

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Schools Service	Head of Service	Lynette Lovell / Emma Palmer	Portfolio Holder	Cllr Phyl Davies
Proposal	Strategy for Transforming Education in Powys				
Outline Summary / Description of Proposal					
<p>Following engagement with a range of stakeholders between October 2019 and February 2020, the Council has developed a new Strategy for Transforming Education in Powys. The new strategy includes the following:</p> <ul style="list-style-type: none"> - A new vision for education in Powys - An overview of the challenges faced by the education sector in Powys - Guiding principles - Strategic aims and objectives - Programme of activity - Overview of legislative process - Monitoring arrangements <p>The new strategy is due to be considered by the Council’s Cabinet in April 2020. This impact assessment considers the impact of implementation of the new Strategy for Transforming Education in Powys at a high level. Individual impact assessments will be prepared for any future proposals taken forward following approval of the strategy.</p>					

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

Version	Author	Job Title	Date
1	Sarah Astley	Strategic Programme Manager – School Transformation	30 th March 2020

2. Profile of savings delivery (if applicable)

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

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3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	<p>Two engagement periods were carried out when developing the new strategy, which provided numerous opportunities for stakeholders to contribute to this work.</p> <p>Any proposals taken forward following approval of the new Strategy will be subject to consultation requirements as outlined in the School Organisation Code (2018).</p>

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 and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY			
Adult Services	<input type="checkbox"/>	Education	<input checked="" type="checkbox"/>
Children's Services	<input type="checkbox"/>	Finance	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>
		Legal and Democratic Services	<input type="checkbox"/>
		Property, Planning and Public Protection	<input checked="" type="checkbox"/>
		Transformation and Communications	<input checked="" type="checkbox"/>
		Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment			
<p>Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (The current proposal to approve a new strategy does not involve processing the personal details of individuals. Should any proposals be taken forward following approval of the new Strategy, this would involve processing the personal details of individuals. Individual impact assessments would be carried out for any such proposals, which would include consideration of the data protection requirements)</p> <p>Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>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.</p>			

4a Geographical Locations

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What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys	<input checked="" type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input checked="" type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input checked="" type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input checked="" type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

5. How does your proposal impact on Vision 2025?

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	The new Strategy includes a commitment to a major capital investment programme which will contribute to the economy.	Good		Choose an item.
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	N/A	Choose an item.		Choose an item.

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>The new Strategy sets out a new Vision and Guiding Principles to underpin developments regarding education in Powys going forward. The aim is to provide education of the highest quality to pupils across Powys, therefore supporting the Council's objective to 'strengthen learning and skills'</p> <p>The Strategy sets out a number of Strategic Aims and Objectives outlining the Council's priorities regarding its work to transform the Powys education system over the coming years. The aim of all of these Strategic Aims is to improve the provision in Powys, in order to provide the best possible opportunities to pupils.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p>Residents and Communities We will support our residents and communities</p>	<p>The new Strategy includes a commitment to developing community-focussed schools – one of the guiding principles included in the strategy is 'Community-focused schools that are the central point for multi-agency services to support children, young people, families and the community.' The aim therefore is to improve the support available for residents and communities.</p> <p>However, whilst the aim of the Strategy is to improve educational provision across Powys, it is acknowledged that some proposals which could be brought forward following approval of the Strategy could be unpopular with some residents and some communities, and could make it more difficult for residents in some communities to access provision.</p>	<p>Good</p>		<p>Choose an item.</p>

Source of Outline Evidence to support judgements
Engagement report

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The new Strategy includes a commitment to implementing a major capital investment programme to ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity. A programme such as this would provide many benefits to the community, by developing an education infrastructure that is configured to provide high quality education to help children and young people to develop the knowledge, skills and attributes to become economically productive and socially responsible citizens.</p>	Good		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>One of the Guiding Principles outlined in the new Strategy is 'Financially and environmentally sustainable schools'. This will be achieved through the implementation of a major capital investment programme, which will ensure that school buildings are as environmentally sustainable as possible.</p> <p>Whilst the Strategy includes an aspiration to develop all-age schools in all areas where secondary provision is currently provided, the Strategy also includes an objective to 'reconfigure and rationalise primary provision'. Any rationalisation of primary provision could result in an increase in home to school travel, which could have a negative environmental impact.</p>	<p>Neutral</p>	<p>Detailed impact assessments will be carried out in respect of any individual proposals taken forward following approval of this strategy. This will include detailed consideration of the impact on travel.</p>	<p>Neutral</p>
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>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.</p>	<p>The Strategy aims to provide enhanced learning opportunities for all pupils. This would include improved opportunities for pupils to participate in a range of activities, including physical activities.</p>	<p>Good</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The Strategy includes a commitment to ‘a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, ALN, multi-agency support and community and leisure facilities.’ This will ensure the continued provision of community facilities.</p> <p>However, whilst the aim of the Strategy is to improve educational provision across Powys, it is acknowledged that some proposals which could be brought forward following approval of the Strategy could be unpopular with some residents and some communities, and could make it more difficult for residents in some communities to access provision, without having to travel further than they do currently.</p>	<p>Good</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>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.</p>	<p>The vision statement that underpins this strategy is that 'All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales'.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				

