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

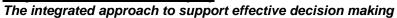
Version	Author	Job Title	Date
1.0	Ashley Collins	Senior Manager – Waste and Recycling Strategy and Operations	23 rd September 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£10,983	£10,983	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Simple increase in charge





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

There may be an increase in use of the Household Waste Recycling Centres

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	Neutral	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	There will be a an increase in the charge for the service which will impact on residents	Poor	Effective communication and awareness raising	Neutral



Source of Outline Evidence to support judgements		
Experience learned from other authorities		

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
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.	N/A	Neutral	N/A	below Neutral
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	Neutral	N/A	Neutral



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Neutral	N/A	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral	N/A	Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Neutral	N/A	Neutral
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral	N/A	Neutral
Opportunities to promote the Welsh language	N/A	Neutral	N/A	Neutral

Cyngor Sir Powys County Council





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 po mitigate any negative impacts?		IMPACT AFTER MITIGATION Please select from drop down box below
Welsh Language impact on staff	N/A	Neutral	N/A	Neutral
People are encouraged to do sport, art and recreation.	ncouraged to do sport, art and N/A		N/A	Neutral
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or circ	umstances (includ	ding their socio economic background and circumstances).	
Age	This service may be used more by older people who do not have access to transport	vho Poor Effective communication of alternatives		Neutral
Disability	This service may be used more by people with disabilities who do not have access to transport	Poor	Effective communication of alternatives	Neutral
Gender reassignment	N/A	Neutral	N/A	Neutral
Marriage or civil partnership	N/A	Neutral	N/A	Neutral
Race	N/A	Neutral	N/A	Neutral
Religion or belief	N/A		N/A	Neutral
Sex	N/A		N/A	Neutral
Sexual Orientation	N/A	Neutral	N/A	Neutral
Pregnancy and Maternity			N/A	Neutral



urce of Outline Evidence to support judgements	
necdotal evidence	

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.	N/A	Neutral	N/A	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral	N/A	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral	N/A	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral	N/A	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral	N/A	Neutral
		I		I
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral

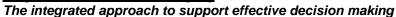
PCC: Impact Assessment Toolkit (March 2018)



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	N/A	Neutral	N/A	Neutral
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				
and neglect of children, young people	N/A	Neutral	N/A	Neutral
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council Workforce	N/A	Neutral	N/A	Neutral
Source of Outline Evidence to support	judgements	•		

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

Severity of Impact on Communities	Scale of impact	Overall Impact			
Low	Low	Low			
Mitigation					
Effective communication and awareness raising					





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		

Risk Identified I		Inherent Risk Rating	Mitigation		Residual Risk Rating
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be included in proje	ct 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:

This proposal will have minimal impact on residents as an annual increase is to be expected on such a service

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

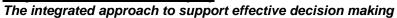
What additional evidence and data has informed the development of your proposal?

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The cost of the service will be closely monitored to see where efficiencies can be realised

Please state when this Impact Assessment will be reviewed.





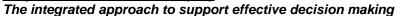
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ashley Collins		
Head of Service:	Adrian Jervis		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to	be made by	Council	Date required	By April 2020

FORM ENDS





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Service Area	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Proposal Review of Waste & Recycling Resources						
Outline Summary / Do	Outline Summary / Description of Proposal						
In line with the move to changes in the frequency of collection of domestic waste, the move to 3 operational depots and other improvements in service delivery, this review will realise these benefits through reduced vehicle. materials and management costs.							

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

Version	Author	Job Title	Date
1.0	Ashley Collins	Senior Manager – Waste and Recycling Strategy and Operations	23 rd September 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£3,315	£114,186	£	£

3. Consultation requirements

Co	onsultation Requirement	Consultation deadline/or justification for no consultation	
Sta	aff consultation required	To be confirmed	





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Any change in service provision is likely to result in changes to collection days for residents which means that the contact centre may receive a large surge in calls whilst the new service beds in.

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	Neutral	N/A	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral	N/A	Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral	N/A	Neutral
Residents and Communities We will support our residents and communities	There will be a change in collection days which will impact on residents	Poor	Effective communication and awareness raising	Neutral



Source of Outline Evidence to support judgements
Experience learned from other authorities and Soft Market Testing

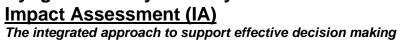
6. How does your proposal impact on the Welsh Government's well-being goals?

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.	N/A	Neutral	N/A	Neutral
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	Neutral	N/A	Neutral



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Neutral	N/A	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral	N/A	Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Neutral	N/A	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.				
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral	N/A	Neutral
Opportunities to promote the Welsh language	N/A	Neutral	N/A	Neutral

Cyngor Sir Powys County Council





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
Welsh Language impact on staff	N/A	Neutral	N/A	Neutral
People are encouraged to do sport, art and recreation.	N/A	Neutral	N/A	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Neutral	N/A	Neutral
Disability	N/A	Neutral	N/A	Neutral
Gender reassignment	N/A	Neutral	N/A	Neutral
Marriage or civil partnership	N/A	Neutral	N/A	Neutral
Race	N/A	Neutral	N/A	Neutral
Religion or belief	N/A	Neutral	N/A	Neutral
Sex	N/A	Neutral	N/A	Neutral
Sexual Orientation	N/A	Neutral	N/A	Neutral
Pregnancy and Maternity	N/A	Neutral	N/A	Neutral



Source of Outline Evidence to support judgements	

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

. How does your proposal impact on the		IMPACT Please select	What will be done to better contribute to positive or	IMPACT AFTER MITIGATION	
Principle	How does the proposal impact on this principle?	from drop down box below	mitigate any negative impacts?	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.	N/A	Neutral	N/A	Neutral	
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral	N/A	Good	
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral	N/A	Neutral	
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral	N/A	Neutral	
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Neutral	N/A	Neutral	
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	Neutral	



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	N/A	Neutral	N/A	Neutral
sought and taken into account				
Safeguarding:				
Preventing and responding to abuse				
and neglect of children, young people	N/A	Neutral	N/A	Neutral
and adults with health and social care				
needs who can't protect themselves.				
Impact on Powys County Council	The effect is likely to be perceived as negative for the	Very Poor	Effective communication with workforce	Poor
Workforce	workforce as terms and conditions will be changed	Very 1 001	Lifective communication with worklorde	1 001
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact			
Low	Low	Low			
Mitigation					
Effective communication and awareness raising					

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
Medium	Medium	Medium		
Mitigation				
Effective communication with affected staff				

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Changes to staff terms and conditions are not accepted		Medium	Effective liaison with staff and trade unions		Low
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be included i	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:

This proposal will primarily impact on the workforce due to the inevitable changes to terms and conditions. The impact on the public will be limited to collection day changes which could occur with any service change.

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

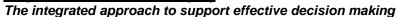
What additional evidence and data has informed the development of your proposal?

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The cost of the service will be closely monitored to see where efficiencies can be realised

Please state when this Impact Assessment will be reviewed.





13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ashley Collins		
Head of Service:	Adrian Jervis		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Heulwen Hulme		

14. Governance

Decision to be made by	Choose an item.	Date required	

FORM ENDS

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	HTR	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Cllr Heulwen Hulme
Proposal		Reduction in Winter	Service				

Outline Summary / Description of Proposal

The Winter Service primary routes have not been reviewed for over 15 years, and many criteria for identifying routes have changed (schools, surgeries, housing, and bus routes) which will probably require changes to the winter hierarchy.

The hierarchy needs a fundamental review in light of the current financial austerity. It is considered that the existing treatment network has certain anomalies and there is potential (subject to Council agreement) to reducing the primary treated network by approx.. 10 to 15%.

For context, the current length of primaries is circa 1000km; therefore a 10% reduction would mean approximately 100km would no longer be regularly gritted as part of the primary network.

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

Version	Author	Job Title	Date
1	Shaun James	Senior Manager Technical Services	20/09/2019

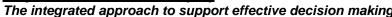
2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
		£130,000			£130,000

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation with Town and Community Councils will be required.

4. Impact on Other Service Areas

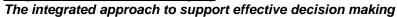




Does the proposal have potenti	al to impact on another service ar	ea? (Including implication	for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM /	ENGAGE ANY AFFECTED SERVICE	AREAS AT THE EARLIEST O	PPORTUNITY

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	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Choose an item.		Choose an item.
Residents and Communities We will support our residents and communities	Some routes will be removed from the primary treatment network.	Poor	A risk-based approach will be used when reducing provision. Routes will be managed as the rest of the network that is not primary (salt heaps / secondary route).	Poor





Source of Outline Evidence to support judgements

Welsh Government research - Assessing the Impact of Car Park Charges on town Centre Footfall, March 2015 reported the general availability of spaces is felt by visitors to be more important than cost in their overall decision about visiting and that Whilst a 'blanket' free parking strategy has been suggested to encourage more car park users, these were generally found not to benefit target visitors ... and consequently had an unexpectedly negative impact on footfall. http://gov.wales/docs/caecd/research/2015/150610-assessing-impact-car-parking-charges-town-centre-footfall-en.pdf

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.	Reduced salt use.	Neutral	A risk-based approach will be used when reducing provision. Routes will be managed as the rest of the network that is not primary (salt heaps / secondary route).	Neutral
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).	Reduced salt use.	Good		Good
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.	N/A	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Some routes will be removed from the primary treatment network.	Poor	A risk-based approach will be used when reducing provision. Routes will be managed as the rest of the network that is not primary (salt heaps / secondary route).	Poor

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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.		Choose an item.		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, heritag	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral		Choose an item.
Opportunities to promote the Welsh language	N/A	Neutral		Choose an item.
Welsh Language impact on staff	N/A	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	N/A	Choose an item.		Choose an item.
Disability	N/A	Choose an item.		Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	N/A	Choose an item.		Choose an item.
Religion or belief	N/A	Choose an item.		Choose an item.
Sex	N/A	Choose an item.		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.



rrce of Outline Evidence to support judgements	
ne	

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)			below
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Opportunity for residents and communities to take more responsibility locally and sustain solutions	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral		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.		Neutral		Choose an item.
		T		
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.



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
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	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.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	Possibly of minor reduction in staff resource required out of office hours.	Neutral		Neutral
Source of Outline Evidence to support None	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

A risk-based approach will be used when reducing provision. Any routes which are removed from the primary treatment network as a result of the review, will be managed in a similar way to the rest of the network which is not currently included in primary, through the Secondary route treatment regime and provision of salt/grit heaps.



The integrated approach to support effective decision making

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
Low	Low	Low		
Mitigation				
A risk-based approach will be used when reducing provision. Routes will be managed as the rest of the network that is not primary (salt heaps / secondary route).				

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating	
Some routes or sections of routes as part of primary that are presently gritted regularly may not be, requiring an increased awareness by users to drive carefully and to use salt heaps.		Low	A risk-based approach will be used when reducing provision. Routes will be managed as the rest of the network that is not primary (salt heaps / secondary route).		Low	
		Choose an item.			Choose an item.	
Overall judgement (to be included	Overall judgement (to be included in project risk register)					
Very High Risk	High Risk		Medium Risk	Low Risk		
				✓		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
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The impact on road users will be restricted to those routes or sections of routes dropped from primary treatment network. Impact will be reduced where these routes can be included in a reviewed secondary treatment network.

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

- 1	What additional evidence and data has informed the development of your proposal?
	None



The integrated approach to support effective decision making

12. C	n-going	monitoring	arrangements?	
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What arrangements will be put in place to monitor the impact over time?

