

# 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.**

<b>Service Area</b>	Children’s And Adults Commissioning	<b>Head of Service</b>	Dylan Owen	<b>Portfolio Holder</b>	Myfanwy Alexander
<b>Proposal</b>					
<b>Outline Summary / Description of Proposal</b>					
This assessment relates to the proposed Choice Policy for Adults in receipt of Social Care services. It outlines the potential impact of this policy on service users and carers when the policy is applied.					

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

Version	Author	Job Title	Date
1.0	Martin Heuter	Change Manager Ageing Well	22.6.2020

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	This document has been developed in consultation with PCC colleagues in commissioning, Care Management, Finance (Income and Rewards).

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### 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 checked="" type="checkbox"/>	Education	<input type="checkbox"/>	Legal and Democratic Services	<input checked="" type="checkbox"/>
Children's Services	<input type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input type="checkbox"/>
Commissioning	<input checked="" type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>	Workforce and OD	<input type="checkbox"/>
Data Protection Impact Assessment					
Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
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.					

### 4a Geographical Locations

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 type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

### 5. How does your proposal impact on Vision 2025?

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<b>IMPACT</b> 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?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	The proposed is designed to manage supply and demand within the care sector, whilst managing the council's budget for social care.	Neutral	Clarifying expectations will help to better manage costs in the care home market.	Good
<b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment	The proposed is designed to manage supply and demand within the care sector, whilst managing the council's budget for social care.	Neutral	Clarifying expectations will help to better manage supply and demand in the care home market.	Good
<b>Learning and skills</b> We will strengthen learning and skills	n/a	Choose an item.	n/a	Choose an item.
<b>Residents and Communities</b> We will support our residents and communities	The proposed is designed to manage supply and demand within the care sector, whilst managing the council's budget for social care.	Neutral	Clarifying expectations will help to better manage costs, supply and demand in the care market. This will enable us to offer support in the right place at the right time.	Good

**Source of Outline Evidence to support judgements**

Choice Policy (attached);  
 Social Services and Well Being Act (2014);  
 in particular Section 10.3 Part 4 and 5 code of practice (SSWB Act 2014) states: “The local authority must ensure that the person has a genuine choice and must ensure that more than one option is available within its usual commissioning rate for a care home of the type a person has been assessed as requiring. However, a person must also be able to choose alternative options, including a more expensive home.”

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

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A prosperous Wales:</b>                      An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	n/a	Choose an item.	n/a	Choose an item.
<p><b>A resilient Wales:</b>                      A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	n/a	Choose an item.	n/a	Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p><b>Public Health (Wales) Act, 2017:</b> 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>Enabling people to access the right care in the right place at the right time, in a sustainable way will contribute to people's long term health and well being.</p>	<p>Neutral</p>	<p>Social Work staff may have to undertake difficult conversations where service users and/or their families are not satisfied with the choice of care they are being offered. Staff will therefore be offered guidance to ensure that service users/families understand that this approach enables the council to deliver sustainable care.</p>	<p>Good</p>
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>n/a</p>	<p>Choose an item.</p>	<p>n/a</p>	<p>Choose an item.</p>
<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b> 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>n/a</p>	<p>Choose an item.</p>	<p>n/a</p>	<p>Choose an item.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				
<p><b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b></p>	<p>All provision will be available in Welsh and English</p>	<p>Good</p>	<p>All provision will be available in Welsh and English</p>	<p>Good</p>

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Opportunities to promote the Welsh language</i>	All provision will be available in Welsh and English	Good	All provision will be available in Welsh and English	Good
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Neutral	n/a	Neutral
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<i>Age</i>	The proposed policy will impact on older people due to the content of the policy, limiting choice	Poor	Alternative offers will be made, taking into account the individual's and their families' situation	Neutral
<i>Disability</i>	The proposed policy will impact on disabled people over the age of 65 due to the content of the policy, limiting choice	Poor	Alternative offers will be made, taking into account the individual's and their families' situation	Neutral
<i>Gender reassignment</i>	n/a	Neutral	n/a	Neutral
<i>Marriage or civil partnership</i>	n/a	Neutral	n/a	Neutral
<i>Race</i>	n/a	Neutral	n/a	Neutral
<i>Religion or belief</i>	n/a	Neutral	n/a	Neutral
<i>Sex</i>	n/a	Neutral	n/a	Neutral
<i>Sexual Orientation</i>	n/a	Neutral	n/a	Neutral
<i>Pregnancy and Maternity</i>	n/a	Neutral	n/a	Neutral
<i>Socio-economic duty</i>	n/a	Neutral	n/a	Neutral

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### Source of Outline Evidence to support judgements

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### 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
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	n/a	Choose an item.	n/a	Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Discussions with families will contribute to an understanding of economic decisions the Council has to make	Neutral	Provision of this policy and an FAQ document	Good
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them including: <b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Discussions with families will contribute to an understanding of economic decisions the Council has to make	Poor	Provision of this policy and an FAQ document	Good
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring including: <b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	n/a	Neutral	n/a	Neutral

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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Ongoing discussions between providers, PTHB and PCC contribute to achieving this goal	Neutral	Publication of the policy and an FAQ document	Good
<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	n/a	Neutral	n/a	Neutral
<b>Payroll:</b> 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?	n/a	Neutral	n/a	Neutral
<b>Welsh Language impact on staff</b>	n/a	Neutral	n/a	Neutral
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	n/a	Neutral	n/a	Neutral
<b>Source of Outline Evidence to support judgements</b>				
Staff consultation as part of developing this policy proposal via meetings, email exchanges and revision of documents.				

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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
None	n/a	Insignificant	n/a	Insignificant	n/a

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)
<b>Policy not approved by Council</b>		<b>Discussion and agreement achieved by Council</b>	
There is a risk to the delivery of these proposals as some service users/families may insist on their first choice of care home or delivery time of domiciliary care. Social workers need to be supported with an FAQ document which will be made available and assurances by the Council that the proposed policy is the way we need to work with service users and families. Considerate discussions with families should lead to an understanding that choice may at times be limited.		<b>Once approved, sharing policy and FAQ through usual channels (e.g. team meetings).</b>	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Assume this is not for me to answer? However, if it is ... (On balance any risks identified in this impact assessment can be managed well as outlined in the document.)	

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

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

Evidence from other councils.

### 12. On-going monitoring arrangements?

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

Policy to be reviewed on an annual basis.

#### Please state when this Impact Assessment will be reviewed.

June 2021

### 13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	(Martin Heuter)?		22.6.2020
Head of Service:	Dylan Owen		
Portfolio Holder:	Myfanwy Alexander		

### 14. Governance

Decision to be made by	Date required
Cabinet	

# FORM ENDS