<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>The new Strategy aims to improve the opportunities for pupils to access Welsh-medium education. One of the guiding principles included is ‘Welsh-medium provision that is accessible and provides a full curriculum in Welsh from Meithrin to age 19 and beyond.’</p> <p>Strategic Aim 3 states that ‘We will improve access to Welsh-medium provision’, and the following objectives are listed alongside this Aim:</p> <ul style="list-style-type: none"> - Move schools along the language continuum - Develop new primary and secondary provision - Work with Mudiad Meithrin to establish new early years provision - Develop immersion opportunities <p>The new Strategy aims to develop Welsh language skills across Powys, to increase opportunities for young people across Powys to access Welsh-medium provision, to increase opportunities to use the Welsh language in social settings, and to ensure that Welsh-medium pupils can access provision which is equal to that available to English-medium pupils.</p> <p>However, it is likely that the impact of individual proposals taken forward will vary, depending on the nature of the proposal and the area of Powys which it will affect. Individual impact assessments will be carried out for any proposals taken forward following approval of the new strategy, which will consider the Welsh language impact of each proposal.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>As above – the new Strategy aims to improve the opportunities for pupils to access Welsh-medium education, however the impact of individual proposals</p>	<p>Good</p>		<p>Choose an item.</p>

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Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	<p>taken forward will vary, depending on the nature of the proposal and the area of Powys which it will affect.</p> <p>Individual impact assessments will be carried out for any proposals taken forward following approval of the new strategy, which will consider the Welsh language impact of each proposal.</p>			
<i>People are encouraged to do sport, art and recreation.</i>	The new Strategy aims to provide improved opportunities to all learners, including improved opportunities for pupils to take part in a range of sport, art and recreation activities.	Good		Choose an item.
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i></p>				
<i>Age</i>	The Strategy aims to improve opportunities for pupils of all ages.	Good		Choose an item.
<i>Disability</i>	<p>The Strategy aims to improve opportunities for all pupils, including pupils with disabilities. The Strategy includes a Strategic Aim to improve provision for learners with SEN/ALN.</p> <p>Individual impact assessments will be carried out for any proposals taken forward following approval of this Strategy, which will include detailed consideration of the impact on pupils with disabilities.</p>	Good		Choose an item.
<i>Gender reassignment</i>	The Strategy aims to improve opportunities for all pupils.	Good		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.
<i>Race</i>	The Strategy aims to improve opportunities for all pupils, regardless of race.	Good		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<i>Religion or belief</i>	The Strategy aims to improve opportunities for all pupils, regardless of religion or belief.	Good		Choose an item.
<i>Sex</i>	The Strategy aims to improve opportunities for all pupils, regardless of their sex.	Good		Choose an item.
<i>Sexual Orientation</i>	The Strategy aims to improve opportunities for all pupils, regardless of their sexual orientation.	Good		Choose an item.
<i>Pregnancy and Maternity</i>	The Strategy aims to improve opportunities for all pupils.	Good		Choose an item.
<i>Socio-economic duty</i>	The Strategy aims to improve opportunities for all pupils, including pupils in low income homes. Individual impact assessments will be carried out for any proposals taken forward following approval of this Strategy, which will include detailed consideration of the impact on pupils in low income homes.	Good		Choose an item.

Source of Outline Evidence to support judgements

Engagement Report

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The Strategy is a long term strategy covering the period 2020-2030 and sets out how the Council will transform education in Powys for the future, in order to provide the best possible educational opportunities for Powys pupils in the future.	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Engagement with a range of stakeholders has been carried out when developing the strategy. Collaboration with key stakeholders will be essential in order to implement the Strategy, in particular partnership working with FE/HE and collaboration between schools, in order to improve the opportunities available to Powys learners. Any individual proposals taken forward following approval of the new Strategy will be subject to the processes outlined in the School Organisation Code (2018), which will ensure that all stakeholders affected by the proposal have an opportunity to give their views.	Good		Choose an item.