Road safety will be monitored through the normal statistics and data collection.

Please state when this Impact Assessment will be reviewed.

2 years post implementation.

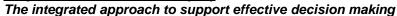
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Shaun James		
Head of Service:	Adrian Jervis		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr Heulwen Hulme		

14. Governance

Decision to be made by	Portfolio Holder	Date required	

FORM ENDS





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	HTR	Head of Service	Adrian Jervis	Director	Nigel Brinn	Portfolio Holder	Cllr Heulwen Hulme
Proposal							
Outline Summary / D	Outline Summary / Description of Proposal						
can be completed to d	Outline Summary / Description of Proposal To transfer the operation of the two remaining public conveniences (Brecon & Ystradgynlais Bus stations) to Town or Community Councils or local interest groups or where no transfer can be completed to close the facilities and seek alternative provision through local businesses. The aim is to ensure a sustainable future for the provision of public conveniences across Powys which takes into account the efficiencies identified for the service in the Medium Term Financial Plan.						

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

Version	Author	Job Title	Date
	Shaun James	Senior Manager Highways Technical Services	20 th Sept 2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£3,000	£42,846	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Property will need to progress transfers.

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	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	N/A	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	N/A	Neutral		Choose an item.



Source of Outline Evidence to support judgements					
The majority of Public Conveniences have previously been transferred successfully.					

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.	N/A	Neutral		Choose an item.
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	Neutral		Choose an item.



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	N/A	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A	Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	N/A	Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and i	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral		Choose an item.
Opportunities to promote the Welsh language	N/A	Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff	N/A	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	N/A	Neutral		Choose an item.
Disability	N/A	Neutral		Choose an item.
Gender reassignment	N/A	Neutral		Choose an item.
Marriage or civil partnership	N/A	Neutral		Choose an item.
Race	N/A	Neutral		Choose an item.
Religion or belief	N/A	Neutral		Choose an item.
Sex	N/A	Neutral		Choose an item.
Sexual Orientation	N/A	Neutral		Choose an item.
Pregnancy and Maternity	N/A	Neutral		Choose an item.



Source of Outline Evidence to support judgements					
Some operators have introduced charges.					

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

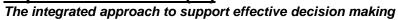
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5	ways of working)			
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	N/A	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	N/A	Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	N/A	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Neutral		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.	N/A	Neutral		Choose an item.
				1
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral		Choose an item.



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	N/A	Neutral		Choose an item.
sought and taken into account				
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.	N/A	Neutral		Choose an item.
Impact on Powys County Council Workforce	N/A	Neutral		Choose an item.
Source of Outline Evidence to support	judgements			
	-			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
Transition grant.		





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
Low	Low	Low			
Mitigation					
Transition grants will be provided to help the sustainability of new operators.					

Risk Identified I		Inherent Risk Rating	Inherent Risk Rating Mitigation		Residual Risk Rating
Public Conveniences could close if no operator is found Low		Low	None – there are other Public Conveniences in these locations		Low
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be include	ed in project risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	
				Low	

10. Overall Summary and Judgement of this Impact Assessment?

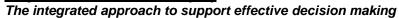
Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	N/A
N/A		

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

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

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?					
If no operator is found the toilets will be closed.					
Please state when this Impact Assessment will be reviewed.					





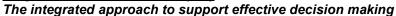
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Shaun James		
Head of Service:	Adrian Jervois		
Director:	Nigel Brinn		
Portfolio Holder:	Clllr Heulwen Hulme		

14. Governance

Decision to be made by	Choose an item.	Date required	

FORM ENDS





Please read the accompanying guidance before completing the form.

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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	Digital Services	Head of Service	Diane Reynolds	Director	Ness young	Portfolio Holder	Cllr Graham Breeze
Proposal		Reduce Annual Reve	nue Contribution to Dev	vice Refresh by £200k			

Outline Summary / Description of Proposal

Currently there is a revenue contribution to the Device Refresh of £350k per annum. Due to contract negotiation, change of equipment and reduced number of devices; this capital scheme has sufficient funds to be sustained for at least 3 years by reducing the contribution to £150k.

At the end of 22/23; it is calculated that in total almost 1400 devices will need to be refreshed which will leave a balance of approx £0k, so the funding model will need to be revised for 23/24.

These calculations are based on the current level of devices and staff but it is estimated that this number will decrease and therefore will be sustainable for longer.

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

Version	Author	Job Title	Date
1 Jonathon Evans		ICT Service Lead Operational Manager	28/08/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£200k	£	£	£200k

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	No affect on Internal or External Customers









4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
n/a			

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		Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Choose an item.
Learning and skills We will strengthen learning and skills		Neutral		Choose an item.
Residents and Communities We will support our residents and communities		Neutral		Choose an item.

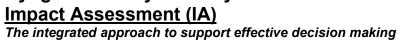


Source of Outline Evidence to support judgements	

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.		Neutral		Choose an item.
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).		Neutral		Choose an item.

Cyngor Sir Powys County Council



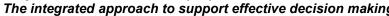


Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.		Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or c	ircumstances (includ	ling their socio economic background and circumstances).	
Age		Neutral		Choose an item.
Disability		Neutral		Choose an item.
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.





Source of Outline Evidence to support judgements	

How does your proposal impact on the	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)			1
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.		Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
Preventing Poverty:				<u> </u>
Preventing Poverty. Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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:				Choose an
Ensuring that unpaid carers views are sought and taken into account		Neutral		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.		Neutral		Choose an item.
Impact on Powys County Council Workforce		Neutral		Choose an item.
Source of Outline Evidence to support judgements				

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Choose an item.	Choose an item.
Mitigation		
n/a		

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Continual monitor of budget and spending commitments		

Risk Identified		Inherent Risk Rating	g Mitigation Residua		
From 23/24 – An increase of revenue funding or Capital injection may be required. There are sufficient funds until 23/24.		Low	Monitor spending over next 3 years and hig	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	
				х	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The overall judgement of this impact assessment is **Neutral**. There is no impact to staff, customers or citizens as the proposal relates to contract negotiation and funding reallocation.

The overall risk identified in this impact assessment is **Low.** There is little risk in the reallocation of funding as the funding source has been confirmed up until years 23/34

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

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

n/a

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Continual review of budget.



The integrated approach to support effective decision making

Please state when this Impact Assessment will be reviewed.

Annually

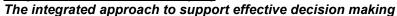
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jonathon Evans	J Evans	28/08/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	Graham Breeze		

14. Governance

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





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Service Area	Digital Services	Head of Service	Diane Reynolds	Director	Ness young	Portfolio Holder	Cllr Graham Breeze
Proposal		Removal of 2 FTE f	rom EUS due to autom	ation			
Outline Summary /	Description of Proposa						
	By introducing self service and automation, it is estimated that 1 FTE can be removed from End User Services Team in each of the following years 20/21 21/22. Following a review in Nov 2019, it has been requested that the 21/22 savings are brought forward into 20/21.						
			, , ,				

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

Version	Author	Job Title	Date
1	Jonathon Evans	ICT Service Lead Operational Manager	28/08/2019
2	Jonathon Evans	ICT Service Lead Operational Manager	04/11/2019
3	Diane Reynolds	Head of Digital Services	08/11/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£58 930k			£58 930k

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
	It was original anticipated that for years 20/21 and 21/22 this can be met by natual wastage. However, if all savings within this area are brought forward into 21/22 this may not be possible and may require staff consultation.

The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

It was anticipated that in the first 2 years this can be achieved by natural wastage and more automated processes. However, if the organisation is unable to embrace automation or natural staff removal is not possible it is likely to have an impact on the service that the Service Desk is able to offer. E.G longer wait times for all Services provided by ICT and in turn a poorer service provided to service areas and the residents those services support.

If all savings in this area are brought forward to 20/21, this may result in a poorer service offered by ICT where automation fails to provide sufficient transformation and the digital skills across the organisation are still being developed.

As EUS is a shared team between PCC and PTHB, removing the equivalent of 2 posts in 20/21 is also likely to have a negative impact on the service being provided to PTHB and consultation with PTHB on impact to service will need to take place.

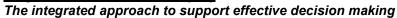
5. How does your proposal impact on the council's strategic vision?

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		Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The EUS team provide first line support for Health and Care teams. Removing of posts will likely result in longer wait times.	Poor	Automation will be implemented but the organisation will need to embrace this change in order to reduce the demand on EUS and inparticular Service Desk. We will continue to encourage self-service by improving digital skills across the organisation.	Neutral





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
Learning and skills We will strengthen learning and skills	The EUS team provide support for Education and Schools. Removing of posts will likely result in longer wait times. The EUS team is also considered to be the Gateway to a career in ICT and has led the way in terms of apprenticeships. Too much reduction may also impact further skills.	Neutral	Automation will be implemented but the organisation will need to embrace this change in order to reduce the demand on EUS and inparticular Service Desk. We will continue to encourage self-service by improving digital skills across the organisation.	Neutral
Residents and Communities We will support our residents and communities	Although ICT provide services to internal staff; many of the services that ICT supports provide services to our residents and communities. Almost all public facing services rely on ICT infrastructure or resources and therefore the reduction in further FTE is likely to have a knock-on effect to the residents and communities.	Neutral	As above. We would also communicate and raise awareness to our service users the change in the level of service that we are able to offer	Neutral





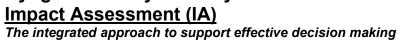
Source of Outline Evidence to support judgements

The current financial year has seen an increase in performance against SLA for all ICT Support Teams however, the teams have still not managed to meet the target of 96% of jobs being closed within SLA. Automation and Self Service has enabled the performance to increase and allow the EUS teams to upskill. Reduction in FTE over and above what has been calculated is likely to have a negative impact on this performance.

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.		Neutral		Choose an item.
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).		Neutral		Choose an item.

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.		Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.		Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or c	ircumstances (includ	ling their socio economic background and circumstances).	
Age		Neutral		Choose an item.
Disability		Neutral		Choose an item.
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements				
	No anticipated impact on the wellbeing goals			

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.		Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
Duoyanting Dayantu				
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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:				Choose an
Ensuring that unpaid carers views are		Neutral		item.
sought and taken into account				
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.		Neutral		Choose an item.
Impact on Powys County Council Workforce	EUS and in particular Service Desk is considered the gateway to a career in ICT and has led the way in terms of apprenticeships. Reduction in FTE over what has been calculated as being maintainble is likely to have a negative impact on the depth of skill within the department and the workforce as a whole.	Poor	Automation will be implemented but we will need to support the organisation to embrace this change in order to reduce the demand on EUS and inparticular Service Desk to allow them to continue to be upskiled.	Neutral
Source of Outline Evidence to support	judgements			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
Continue to promote self service and automation		

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Lack of engagement from the organisation to use new automated processes and self service resulting in higher demand on staff on a reduced level. Resulting longer wait times and reduction Performance Measures.		Low	Full communication and engagement with the organisation to ensure take up of new automated processes.		Low
Unable to recruit to apprenticeships, preventing them from moving through the organisation		Medium	Encourage apprenticeships across the entire department where applicable		Low
Pace of change of transformation from service desk to automation too quick, causing the service quality to decrease and users not having sufficient time to transform.		Medium	Full communication and engagement with the organisation to ensure take up of new automated processes.		Low
Overall judgement (to be includ	ed in project risk register)				
Very High Risk	High Risk		Medium Risk Low Risk		
				х	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The overall judgement of this impact assessment is **Negative** depending on engagement and take up of the new automation processes.

The overall risk of this impact assessment is **Low**. As mentioned above, engagement and take up is key.

 $1\underline{1}$. Is there additional evidence to support the Impact Assessment (IA)?

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



The integrated approach to support effective decision making

n/a			

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Continual review of service KPIs this includes customer satisfaction

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jonathon Evans	J Evans	04/11/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	James Evans		

14. Governance

and the second s	Clarate vi 'la co		
Decision to be made by	Choose an item.	Date required	
•			

FORM ENDS





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	Digital Services	Head of Service	Diane Reynolds	Director	Ness young	Portfolio Holder	Cllr Graham Breeze
Proposal		Reduce Annual Reve	nue Contribution to De	vice Refresh by £200k			

Outline Summary / Description of Proposal

Reduction in Contract costs (System Rationalisation Programme)

Since 2015 Powys County Council has been rationalising their ICT systems via the System rationalisation Programme. This programme has, to date led to the decommissioning of over 60 systems, along with a reduction of a number of contract costs delivering savings to the organisation.

Alongside System Rationalisation ICT have concentrated heavily on Contract Negotiation to remove costs where possible.

This proposal continues the above work and it is estimated that the ICT budget funding many of these corporate contracts can be reduced by £65k year on year for 3 years 20/21 21/22 22/23.

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

Version	Author	Job Title	Date
1	Ellen Sullivan	Professional Lead- ICT	02/09/19

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
		65k	65k	65k	£195k

3. Consultation requirements



Consultation Requirement	Consultation deadline/or justification for no consultation		
I No consultation required (please provide justification)	Changes are to systems not services. Internal communication with service areas regarding		
	the systems that they utilise take place within any system rationalisation/decommission.		







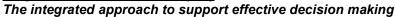
4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Yes. The proposal to continue to reduce contract costs through the work within the System Rationalisation Programme does and will impact on other services areas (demonstrating a positive impact). The service areas that are utilising the systems that we are either rationalising or de-commissioning will be impacted, however before work commences, all effected services areas are consulted with and are engaged in the process.

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		Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Choose an item.
Learning and skills We will strengthen learning and skills		Neutral		Choose an item.
Residents and Communities We will support our residents and communities		Neutral		Choose an item.





Source of Outline Evidence to support judgements

- System Rationalisation Business Case
- Project plans

It should be noted that this proposal does impact **Positively** against the 'Making it happen' Well-being Objective- Changing how we work, specifically- *To design and implement our digital transformation, setting the map for how the Council will take advantage of digital technologies to transform service delivery through the way we work, how we use information, support our customers, improve resident opportunities and help our businesses to compete.*

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.	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
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).	proposal neither undermines or contributes to this goal	Neutral		Choose an item.



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
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. Human Rights - is about being				
proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Opportunities to promote the Welsh language	proposal neither undermines or contributes to this goal	Neutral		Choose an item.





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
Welsh Language impact on staff	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or ci	rcumstances (includ	ling their socio economic background and circumstances).	
Age	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Disability	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Gender reassignment	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Marriage or civil partnership	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Race	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Religion or belief	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Sex	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Sexual Orientation	proposal neither undermines or contributes to this goal	Neutral		Choose an item.
Pregnancy and Maternity	proposal neither undermines or contributes to this goal	Neutral		Choose an item.





Source of Outline Evidence to support judgements

- System Rationalisation Business Case
- Project plans

The above judgements have been concluded through cross referencing the detail within the System Rationalisation Programme against the above Well-being goals.

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.	The System Rationalisation Programme aims to support the digital needs of future generations.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaboration with service areas/organisations/suppliers are key to the System Rationalisation Programme to ensure that the most effective solutions are determined	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in		Neutral		Choose an item.
the decisions that affect them.				
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



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:				Choose an
Ensuring that unpaid carers views are		Neutral		item.
sought and taken into account				100111
Safeguarding:				
Preventing and responding to abuse				Chassaan
and neglect of children, young people		Neutral		Choose an item.
and adults with health and social care				100111
needs who can't protect themselves.				
Impact on Powys County Council Workforce	The proposal aims to support a digital workforce where applicable.	Good		Choose an item.

Source of Outline Evidence to support judgements

- System Rationalisation Business Case
- Project plans

The above judgements have been concluded through cross referencing the detail within the System Rationalisation Programme against the above principles.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
High	Medium	Low			
Mitigation					
Continue to monitor progress/issues of the System Rationalisation Programme.					

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Resource to implement change (systems to rationalise/decommission)		Medium	Monitor resource requirements through effective Project plans, highlight changes in pace of change to the organisation		Low
Appetite of service areas to review current systems and support change		Medium	Ensure all those service areas affected are communicated/engaged with in order to support the change		Low
		Choose an item.			Choose an item.
Overall judgement (to be included in project	risk register)				
Very High Risk	High Risk		Medium Risk	Low Risk	
				х	

The integrated approach to support effective decision making



10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The overall judgement of this Impact assessment is 'positive' in contributing to the following:

- Reduction in Cost, support & maintenance requirement
- Improved Integration between remaining systems
- Maximise investment
- Streamline IT portfolio and regain flexibility and adaptability
- Better use of information (data library)
- Service Improvement- Ensuring we have fit for purpose systems.

The overall risk identified in this impact assessment is 'Low'. The need for adequate resource and the appetite to change is key. Mitigating actions have been identified which will lower the inherent risk from medium to low.

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

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

- System Rationalisation Business Case
- Project plans
- Project closure reports
- Evidence of reduction in contract costs

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Monitor Programmes progress. Continue to review contracts through the ICT Governance process.

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ellen Sullivan	E Sullivan	02/09/19

PCC: Impact Assessment Toolkit (March 2018)



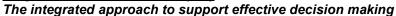
The integrated approach to support effective decision making

Head of Service:	Diane Reynolds	
Director:	Ness Young	
Portfolio Holder:	Cllr Graham Breeze	

14. Governance

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





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	Digital Services	Head of Service	Diane Reynolds	Director	Ness young	Portfolio Holder	Cllr Graham Breeze
Proposal Remove 1 FTE from Base Budget. Recharge to ongoing Capital Projects and Grant Funding							
Outline Summary / D	escription of Proposal						
	_			ming Grant Funded Pr tre Improvements/Da		e can be allocated ag	gainst.
Triis projects ilicidus	e the WAG HWD Scho	ois illitasti ucture and	d oligoling illinastrucu	tie improvements/Da	ta centre Projects.		

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

Version	Author	Job Title	Date
1	Jonathon Evans	ICT Service Lead Operational Manager	28/08/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£45K	£	£	£45K

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation	
No consultation required (please provide justification)	No affect on Internal or External Customers	





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you conside PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIE	
n/a	

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		Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care		Neutral		Choose an item.
Learning and skills We will strengthen learning and skills		Neutral		Choose an item.
Residents and Communities We will support our residents and communities		Neutral		Choose an item.

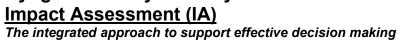


Source of Outline Evidence to support judgements	

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

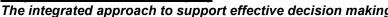
Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and 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.		Neutral		Choose an item.
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).		Neutral		Choose an item.

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.		Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.		Neutral		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under		Neutral		Choose an item.
the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.				
A Wales of vibrant culture and thriving	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, 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		Neutral		Choose an item.
Opportunities to promote the Welsh language		Neutral		Choose an item.





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
Welsh Language impact on staff		Neutral		Choose an item.
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circ	umstances (includ	ing their socio economic background and circumstances).	
Age		Neutral		Choose an item.
Disability		Neutral		Choose an item.
Gender reassignment		Neutral		Choose an item.
Marriage or civil partnership		Neutral		Choose an item.
Race		Neutral		Choose an item.
Religion or belief		Neutral		Choose an item.
Sex		Neutral		Choose an item.
Sexual Orientation		Neutral		Choose an item.
Pregnancy and Maternity		Neutral		Choose an item.



Source of Outline Evidence to support judgements	

7. How does your proposal impact on the	e 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.		Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.		Neutral		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.		Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.		Neutral		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.		Neutral		Choose an item.
December 2				
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.		Neutral		Choose an item.



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		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.		Neutral		Choose an item.		
Impact on Powys County Council Workforce		Neutral		Choose an item.		
Source of Outline Evidence to support	judgements					
No impact on any service						

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Choose an item.	Choose an item.	Choose an item.
Mitigation		
N/A		

The integrated approach to support effective decision making



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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
Low	Low	Low		
Mitigation				
Continual monitor of budget and spending commitments				

Risk Identified		Inherent Risk Rating	sk Rating Mitigation		Residual Risk Rating
If Capital funds are not made available in future years and Grant Funding is not refreshed this will add a service pressure to the ICT Budget.		Low	Place appropriate capital bids and work with WAG to forecast upcoming grant funding.		Low
		Choose an item.			Choose an item.
		Choose an item.			Choose an item.
Overall judgement (to be included in	n project risk register)				
Very High Risk	High Risk		Medium Risk Low Risk		
				х	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

The overall judgement of this impact assessment is Neutral. There is no impact on staff, customers or citizens as the proposal relates to reallocation of funding

The overall risk identified in this impact assessment is **Low.** There is little risk in the reallocation in funding as the funding source has already been confirmed.

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

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

n/a

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Continual review of budget and associated projects.



The integrated approach to support effective decision making

Please state when this Impact Assessment will be reviewed.	
Annually	

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jonathon Evans		
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	Cllr Graham Breeze		

14. Governance

Decision to be made by Choose an item. Date required

FORM ENDS





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	Digital Services	Head of Service	Diane Reynolds	Director	Ness young	Portfolio Holder	Cllr Graham Breeze
Proposal Recharge 1FTE Developer/Integrator to Transformation Funding							
Outline Summary / D	escription of Proposal						

Outline Summary / Description of Proposal

Detail of the proposal

Change in funding Source

For the years 20/21 and 21/22, 1 FTE Developer/Integrator which is currently funded by ICT base budget can be reallocated to the Transformation fund as their work is dedicated to the Customer Centred Work stream in the Digital Powys Programme.

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

Version	Author	Job Title	Date
1	Ellen Sullivan	Professional Lead	2/09/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£45k	£	£	£45k

3. Consultation requirements

Consultation Requirement		Consultation deadline/or justification for no consultation	
No consultation required (please provide justification)		No Impact to staff or customers	









4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY						
No						

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	proposal neither undermines or contributes to this Priority	Neutral		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	proposal neither undermines or contributes to this Priority	Neutral		Choose an item.
Learning and skills We will strengthen learning and skills	proposal neither undermines or contributes to this Priority	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	proposal neither undermines or contributes to this Priority	Neutral		Choose an item.



Source of Outline Evidence to support judgements	
	n/a

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

i now does your proposar impact on the	Weish dovernment's wen-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.	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
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).	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
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.				
Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	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	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Opportunities to promote the Welsh language	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)





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
Welsh Language impact on staff	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
People are encouraged to do sport, art and recreation.	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
A more equal Wales: A society that enable	s people to fulfil their potential no matter what their background or cir	cumstances (includ	ling their socio economic background and circumstances).	
Age	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Disability	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Gender reassignment	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Marriage or civil partnership	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Race	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Religion or belief	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Sex	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Sexual Orientation	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.
Pregnancy and Maternity	proposal neither undermines or contributes to this Goal	Neutral		Choose an item.