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p>Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Engagement with a range of stakeholders has been carried out when developing the strategy.</p> <p>Any individual proposals taken forward following approval of the new Strategy will be subject to the processes outlined in the School Organisation Code (2018), which will ensure that all stakeholders affected by the proposal have an opportunity to give their views.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>Engagement with a range of stakeholders has been carried out when developing the strategy. Through this engagement work, a number of challenges facing education in Powys were identified.</p> <p>The Strategy aims to address the challenges identified, in order to improve the opportunities available to Powys learners in the future.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>The Council will work with schools in an integrated manner in order to implement the new Strategy.</p>	<p>Good</p>		<p>Choose an item.</p>

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Powys County Council Workforce: What Impact will this change have on the Workforce?</p>	<p>Implementation of the strategy would have the greatest impact on teaching staff and staff supporting schools. Whilst this could lead to a reduction in staff in some areas, it could also lead to additional opportunities being offered to staff.</p> <p>Any individual proposals taken forward following approval of the new Strategy will be subject to the processes outlined in the School Organisation Code (2018), which will ensure that all stakeholders affected by the proposal have an opportunity to give their views.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>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?</p>	<p>The proposal will mainly impact teaching staff and other school staff. The majority of this workforce are female, however, the extent of the impact on payroll is not known at this stage.</p>	<p>Neutral</p>		<p>Choose an item.</p>

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Welsh Language impact on staff	The new Strategy aims to improve access to Welsh-medium education, which would provide more opportunities for staff to use the Welsh language. More Welsh speaking staff would be needed in order to implement the strategy, which would increase the number of Welsh speaking staff within the authority. In order to achieve this, consideration will need to be given to providing opportunities for staff to improve their Welsh language skills. The new Strategy aims to improve access to Welsh-medium education, which would increase the opportunities for staff to use the Welsh language in the workplace	Good		Choose an item.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	Unknown	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				

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

Communities	How does the proposal impact on residents and community?	<u>IMPACT</u> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document	Source of Outline Evidence to support judgement
<p><i>Consider the level of impact on the community following implementation of the Proposal</i></p>	<p>The Strategy includes a commitment to ‘a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, ALN, multi-agency support and community and leisure facilities.’ This will ensure the continued provision of community facilities.</p> <p>However, whilst the aim of the Strategy is to improve educational provision across Powys, it is acknowledged that some proposals which could be brought forward following approval of the Strategy could be unpopular with some residents and some communities, and could make it more difficult for residents in some communities to access provision, without having to travel further than they do currently.</p>	<p>Moderate</p>	<p>Individual impact assessments will be carried out for proposals taken forward following approval of the strategy, which will consider the impact of each individual proposal on the community.</p>	<p>Moderate</p>	

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

Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
<p>No political support for individual proposals taken forward to implement the Strategy.</p>	<p>9</p>	<ul style="list-style-type: none"> - Member development - Implement communications and engagement plan 	<p>6</p>

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Inability to deliver the programme due to insufficient capital funding	16	<ul style="list-style-type: none"> - Case to be put forward to Welsh Government to expand the current 21st Century Schools programme - Council to consider funding opportunities for its contribution through various means e.g. capital receipts, borrowing 	9
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10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
<p>This impact assessment indicates that the impact of the strategy is generally good.</p> <p>The Strategy includes a commitment to ‘a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, ALN, multi-agency support and community and leisure facilities.’ This will ensure the continued provision of community facilities.</p> <p>However, whilst the aim of the Strategy is to improve educational provision across Powys, it is acknowledged that some proposals which could be brought forward following approval of the Strategy could be unpopular with some residents and some communities, and could make it more difficult for residents in some communities to access provision, without having to travel further than they do currently.</p> <p>Following approval of the strategy, individual impact assessments will be carried out for any proposals taken forward, which will ensure detailed consideration of each proposals.</p>		

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

What additional evidence and data has informed the development of your proposal?
An extensive engagement exercise has taken place with stakeholders, as outlined in two reports – Stage 1 Engagement Report and Stage 2 Engagement Report. The evidence gathered from this engagement has helped inform the strategy.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The Council’s Transformation Delivery Board is responsible for monitoring the outcomes of this Strategy. This will be reported quarterly as part of V2025 Transformation Programme Performance reporting.
The Council’s Schools Transformation Programme Board is responsible for the delivery and monitoring of progress against the agreed Strategic Aims and Objectives and delivery plan.
Please state when this Impact Assessment will be reviewed.

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Individual Impact Assessments will be prepared for individual proposals taken forward following approval of the new Strategy. These individual impact assessments will be regularly updated throughout the various processes to take account of feedback received.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Marianne Evans		
Head of Service:	Lynette Lovell / Emma Palmer		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Cabinet	Date required	7 th April 2020
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FORM ENDS