Source of Outline Evidence to support judgements		
	n/a	

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

. 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.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Involvement (including				
Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	proposal neither undermines or contributes to this Principle	Neutral		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.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.



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	proposal neither undermines or contributes to this Principle	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.	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.	
Impact on Powys County Council Workforce	proposal neither undermines or contributes to this Principle	Neutral		Choose an item.	
Source of Outline Evidence to support judgements n/a					

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
n/a		





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
n/a		

Risk Identified		Inherent Risk Rating	Mitigation		Residual Risk Rating
Commitment to alternative funding source for two years		Low	Transformation funding has been secured	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	
				х	

10. Overall Summary and Judgement of this Impact Assessment?

	Assessment			

Cabinet Report Reference:

The overall judgement of this Impact assessment is 'neutral'. There is no impact to staff, customers or citizens as the proposal relates to the reallocation of funding.

The overall risk identified in this impact assessment is 'Low'. There is little risk in the reallocation of funding, as the funding source has already been confirmed.

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

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

n/a

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Monitoring of funding allocations will be ongoing.

Please state when this Impact Assessment will be reviewed.

Annually

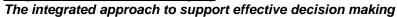
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ellen Sullivan	E Sullivan	2/09/2019
Head of Service:	Diane Reynolds		
Director:	Ness Young		
Portfolio Holder:	Cllr Graham Breeze		

14. Governance

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





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.

Area	Legal and Democratic Services	Head of Service	Clive Pinney	Strategic Director	N/A	Portfolio Holder	Cllr Graham Breeze
Outline Summary / Description of Proposal							
Complete res	structure of the Scruting	y, Democratic and Mer	nber services team invo	olving reducing the team	from 8 to 6 and regra	ding the scrutiny officer	JD's (proposed
saving £179,0	084)						
Do not recrui	t to vacant Trainee Solid	citor post (proposed sa	ving £ 28,223)				
Do not recrui	t to vacant 0.5 FTE Educ	cation / Employment So	olicitor post (proposed	saving £ 26,769)			
Redundancie	s in Registration Service	(proposed saving £ 22	,949)				
Regrade from	n Grade 14 to Grade 12	 Solicitor (proposed sa 	iving £ 11, 196)				
Reduce Mem	bers Travel from £8800	0 to £78000 (proposed	saving £ 10,000)				
Reduce Mem	bers Printing from £169	940 to £13000 (propos	ed saving £3,940)				
	Summary / D Complete res saving £179,0 Do not recrui Do not recrui Redundancie Regrade from Reduce Mem	Democratic Services Summary / Description of Proposal Complete restructure of the Scruting saving £179,084) Do not recruit to vacant Trainee Solid Do not recruit to vacant 0.5 FTE Educe Redundancies in Registration Service Regrade from Grade 14 to Grade 12 Reduce Members Travel from £8800	Democratic Services Summary / Description of Proposal Complete restructure of the Scrutiny, Democratic and Mersaving £179,084) Do not recruit to vacant Trainee Solicitor post (proposed sar Do not recruit to vacant 0.5 FTE Education / Employment Scredundancies in Registration Service (proposed saving £ 22 Regrade from Grade 14 to Grade 12 – Solicitor (proposed sar Reduce Members Travel from £88000 to £78000 (proposed	Democratic Services Clive Pinney Clive Pinney	Democratic Services Flead of Service Clive Pinney Strategic Director Clive Pinney Clive Pinney Strategic Director Clive Pinney Clive Pinney Strategic Director Clive Pinney Strategic Director Clive Pinney Strategic Director Clive Pinney Strategic Director Clive P	Democratic Services Clive Pinney Strategic Director N/A Summary / Description of Proposal Complete restructure of the Scrutiny, Democratic and Member services team involving reducing the team from 8 to 6 and regrad saving £179,084) Do not recruit to vacant Trainee Solicitor post (proposed saving £ 28,223) Do not recruit to vacant 0.5 FTE Education / Employment Solicitor post (proposed saving £ 26,769) Redundancies in Registration Service (proposed saving £ 22,949) Regrade from Grade 14 to Grade 12 – Solicitor (proposed saving £ 11, 196) Reduce Members Travel from £88000 to £78000 (proposed saving £ 10,000)	Democratic Services Head of Service Clive Pinney Strategic Director N/A Portfolio Holder Summary / Description of Proposal Complete restructure of the Scrutiny, Democratic and Member services team involving reducing the team from 8 to 6 and regrading the scrutiny officer saving £179,084) Do not recruit to vacant Trainee Solicitor post (proposed saving £ 28,223) Do not recruit to vacant 0.5 FTE Education / Employment Solicitor post (proposed saving £ 26,769) Redundancies in Registration Service (proposed saving £ 22,949) Regrade from Grade 14 to Grade 12 – Solicitor (proposed saving £ 11, 196) Reduce Members Travel from £88000 to £78000 (proposed saving £ 10,000)

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£N/A	£N/A	£282,161	£	£	£282,161

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Jan 20	Yes



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

Version	Author	Job Title	Date
1	Clive Pinney	Head of Legal and Democratic Services	Jan 20

Cyngor Sir Powys County Council





1.	
Restructure of Scrutiny Democratic and Member Services –	 A reduction in staff with experience could result in reduced capacity to undertake all the activities and support currently undertaken. Possible reduced capacity to undertake an increased level of scrutiny. A possible change in staff may result in Members feeling unsupported Potential concern from external regulators if the effectiveness of scrutiny adversely affected
2. Do not recruit to vacant Trainee Solicitor post	Potential impact on future recruitment
3. Do not recruit to vacant 0.5 FTE Education	Potential impact on legal support for Schools and Schools Service
4. Redundancies in Registration Service	Potential impact on service to customers
5. Regrade from Grade 14 to Grade 12 – Solicitor	None as the vacant role will still be undertaken, albeit by a solicitor with less experience.
6. Reduce Members Travel from £88000 to £78000	Members may refuse to co-operate and reduce travel expenses through car sharing and use of Skye and video conferencing
7. Reduce Members Printing from £16940 to £13000	Members may refuse to co-operate in using the technology (where appropriate) to avoid printing costs.

Service Area informed:	Yes	Contact Officer liaised with:	Various
Mitigation			



N/A			

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	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Learning and skills We will strengthen learning and skills	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Residents and Communities We will support our residents and communities	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.



Source of Outline Evidence to support judgements					
pplication of common sense and professional judgement					

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.	No direct impact as Service assists the Council as a whole in delivery of its priorities apart from proposal 6 which should reduced carbon footprint if number of miles travelled reduced.	Good		Choose an item.
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).	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
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.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.

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Well-being Goal	How does proposal contribute to this goal?		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.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Opportunities to promote the Welsh language	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Welsh Language impact on staff	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
People are encouraged to do sport, art and recreation.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Disability	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Gender reassignment	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Marriage or civil partnership	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Race	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Religion or belief	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Sex	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.

PCC: Impact Assessment Toolkit (Oct 2017)

Cyngor Sir Powys County Council





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
Sexual Orientation	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Pregnancy and Maternity	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.



Source of	Outline	Evidence	to suppor	t juc	lgements

Application of common sense and professional judgement

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

. How does your proposal impact on the	council's other key guiding principles?			
Principle	How does the proposal impact on this principle?		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.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	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.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
				1
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.

PCC: Impact Assessment Toolkit (Oct 2017)



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
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	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.	No direct impact as Service assists the Council as a whole in delivery of its priorities	Neutral	N/A	Choose an item.
Impact on Powys County Council Workforce	Reduction in the number of current staff by voluntary /compulsory redundancies and review of Job descriptions grades could result in loss of experienced staff with increased workload on remaining staff.	Neutral	New ways of working and reassessment of the activities undertaken by the Service will ensure continued support for Scrutiny, Members and Cabinet. The recruitment of 1 new admin post (I possibly and apprentice) will mitigate the impact of staff reductions and ensure that more senior officers devote their full time to substantive duties rather than undertaking admin tasks.	Neutral

Source of Outline Evidence to support judgements

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium

Mitigation

The main risk is to proposal 1 for restructure of the restructure of the Scrutiny, Democratic and Member services team. New ways of working and reassessment of the activities undertaken by the Service will ensure continued support for Scrutiny, Members and Cabinet. The recruitment of 1 new admin post (I possibly and apprentice) will mitigate the impact of staff reductions and ensure that more senior officers devote their full time to substantive duties rather than undertaking admin tasks.



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
Proposal 1 (Restructure) A reduction in staff with experience could result in reduced capacity to undertake all the activities and support currently undertaken.	Medium	By amalgamating the 3 sections, the experienced staff will remain and they will, be able to bring the staff up to speed by training and support	Medium
Possible reduced capacity to undertake an increased level of Scrutiny	Medium	A complete review of activities and working methods will ensure that an appropriate level of support will be available to scrutiny committees and audit.	Medium
A possible change in staff may result in Members feeling unsupported	Medium	Combining the 3 sections and A complete review of activities and working methods will ensure that an appropriate level of support will be available to Members	Low
Potential criticism by external regulators if support provided for scrutiny committees reduced	Medium	A complete review of activities and working methods will ensure that an appropriate level of support will be available to scrutiny committees and audit.	Medium
Proposal 4 (Reduction on Registration Service) Potential impact on service to customers of the Registration Service	Low	The remaining staff will be able to accommodate all customer needs	Low

PCC: Impact Assessment Toolkit (Oct 2017)



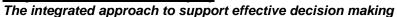
Proposal 6 (reduction in Members Tra Members failing to co-operate by refu carshare and/or better use of skype et	ising to	Medium	Additional training and use of electronic systems such as Skype to promote use and develop confidence in using such systems. More being arranged using Skype to embed this as the usual way of working e.g. any working groups being automatically Skype meetings. Need to ensure robustness of systems.		Medium
Proposal 7 (reduction in Members printing) Members may refuse to co-operate in using the technology (where appropriate) to avoid printing costs and revert to requiring printed materials		Low	Agendas now sent out electron Modern. There are only limited paper copies where there are sprequirements by Members or for reports on Cabinet.	requests for pecific	Low
Overall judgement (to be included in project risk reg	gister)				
Very High Risk High R	Risk		Medium Risk	Low Risk	
			X		

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

Action	Target Date	Outcome	Decisions made
All Proposals	oposals 01.04 2020 S		County Council
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Yes	Date required	February 2020

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

	2018-19		2019-20			2020-21						
Support Requirements	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:	
Whilst the impact of the proposal might initially be regarded as significant, if the process is i	managed properly and the transition undertak	en carefully then the long term impact should
be low even if there is a reduction of activities undertaken by a reduced number of staff long	g term, which will include new, less experienc	ed staff who require time to gain experience.

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?

Head of Service will need to monitor the transition and review progress and deliverability of the reduced activity level within the staffing levels available and make adjustments where necessary.

Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Clive Pinney		
Head of Service:	Clive Pinney		12.1.20
Portfolio Holder:	Cllr Graham Breeze		

16. Governance

ecision to be made by Portfolio Holder	Date required	1 st April 2020	
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The integrated approach to support effective decision making



FORM ENDS





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	Strategic Property	Head of Service	Gwilym Davies	Director	Nigel Brinn	Portfolio Holder	Cllr P Davies & Cllr R Harris
Proposal		Increase Strategic Pr	operty income targets.				
Outline Summary / Do	Outline Summary / Description of Proposal						
Increase the Strategic Property income target by £100,000.							

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

Version	Author	Job Title	Date
No.1	Gwilym Davies	Head of Property Planning and Public Protection	28/08/2019
		Trotection	

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation		
No consultation required (please provide justification)	No staff or external parties considered to be affected by the proposed income target increase to the degree to require consultation.		





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)							
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY							
No impact envisaged.							

4a Geographical Locations

Powys North

13 Localities

Mid South

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	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Learning and skills We will strengthen learning and skills	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Residents and Communities We will support our residents and communities	Negligible impact.	Neutral	No mitigation proposed.	Neutral



ource of Outline Evidence to support judgements							
	Officer assessment.						

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

o. How does your proposal impact on the weish dovernment'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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral	
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).	Negligible impact.	Neutral	No mitigation proposed.	Neutral	



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
	Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Opportunities to promote the Welsh language	Negligible impact.	Neutral	No mitigation proposed.	Neutral

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
Welsh Language impact on staff	Negligible impact.	Neutral	No mitigation proposed.	Neutral
People are encouraged to do sport, art and recreation.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Disability	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Gender reassignment	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Marriage or civil partnership	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Race	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Religion or belief	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sex	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sexual Orientation	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Pregnancy and Maternity	Negligible impact.	Neutral	No mitigation proposed.	Neutral



Source of Outline Evidence to support judgements							
	Officer judgement.						

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

. 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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Potential to promote closer working with partner organisations.	Good	No mitigation proposed.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
				T
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Negligible impact.	Neutral	No mitigation proposed.	Neutral

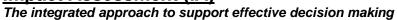


Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Source of Outline Evidence to support	judgements			

Officer assessment.

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

Severity of Impact on Communities	Scale of impact	Overall Impact				
Low	Low	Low				
Mitigation						
No mitigation proposed.						





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk			
Low	Low	Low			
Mitigation					
Consider alternative office space advertisement options.					

What are the risks to service delivery or the council following implementation of this proposal? (To be included within project risk register)

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Service fails to secure occupancy of vacant office space.	Low	Consider alternative office advertisement options	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:			
Given plans currently being explored with the partner organisations to occupy vacant PCC office space, it is considered that the overall risk is low.				
Overall Risk Judgement:	Low			

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

· · · · · · · · · · · · · · · · · · ·					
What additional evidence and data has informed the development of your proposal?					
None.					

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?	
Monthly financial reviews for the service area.	



The integrated approach to support effective decision making

Please state w	hen this Impa	ct Assessmen	t will be	e reviewed.
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Between 12 and 24 months of implementation.

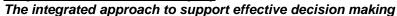
13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:	Gwilym Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr J Evans & Cllr R Harris		

14. Governance

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





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	Development Management & Planning Policy (Planning Services)	Head of Service	Gwilym Davies	Director	Nigel Brinn	Portfolio Holder	Cllr James Evans
Proposal		Planning Service red	esign				

Outline Summary / Description of Proposal

It is proposed to redesign the Planning Service. The following is currently being considered:

- Reduction in the number of Principal Planning Officers.
- Some posts to be merged.
- Number of Planning Officer posts to be reduced.
- An additional tier is to be added to the Development Management structure at a lower grade.
- Planning Technicians and Planning Administrator positions to be merge into one position.
- Number of Planning Policy Officers to be reduced.
- An additional tier on a lower grade is to be added to the Planning Policy structure.

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

Version	Author	Job Title	Date
No.1	Gwilym Davies	Head of Property, Planning and Public Protection	29/08/2019

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£214,000	£214,000	£214,000	£214,000 annually



3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation	
Staff consultation required	To be confirmed.	





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Proposal will result in less capacity to undertake non-statutory duties, such as providing free advice to services such as education, property and housing.

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	The proposal has the potential to impact on planning application determination periods. This could impact on the deliverability of developments. The proposal has the potential to impact on planning enforcement capacity potentially at the cost of the integrity of the planning system.	Poor	Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity. Keep agents and developers informed of the situation to enable them to forward plan.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	The proposal has the potential to impact on planning application determination periods for health and care facilities. This could impact on the deliverability of developments.	Poor	Keep agents and developers informed of the situation to enable them to forward plan.	Poor
Learning and skills We will strengthen learning and skills	The proposal has the potential to impact on planning application determination periods for education facilities. This could impact on the deliverability of developments.	Poor	Keep agents and developers informed of the situation to enable them to forward plan.	Poor



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
Residents and Communities We will support our residents and communities	The proposal has the potential to reduce the Planning Services ability to interact with customers and the public.	Poor	Try to develop the Council's website to reduce the need for direct interaction.	Poor

Cyngor Sir Powys County Council





Source of Outline Evidence to support judgements	
Off	fficer assessment.

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.	The proposal has the potential to impact on planning application determination periods. This could impact on the deliverability of developments.	Very Poor	Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity. Keep agents and developers informed of the situation to enable them to forward plan.	Poor
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).	Reduced capacity will potentially result in Planning Officers having less time to safeguard and/or promote social, economic and ecological resilience.	Poor	Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity	Poor

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Reduced capacity will potentially result in less resources being allocated to managing and improving a developments impact on the health of the area.	Poor	No mitigation proposed.	Poor	
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Reduced capacity will impact on Planning Services ability to communicate with Communities as part of the planning process.	Poor	Try to develop the Council's website to reduce the need for direct interaction.	Poor	
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Less resource will be available to promote and/or support the economy, the environment, communities and culture, via the planning process.	Poor	Try to develop the Council's website to reduce the need for direct interaction.	Poor	
	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	Negligible impact.	Neutral	No mitigation proposed.	Neutral	
Opportunities to promote the Welsh language	Negligible impact.	Neutral	No mitigation proposed.	Neutral	

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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
Welsh Language impact on staff	Negligible impact.	Neutral	No mitigation proposed.	Neutral
People are encouraged to do sport, art and recreation.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circu	umstances (includ	ing their socio economic background and circumstances).	
Age	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Disability	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Gender reassignment	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Marriage or civil partnership	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Race	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Religion or belief	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sex	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sexual Orientation	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Pregnancy and Maternity	Negligible impact.	Neutral	No mitigation proposed.	Neutral



Source of Outline Evidence to support judgements						
	Officer assessment.					

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)	1		
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduction in staff resource has the potential to impact on long term investment in the economy and housing provision.	Poor	No mitigation proposed.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Reduction in staff has the potential to reduce the ability for Planning Service to collaborate with existing and future partners.	Poor	No mitigation proposed.	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Reduction in staff has the potential to reduce the ability to engage with communities.	Poor	Try to develop the Council's website to reduce the need for direct interaction.	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
		T		T
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staff resource may impact on the ability to approve affordable housing in a timely manner.	Poor	Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity.	Poor



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
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Negligible impact.	Neutral	No mitigation proposed.	Neutral
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	A reduction in staff resource will result in increased workloads for Planning staff.	Poor	No mitigation proposed.	Poor

Source of Outline Evidence to support judgements

Officer assessment.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium

Mitigation

- Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity.
- Try to develop the Council's website to reduce the need for direct interaction.
- Try and keep communities informed of all service developments (where appropriate).





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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk		
High	Low	Medium		
Mitigation				
Appropriate staff consultation.				

What are the risks to service delivery or the council following implementation of this proposal? (To be included within project risk register)

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Potential adverse impact on the economy caused by delays in processing planning applications.	High	Built Heritage Officer could assist in processing listed building applications to increase Planning Officer capacity.	High
Potential reduction in planning enforcement capability.	Medium	Adopt new planning enforcement policy and procedure streamlining processes	Low
Potential delays in the processing of affordable housing applications and education applications impacting on delivery.	Medium	No mitigation proposed.	Medium
Reputational damage - Potential to be in the bottom half/quarter of the Welsh Government planning league table.	Low	No mitigation proposed.	Low
Increase in the number of corporate complaints.	Medium	No mitigation proposed.	Medium
Potential delays in the production of planning policy.	Medium	No mitigation proposed.	Medium

10. Overall Summary and Judgement of this Impact Assessment?

	Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The proposed savings proposal has the potential to have an adverse impact social and economic impact. The overall risk is judged to be medium.		
	Overall Risk Judgement:	Medium

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

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



The integrated approach to support effective decision making

None to report.		

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

- Feedback from bi-annual agents forum.
- Feedback from Community Council forum (to be arranged).
- Monthly performance reviews.
- Quarterly WG returns.

Please state when this Impact Assessment will be reviewed.

Between 12 and 24 months of implementation.

13. Sign Off

Position	Name	Signature	Date			
Impact Assessment Lead:						
Head of Service:	Gwilym Davies					
Director:	Nigel Brinn					
Portfolio Holder:	Cllr James Evans					

14. Governance

Decision to be made by	Choose an item.	Date required	

FORM ENDS







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	Property, Planning and Public Protection	Head of Service	Gwilym Davies	Director	Nigel Brinn	Portfolio Holder	Cllr A Davies, Cllr P Davies, Cllr J Evans, Cllr R Harris
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Proposal

Outline Summary / Description of Proposal

The proposal would involve the redesign of the senior management of Property, Planning and Public Protection.

Currently the senior management team for Property, Planning and Public Protection consists of 8 Senior Managers or Professional Leads, namely:

- Professional Lead Building Control;
- Professional Lead Development Management;
- Professional Lead Environmental Health (Commercial);
- Professional Lead Environmental Health (Environmental Protection);
- Senior Manager National Trading Standards Estate Agency and letting Agency Team;
- Professional Lead Planning Policy;
- Professional Lead -Strategic Property;
- Professional Lead Trading Standards, Community Safety and Emergency Planning.

The proposal would merge and reallocate responsibilities of theses 8 positions. The number of FTE will therefore be reduced.

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

Version	Author	Job Title	Date
No.1	Gwilym Davies	Head of Property, Planning and Public Protection	29/08/2019

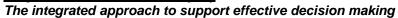


2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£0	£167,640	£181,070	£181,070	£167,640 in 2020/21 and
					£181,070 annually from
					2021/22

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	To be confirmed.





4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposal will result in less capacity to undertake corporate duties as resources will need to be focused on service delivery.

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

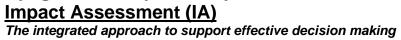
Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	Less management/leadership resource will be available to undertake duties that help develop a vibrant economy.	Poor	No mitigation proposed.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	Less management/leadership resource will be available to undertake duties that help develop lead the way in effective integrated rural health and care.	Poor	No mitigation proposed.	Poor
Learning and skills We will strengthen learning and skills	Less management/leadership resource will be available to undertake duties that help strengthen learning and skills.	Poor	No mitigation proposed.	Poor
Residents and Communities We will support our residents and communities	Less management/leadership resource will be available to support our residents and communities.	Poor	No mitigation proposed.	Poor



Source of Outline Evidence to support judgements						
	Officer assessment.					

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

o. How does your proposal impact on the weish dovernment's wen-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.	Less management/leadership resource will negatively impact on this well-being goal.	Poor	No mitigation proposed.	Poor
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).	Less management/leadership resource will negatively impact on this well-being goal.	Poor	No mitigation proposed.	Poor





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Less management/leadership resource will negatively impact on this well-being goal.	Poor	No mitigation proposed.	Poor
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Less management/leadership resource will negatively impact on this well-being goal.	Poor	No mitigation proposed.	Poor
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Less management/leadership resource will negatively impact on this well-being goal.	Poor	No mitigation proposed.	Poor
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	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Opportunities to promote the Welsh language	Negligible impact.	Neutral	No mitigation proposed.	Neutral

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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
Welsh Language impact on staff	Negligible impact.	Neutral	No mitigation proposed.	Neutral
People are encouraged to do sport, art and recreation.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
A more equal Wales: A society that enables	people to fulfil their potential no matter what their background or circu	umstances (includ	ling their socio economic background and circumstances).	
Age	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Disability	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Gender reassignment	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Marriage or civil partnership	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Race	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Religion or belief	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sex	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Sexual Orientation	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Pregnancy and Maternity	Negligible impact.	Neutral	No mitigation proposed.	Neutral



Source of Outline Evidence to support judgements				
Officer assessment.				

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.	Reduction in staff resource has the potential to impact on long term investment in the economy.	Poor	No mitigation proposed.	Poor
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Reduction in staff has the potential to reduce the ability for the Service area to collaborate with existing and future partners.	Poor	No mitigation proposed.	Poor
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Reduction in staff has the potential to reduce the service areas ability to engage with communities.	Poor	Try to develop the Council's website to reduce the need for direct interaction.	Poor
Prevention: Understanding the root causes of issues to prevent them from occurring.	Reduction in staff has the potential to reduce the service areas ability to engage in the prevention agenda.	Poor	No mitigation proposed.	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives. Negligible impact.		Neutral	No mitigation proposed.	Neutral
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Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Reduction in staff resource has the potential to impact on long term investment in the economy.	Poor	No mitigation proposed.	Poor

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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	Negligible impact.	Neutral	No mitigation proposed.	Neutral
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.	Negligible impact.	Neutral	No mitigation proposed.	Neutral
Impact on Powys County Council Workforce	A reduction in staff resource will result in increased workloads for remaining workforce.	Poor	No mitigation proposed.	Poor
Source of Outline Evidence to support Officer assessment.	_			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
No mitigation proposed.		



The integrated approach to support effective decision making

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
No mitigation proposed.		

What are the risks to service delivery or the council following implementation of this proposal? (To be included within project risk register)

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Impact on leadership and management capacity	Medium	Appropriate leadership training to be promoted within service areas.	Low
	Choose an item.		Choose an item.

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The proposed savings proposal has the potential to have an adverse impact social and economic impact as a result of a reduction in the service areas leadership and management capacity. The overall risk is judged to be medium.		
Overall Risk Judgement: Medium		

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

What additional evidence and data has informed the development of your proposal?
None.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?





- Quarterly performance reviews.
- Monitoring of complaints.
- Annual and 6 monthly employee reviews.

Please state when this Impact Assessment will be reviewed.

Between 12 and 24 months of implementation.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:	Gwilym Davies		
Director:	Nigel Brinn		
Portfolio Holder:	Cllr A Davies, Cllr P Davies, Cllr J Evans, Cllr		
Portiono Holder.	R Harris		

14. Governance

Decision to be made by	Choose an item.	Date required	April 2020
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FORM ENDS





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	Transformation and Communications	Head of Service	Emma Palmer	Director	Ness Young	Portfolio Holder	Leader – Cllr R Harris Deputy Leader – Cllr A Davies Cllr M Alexander Cllr J Evans Cllr P Davies
Proposal Savings proposals for 2020-2023		r 2020-2023					
Outline Summary / Description of Proposal							

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The service is proposed to receive a reduction in budget of £-99k 20/21, £-154k 21/22 and £-120k 22/23 (total reduction £-373k). Proposals to meet this requirement are set out below (for further detail see full Savings Proposal).

Proposal Title

Delete 1 FTE Grade 14 vacant Programme Manager role 2020/21 - £60,726. This saving is achievable with no impact on the public or additional cost to the authority. There would be no Programme Manager capacity across V2025 (portfolio level) and workload would need to be absorbed across the Transformation Team.

Proposed budget saving of £25,000 recurring from 2020/21 The current Communications structure includes a Digital Communications Officer at a grade 8 which is partially funded (£15k) by funding from Children's service to manage implement ongoing Foster campaign on behalf of the service. The proposal is to use Integrated care fund resources, which has two year's funding, to deliver an adult social care campaign to transform how citizens access a variety of solutions to self-care using digital solutions. The campaign 'Ask Sara' is part of the council's work to improve digital/online access to equipment, telecare/self- service as part of the health and care strategy. Initial discussion with Adult services but not commitment at this stage The proposal would deliver £20k savings from the Corporate Communication budget for 2020/21 and 2021/22. Implementing the change from October 2019 will deliver £10k additional savings. The service also proposes to reduce its discretionary expenditure by £5k, comprising of general office expenditure reduced by £2,000; catering by £1,500, advertising by £500, mobiles phones £500 and subscriptions £500.

Balance: \pounds -398K- \pounds 85K = \pounds -313K (to be found)

Minimal Service Offer

To be able to deliver the remaining savings £-313K this service would reduce the team from 22 FTE to only 6 FTE to support the whole organisation. The service offer would be minimal, based on legislative requirements solely:

- Corporate Improvement Plan and monitoring from quarterly to once per year
- Equality Plan and monitoring from quarterly to once per year
- Public Service Board Assessment and Plan once every five years
- Impact Assessment provision of template and framework only
- Risk Assessment and monitoring reporting ceased and provision of electronic JACAD system only
- WAO liaison from monthly to twice a year
- Submission of Statutory Performance Returns
- Regulatory Inspection Data

Impact: Lack of corporate governance, oversight at a strategic level and ability for the organisation to function with evidence-based decision making. Unable to evidence to regulators continual improvement across services. Risk: Repeat of Social Services damaging inspection.

What would stop:

Partnership Framework and support



The integrated approach to support effective decision making

- Performance Framework and monitoring
- The whole Corporate Insight Centre development: EMT Dashboard, information management, Social Services reporting, HR reporting, Schools data development, Idox system development, customer information (GOSS reporting), integrated finance reporting.
- The whole of the Analytics and Research: Rural Cost Analysis, Schools Modelling, Social Services modelling and predictive analytics, evaluation work required by Welsh Government, any form of data analysis, Powys Wellbeing Information Bank, any data development for external use.
- Service Redesign (Change and Improvement).
- Digital agenda (unless all funded by WG/Transformation Fund).

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

Version	Author	Job Title	Date
Version 1	Emma Palmer	Head of Transformation and Communications	05 th September 2019

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	TOTAL
£-85,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	31 st January 2020





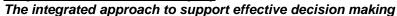
4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

- The proposed changes will not directly impact Health and Safety.
- The proposed changes will impact on Corporate Parenting and the organisation's ability to receive appropriate performance monitoring information and intelligence.
- There is a risk of impacting other service areas as the demand for 'effective business intelligence' will continue to increase due to the cessation of the team. There will be no resource to support the Schools, Social Services or Social Care Transformation agendas and no development of any information for use across the organisation.
- The loss of much of the team is a strategic loss to the council in pursuit of delivering Vision 2025.

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	The work of the service would not support this priority going forward.	Very Poor	Services would need to commission their own research and analysis at an additional cost to their budget.	Poor
Health and Care We will lead the way in effective, integrated rural health and care	The current heavily directed resource to supporting social care, which is a fundamental cornerstone of analyse, plan and monitoring of this priority would cease. Business analytics requirements to support North Powys future modelling and impact assessment would cease.	Very Poor	No capacity for further refinement.	Unknown
Learning and skills We will strengthen learning and skills	There would be no support to Schools Transformation.	Very Poor	Schools would have to commission expertise.	Poor
Residents and Communities We will support our residents and communities	A lighter touch to well-being and population assessments would be undertaken. Supporting HTR transformation would cease.	Poor	No capacity for further refinement.	Unknown





Source of Outline Evidence to support judgements

Please note that the service reduced by 32% in 2019/20 and current baseline does not cover the cost of the current service. 25% of the costs are already funded through alternative means e.g. Transformation Fund, Integrated Care Fund and Public Services Board funds provided by Welsh Government. Further reductions to this service pose a serious risk to the authority and an unsustainable service. Previously where additional cuts were required, the service was unable to support statutory services e.g. social care where they received no performance information contributing to a regulatory report of SERIOUS CONCERNS and resulting in the authority having to identify millions to reinvest within social services.

It should also be noted that J Salisbury, Independent Advisor to the Improvement and Assurance Board has advised the organisation to 'look to immediately strengthen the business intel/transformation team; which should be an easy business case to make on an invest to save basis'.

The Integrated Business Plan for the team provides further breakdown/detail.

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.	The team were developed on the ethos of doing the right thing and tackling root causes of problems. It is founded on the basis of evidence-based planning and making this evidence widely available, both internally and externally. The service aims to provide career pathways for staff.	Very Poor	Services will need to commission their own research and analysis at an additional cost to their budget.	Poor
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).	No significant direct impact. Capacity to research and analyse information for our well-being assessment would be severely reduced.	Neutral	No capacity for further refinement.	Choose an item.

Cyngor Sir Powys County Council





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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Demand for services and therefore, demand and expectations on staff may increase and could possibly impact negatively on staff well-being.	Poor	No capacity for further refinement.	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
		ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	ecreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Opportunities to promote the Welsh language	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.

PCC: Impact Assessment Toolkit (March 2018)





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
Welsh Language impact on staff	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
People are encouraged to do sport, art and recreation.	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
A more equal Wales: A society that enable	es people to fulfil their potential no matter what their background or circ	cumstances (includ	ding their socio economic background and circumstances).	
Age	No significant direct impact. Capacity to support services with design and monitoring of equalities objectives to ensure the organisation continues to meet its statutory obligation under the Public Sector Equalities duty would be reduced.	Neutral	No capacity for further refinement.	Choose an item.
Disability	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Gender reassignment	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Marriage or civil partnership	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Race	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Religion or belief	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Sex	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Sexual Orientation	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.
Pregnancy and Maternity	No significant direct impact.	Neutral	No capacity for further refinement.	Choose an item.



Source of Outline Evidence to support judgements
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See Integrated Business Plan and Savings Proposal.

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.	The savings will result in an unsustainable service, however the 5 working principles continue to be a key influence on the service's approach to provision. The organisations ability to analyse information for the long term with the development of predictive analytics would cease.	Poor	No capacity for further refinement.	Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions. The 5 working principles continue to be a key influence on the service's approach to provision. Additional resource will need to be identified throughout PSB to support its ongoing needs.		Poor	No capacity for further refinement.	Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Staff and other key stakeholders will be involved in the process. Work to meet WG open data requirements would cease.	Good	No capacity for further refinement.	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Further financial challenge will be offset by developing commercial opportunities in the hope that this may prevent further reductions.	Neutral	No capacity for further refinement.	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.	Wellbeing objectives will still remain, ongoing monitoring will be reduced to annual rather than quarterly.	Poor	No capacity for further refinement.	Choose an item.



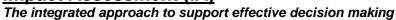
Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Whilst the proposal has no significant impact on the broader facets of preventing poverty, it does recognise the resulting of FTE losses of this scale.	Poor	No capacity for further refinement.	Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account			No capacity for further refinement.	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. Increased risk of insufficient development and reporting due to staff losses.		Poor	Accept risk.	Choose an item.
Negative impact of proposed net loss of FTE's. Period of uncertainty for all staff due to annual requirement to make staff savings resulting in constant re-structures.		Poor	The move to 3 year planning will assist.	Poor

Source of Outline Evidence to support judgements

See Integrated Business Plan and Savings Proposals.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		





Continued	communication	and	understanding	of	organisational	needs.
continuca	communication	unu	unacistanung	5 01	or garnisation ar	necus.

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk	
High	Very High	High	

Mitigation

Accept that £60k is all that the team can provide in the form of savings following a 32% reduction in the team during 2018/19 or resource the team through other funding sources e.g. Transformation Fund.

Risk Identified	Inherent Risk Rating	Mitigation		Residual Risk Rating	
Inability to meet service demand	High	Continued dialogue and prioritisation with E	Continued dialogue and prioritisation with EMT and HOS		
Inability to meet statutory requirements and regulatory concerns over loss of corporate support – risk of damaging inspection High Ensure right		Ensure remaining resource is focussed solely on minimum offer		Medium	
Lack of corporate governance, oversight at a strategic level and ability for the organisation to function with evidence-based decision making (move from quarterly to annual monitoring)	Very High	Report at least annually		High	
Need for efficiency savings further impacts on services	High	Develop commercial opportunities			
Overall judgement (to be included in project risk register)					
Very High Risk High Risk		Medium Risk	Low Risk		

10. Overall Summary and Judgement of this Impact Assessment?

✓

Outline Assessment (to be inserted in cabinet report)

Cabinet Report Reference:

If this proposal is implemented there will be a lack of corporate governance, oversight at a strategic level and ability for the organisation to function with evidence-based decision making. The organisation will be unable to evidence to regulators continual improvement across services and there is a further potential risk of a repeat damaging inspection.



The integrated approach to support effective decision making

11.	Is there additional	evidence to sur	oport the Im	pact Assessment	(IA)?

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

See Integrated Business Plan and Savings Proposal.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The impact would need to be monitored by Senior Leadership Team, Cabinet and Audit Committee.

Please state when this Impact Assessment will be reviewed.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Emma Palmer		05/09/2019
Head of Service:	Emma Palmer		05/09/2019
Director:	Ness Young		
Portfolio Holder:	Leader – Cllr R Harris Deputy Leader – Cllr A Davies Cllr M Alexander Cllr J Evans Cllr P Davies		

14. Governance

Decision to be made by	Portfolio Holder	Date required	
Decision to be made by	Fol tiolio Holdel	Date required	

FORM ENDS







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	Workforce and Organisation Development	Head of Service	Paul Bradshaw	Director	Ness Young	Portfolio Holder	Cllr G Breeze
Proposal			•	sion AVCs (£30,000), and ger car mileage rate (£23			

Outline Summary / Description of Proposal

This documents considers the impacts of the savings generated by Workforce & Organisation Development for the financial year 2020/21.

WD01 – The conversion of Pension Additional Voluntary Contributions (AVC) to a Salary Sacrifice Scheme provides a saving of National Insurance contributions to both the employee and employer.

WD06 – Under the existing Travel & Subsistence Policy, both the driver (in addition to the HMRC mileage rate) and passenger can claim 5 pence per mile on business journeys. The proposal is to remove the entitlement to claim passenger rate for both the driver and passenger(s).

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

Version	Author	Job Title	Date
Draft	Graham Evans	Professional Lead – Employment Services	14.01.2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£-	£-	£53,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation



	Neither WD01 or WD06 form part of employees' terms and conditions, therefore
No consultation required (places provide justification)	consultation to change is not required.
No consultation required (please provide justification)	The Council's Senior Leadership Team have been informed of the decision to implement
	WD06, along with supportive discussions with Trade Unions.





Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY							
Adult Services ⊠	Education 🗵	Legal and Democratic Services ⊠					
Children's Services 区	Finance 🗵	Property, Planning and Public Protection 区					
Commissioning 🗵	Highways, Transportation and Recycling ⊠	Strategy, Performance and Transformation Programmes 🗵					
Customers and Communications ⊠	Housing and Community Development ⊠	Workforce and OD 区					
Data Protection Impact Assessment							
Will the proposal involve processing the personal details of in Is Powys County Council the data controller? Yes \boxtimes No \square - \blacksquare		•					
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.							
a Geographical Locations							

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys 🗵	Brecon □	Llandrindod and Rhayader	Machynlleth 🛘				
	Builth and Llanwrtyd	Llanfair Caereinion	Newtown 🗆				
North □	Crickhowell \square	Llanfyllin 🗆	Welshpool and Montgomery □				
Mid □	Hay and Talgarth □	Llanidloes	Ystradgynlais 🗆				
South □	Knighton and Presteigne □						

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	No significant impact, however, a reduction of associated spend in both WD01 and WD06 will ensure that income targets are at least met, with employees also benefitting from savings through increasing their net pay.	Neutral	The higher the employee participation in the WD01 scheme, the higher the savings realised by both employee and the employer. Continual promotion of this benefit is therefore key to additional future savings.	Neutral
Health and Care We will lead the way in effective, integrated rural health and care	Not Applicable	Choose an item.	Not Applicable	Choose an item.
Learning and skills We will strengthen learning and skills	Not Applicable	Choose an item.	Not Applicable	Choose an item.
Residents and Communities We will support our residents and communities	No significant impact, however, a reduction of associated spend in both WD01 and WD06 will ensure that income targets are at least met with employees (who are also residents) also benefitting from savings through increasing their net pay	Neutral	The higher the employee participation in the WD01 scheme, the higher the savings realised by both employee and the employer. Continual promotion of this benefit is therefore key to additional future savings.	Neutral



Source of Outline Evidence to support judgement	S
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Cost analysis of current levels of expenditure and current non-salary sacrifice AVC memberships.

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	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop
		below		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.	WD01 -Not applicable WD06 – Employees should be encouraged to utilise digital equipment for meetings, rather than having to travel around the County increasing productivity and reducing carbon footprint.	Good		Choose an item.
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).	Not applicable	Choose an item.		Choose an item.



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Not Applicable	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Not Applicable	Choose an item.		Choose an item.
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. Human Rights — is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from	Not Applicable	Choose an item.		Choose an item.
discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.				
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Not Applicable	Choose an item.		Choose an item.
Opportunities to promote the Welsh language	Not Applicable	Choose an item.		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)

Cyngor Sir Powys County Council





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
People are encouraged to do sport, art and recreation.	Not Applicable	Choose an item.		Choose an item.
A more equal Wales: A society that enables	s people to fulfil their potential no matter what their background or circ	umstances (includ	ing their socio economic background and circumstances).	
Age	Not Applicable	Choose an item.		Choose an item.
Disability	Not Applicable	Choose an item.		Choose an item.
Gender reassignment	Not Applicable	Choose an item.		Choose an item.
Marriage or civil partnership	Not Applicable	Choose an item.		Choose an item.
Race	Not Applicable	Choose an item.		Choose an item.
Religion or belief	Not Applicable	Choose an item.		Choose an item.
Sex	Not Applicable	Choose an item.		Choose an item.
Sexual Orientation	Not Applicable	Choose an item.		Choose an item.
Pregnancy and Maternity	Not Applicable	Choose an item.		Choose an item.



Source of Outline Evidence to support judgements	
Not applicable as all available to all staff	

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	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop
		below		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.	Not applicable	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Not applicable	Choose an item.		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Not applicable	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Not applicable	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.	Not applicable	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Not applicable	Choose an item.		Choose an item.



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	Not applicable	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.	Not applicable	Choose an item.		Choose an item.
Powys County Council Workforce: What Impact will this change have on the Workforce?	WD01 – Employees will be benefiting from savings through increasing their net pay whilst also boosting their future retirement income. WD06 – no negative impact as costs not incurred for travelling as a passenger.	Good	WD01 – communicate the benefits of the joining a Salary Sacrifice scheme, increasing the savings opportunities and future benefits for those who join.	Good
Payroll: How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?	WD01 – reduction in National Insurance contributions realised for both the Council and employees enrolled in the scheme WD06 – reduction in spend	Good	WD01 - The higher the employee participation in the scheme, the higher the savings realised by both employee and the employer. Continual promotion of this benefit is therefore key to additional future savings.	Good
Welsh Language impact on staff	Not applicable	Choose an item.		Choose an item.



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
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	Not applicable	Choose an item.		Choose an item.
Source of Outline Evidence to support	judgements			
Cost analysis of current levels of expen	diture and current non-salary sacrifice AVC memberships.			

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low



at are the risks to service delivery or the council following ir	nnlementation of this proposa	? (To be included within project risk register)	
Risk Identified	Inherent Risk Rating		Residual Risk Ra
VD01 - Reduction in Salary Sacrifice AVC members	Low	Increase communications and benefits of joining the scheme	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
	. 0		
Overall Summary and Judgement of this Impact Assessmen	t?	California Description	
Itline Assessment (to be inserted in cabinet report)	 	Cabinet Report Reference:	
tirement benefits to employees.	g budget targets with millimar	impact on the workforce. The proposal also provides savings opportu	Thirties and future
etirement benefits to employees.	g buuget targets with millimar	Low	inities and future
etirement benefits to employees.	g budget targets with millimar		inities and future
tirement benefits to employees. verall Risk Judgement:			inities and future
tirement benefits to employees. verall Risk Judgement: s there additional evidence to support the Impact Assessm	nent (IA)?		inities and future
verall Risk Judgement: Is there additional evidence to support the Impact Assessm //hat additional evidence and data has informed the development.	nent (IA)? opment of your proposal?		
etirement benefits to employees. Is there additional evidence to support the Impact Assessm Vhat additional evidence and data has informed the develost analysis of current levels of expenditure and current no	nent (IA)? opment of your proposal?	Low	
etirement benefits to employees. Is there additional evidence to support the Impact Assessm Vhat additional evidence and data has informed the develost analysis of current levels of expenditure and current no	nent (IA)? opment of your proposal?	Low	
verall Risk Judgement: Is there additional evidence to support the Impact Assessm That additional evidence and data has informed the devel ost analysis of current levels of expenditure and current no roven benefit for both the Council and its employees.	nent (IA)? opment of your proposal?	Low	
verall Risk Judgement: s there additional evidence to support the Impact Assessment additional evidence and data has informed the develops analysis of current levels of expenditure and current no oven benefit for both the Council and its employees. On-going monitoring arrangements?	nent (IA)? opment of your proposal? n-salary sacrifice AVC member	Low	
etirement benefits to employees. Overall Risk Judgement: Is there additional evidence to support the Impact Assessm What additional evidence and data has informed the development.	nent (IA)? opment of your proposal? n-salary sacrifice AVC member act over time?	Low ships. Salary Sacrifice have been successfully rolled out in other Welsl	



The integrated approach to support effective decision making

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Graham Evans		
Head of Service:	Paul Bradshaw		
Director:	Ness Young		
Portfolio Holder:	Cllr G Breeze		

14. Governance

Decision to be made by	Portfolio Holder	Date required	

FORM ENDS





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	Workforce and Organisation Development	Head of Service	Paul Bradshaw	Director	Ness Young	Portfolio Holder	Cllr G Breeze
Proposal		WD02 - Savings from (£120,000),	Leadership Developme	ent budget (£10,000), W	D03 - Increase the upta	ke of Apprenticeship po	ositions in the Council

Outline Summary / Description of Proposal

This documents considers the impacts of the savings generated by Organisation Design and Development team (Workforce and OD Service) in the financial year 2020/21 through. Moving forwards we will be able to deliver a large part of our leadership and management development through apprenticeship programmes funded from the apprenticeship levy we pay to Welsh Government. This will significantly reduce the cost to delivering our leadership training programme. We will increase the number of apprentices we appoint to the Council and will place them in substantive vacancies the Council has decided to fill. This will enable apprentices to receive on the job training and will reduce the employment cost by c £12k per vacancy (this being the difference between the average cost of a suitable post for an apprentice and the cost of the apprentice).

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

Version	Author	Job Title	Date
Draft	Ross Young	Business Improvement Project Manager	07.01.2020
V1.01	Ross Young	Business Improvement Project Manager	14.01.2020
V1.02	Ross Young	Business Improvement Project Manager	14.01.2020

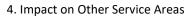
2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£-	£-	£130,000	£-	£-	£-

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	EMT have received a paper on the apprenticeship approach and agreed the approach.
	Reducing the Leadership Development budget due to accessing the training through the
	apprenticeship levy leads to the money no longer being used to pay for the qualifications
	as previously required.





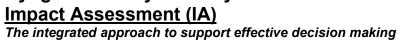


Does the proposal have potential to impact on another ser PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SE	vice area? (Have you considered the implications on Health & RVICE AREAS AT THE EARLIEST OPPORTUNITY	Safety and Corporate Parenting?)
Adult Services ⊠	Education 🗵	Legal and Democratic Services ⊠
Children's Services ⊠	Finance 🗵	Property, Planning and Public Protection
Commissioning 🗵	Highways, Transportation and Recycling ⊠	Strategy, Performance and Transformation Programmes 🗵
Customers and Communications 区	Housing and Community Development ⊠	Workforce and OD 区
Data Protection Impact Assessment		
	ndividuals? Yes X No \square - No change to current practices No Do change to current practices No Data Protection IA required	•
If you have answered yes to either of the above you will be r For further advice please contact the Data Compliance Team	required to complete, as a minimum, the screening questions on.	on the data protection impact assessment.
a Geographical Locations		

What geographical area(s) will be impacted	/hat geographical area(s) will be impacted by the proposal? (Chose all those applicable)					
Powys 🗵	Brecon □	Llandrindod and Rhayader	Machynlleth \square			
	Builth and Llanwrtyd	Llanfair Caereinion	Newtown 🗆			
North □	Crickhowell	Llanfyllin 🗆	Welshpool and Montgomery □			
Mid □	Hay and Talgarth □	Llanidloes	Ystradgynlais 🗆			
South □	Knighton and Presteigne					

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

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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
	Reduction in Leadership development budget – no effect		Utilising the Apprenticeship Levy better will create an improved ROI in terms of the council's recovery of it's spending on training and development.	
The Economy We will develop a vibrant economy	Increase the uptake of Apprenticeship positions in the Council – Increasing the entry routes into the council may increase the retention of the 16-25 age group within county. This will aid the economy by the development of skilled workers within the county increasing the skilled workforce availability and enhancing the economic spending within local businesses and services.	Very Good	The council will seek to fill entry level roles with apprentices from in and around Powys; who will mainly come from school leavers, unemployed people and people who want to return to employment. Many of this group may well have sought employment or further education outside of Powys, the apprenticeship programme should therefore help and protect the future workforce in an aging population.	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	Reduction in Leadership development budget – no effect Increase the uptake of Apprenticeship positions in the Council – Protecting the future workforce availability within social care is a priority. Social care is a high turnover sector. The council will look to increase the use of apprentices within Social care. Social care has a particularly high level of older workers, the engagement of apprenticeships will help to address some of this imbalance.	Good	Apprenticeships in Social care will be developed in conjunction with Powys Teaching Health Board to allow progression through the health and social care career pathway across multiple organisations within Powys, enhancing the attraction for young people who can make a lifelong career in the sector.	Very Good



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
Learning and skills We will strengthen learning and skills	Reduction in Leadership development budget – no effect due to utilising Apprenticeship Levy mechanism. Increase the uptake of Apprenticeship positions in the Council – Through appropriate workforce planning, a training needs analysis for each service will be conducted and collated, this will allow for the councils L&D department to better respond to the needs of the council, improving the skills sustainability whilst contributing to potential financial efficiencies by training the right people at the right time. Developing the use of Higher Apprenticeships will further strengthen the career pathways in the council.	Good	Potential for a greater ROI on the levy usage to return training cost equivalent greater than we pay into the scheme, making the Powys Pound go further in learning and development. Creating more opportunities for Apprentices within the county will aid the learning and skills development of Powys residents.	Very Good
Residents and Communities We will support our residents and communities	Reduction in Leadership development budget – no effect Increase the uptake of Apprenticeship positions in the Council – an increase in apprenticeship positions will improve the ability of services to achieve financial savings targets within the MTFP. Maintaining the financial robustness of the council is extremely important in this time of austerity, whilst delivering much needed and essential services to our residents.	Good	The increase in apprenticeships will enhance opportunities for one demographic group proportionately and may reduce the opportunities for other groups. Communications of the positives of providing opportunities for the next generation workforce should help address any concerns with other groups.	Neutral



ource of Outline Evidence to support judgements					

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.	Apprenticeship programmes will contribute to developing a skilled population for the Powys economy.	Good	Effective communication about the opportunities for apprentices and the efficiencies the programme will achieve will lead to greater uptake and a better return on the council's investment.	Very Good
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).	Better use of the Powys Pound in the skill development of residents contributes to the social and economic benefits for the county.	Good	Greater communications of the opportunities to devlop skills in this area, through engaging apprentices in suitable vacancies will lead to a greater uptake and greater council benefits.	Very Good



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 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. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Not Applicable	Choose an item.		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Increasing opportunities, chiefly for the 16-25 age group will encourage people to stay in Powys and will therefore aid the age diversity within our communities	Good		Choose an item.
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Not Applicable	Choose an item.		Choose an item.
A Wales of vibrant culture and thriving	g Welsh language: A society that promotes and protects culture, herita	ge and the Welsh I	anguage, and which encourages people to participate in the arts, and sports and r	recreation.
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	Not Applicable	Choose an item.		Choose an item.





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
Opportunities to promote the Welsh language	Not Applicable	Choose an item.		Choose an item.
People are encouraged to do sport, art and recreation.	Not Applicable	Choose an item.		Choose an item.
A more equal Wales: A society that enables	speople to fulfil their potential no matter what their background or circ	umstances (includ	ling their socio economic background and circumstances).	
Age	Not Applicable	Choose an item.		Choose an item.
Disability	Not Applicable	Choose an item.		Choose an item.
Gender reassignment	Not Applicable	Choose an item.		Choose an item.
Marriage or civil partnership	Not Applicable	Choose an item.		Choose an item.
Race	Not Applicable	Choose an item.		Choose an item.
Religion or belief	Not Applicable	Choose an item.		Choose an item.
Sex	Not Applicable	Choose an item.		Choose an item.
Sexual Orientation	Not Applicable	Choose an item.		Choose an item.
Pregnancy and Maternity	Not Applicable	Choose an item.		Choose an item.



The integrated approach to support effective decision making

Source of Outline Evidence to support judgements

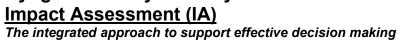
DWP Data (August 2019) – 1,800 people actively looking for work via DWP Universal Credit Mechanism.

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.	Workforce planning facilitates the future by futureproofing services. Understanding the future recruitment and training requirements allows for planning and appropriate processes to be implemented. A comprehensive apprenticeship programme will support the engagement of young people and other age groups in Powys and will also help to future proof the talents and workforce we will need over the coming years.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Partnership working is one of our key focuses and will be a focus of our Workforce Futures and wider Transformation Programme going forwards. The Health and Care Strategy outlines how we will achieve this. We plan to facilitate this work through re-design and Learning and Development contained in PSB/Area plan. Workforce planning for the joint health and social care workforce of Powys is one area we will work jointly in delivering with the PTHB and other partners. The apprenticeship programme is a key aspect of this.	Good		Choose an item.

PCC: Impact Assessment Toolkit (March 2018)

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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
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Not Applicable	Choose an item.		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	Not Applicable	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.	Not Applicable	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Developing the apprenticeship programme will encourage people into work and will help mitigate the impact of poverty	Good		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Not Applicable	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.	Not Applicable	Choose an item.		Choose an item.
Powys County Council Workforce: What Impact will this change have on the Workforce?	Workforce planning will ensure that the workforce is suitable for the current and future needs of the council. Each service area will be challenged to ensure they have considered their needs including the engagement of apprentices.	Good		Choose an item.



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
Payroll: How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?	The deployment of apprentices in fully funded entry level vacancies costs less than recruiting to vacancies in the normal way. During 2020/21 we expect to reduce our payroll costs by £120,000 through this programme.	Good		Choose an item.
Welsh Language impact on staff	Not Applicable	Choose an item.		Choose an item.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	Increasing the number of apprentices is a key outcome of this proposal.	Very Good		Choose an item.

Source of Outline Evidence to support judgements

Cost Analysis of recruiting to entry level vacancies, comparing the cost of recruiting apprentices to the cost of filling vacancies from the local employment market.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		



Impact on Service / Council	Risk to delivery of the p	roposal Inherent Risk		
Medium	Low	Medium		
Mitigation				
Services encouraged through Workforce planning a	nd ODD support mechanism to emb	prace apprentices at entry level roles.		
hat are the risks to service delivery or the council fol	llowing implementation of this pror	posal? (To be included within project risk register)		
hat are the risks to service delivery or the council fol Risk Identified	llowing implementation of this prop Inherent Risk Ra		Residual Risk Rating	
			Residual Risk Rating	
Risk Identified	Inherent Risk Ra	ating Mitigation		
Lack of apprenticeship applicants	Inherent Risk Ra Medium	More marketing, working with schools, identified roles	Low	
Risk Identified Lack of apprenticeship applicants Poor workforce plans Required management skills not developed	Inherent Risk Ra Medium Medium Medium	More marketing, working with schools, identified roles ODD support provided to each service area	Low	
Risk Identified Lack of apprenticeship applicants Poor workforce plans Required management skills not developed O. Overall Summary and Judgement of this Impact As	Inherent Risk Ra Medium Medium Medium Medium	More marketing, working with schools, identified roles ODD support provided to each service area Further ODD activity to support	Low	
Risk Identified Lack of apprenticeship applicants Poor workforce plans Required management skills not developed O. Overall Summary and Judgement of this Impact As Outline Assessment (to be inserted in cabinet repo	Inherent Risk Ra Medium Medium Medium Medium Sssessment?	More marketing, working with schools, identified roles ODD support provided to each service area Further ODD activity to support Cabinet Report Reference:	Low	
Risk Identified Lack of apprenticeship applicants Poor workforce plans Required management skills not developed O. Overall Summary and Judgement of this Impact As	Inherent Risk Ra Medium Medium Medium Medium Sssessment?	More marketing, working with schools, identified roles ODD support provided to each service area Further ODD activity to support Cabinet Report Reference:	Low	

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?



The integrated approach to support effective decision making

Quarterly reporting and senior team meetings will be spent assessing the impact and analyse whether on track or not

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Ross Young		14.01.2020
Head of Service:	Paul Bradshaw		
Director:	Ness Young		
Portfolio Holder:	Cllr G Breeze		

14. Governance

Decision to be made by	Portfolio Holder	Date required	
Decision to be made by	Fortiono fiolder	Date required	

FORM ENDS