

# 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>	Schools Service	<b>Head of Service</b>	Lynette Lovell / Emma Palmer	<b>Portfolio Holder</b>	Clr Phyl Davies
<b>Proposal</b>	To build a new Community Campus in Machynlleth as part of Powys County Council’s 21 <sup>st</sup> Century Schools Band B Programme				
<b>Outline Summary / Description of Proposal</b>					
The aim is to develop new purpose-built community campus in Machynlleth, which situated in the north of Powys. The new campus will include early years provision (two class bases), 240 places (eight class bases) for Primary pupils and 380-place for Secondary and Sixth Form pupils inclusive of a 3G pitch, four court sports hall, and MUGA. The additional community facilities will incorporate new leisure facilities, inclusive of a 25m pool, reception, and café, wet and dry side changing rooms and gym, a new town library, areas to conduct community alternative prescriptions, and various meeting and conferencing areas.					

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

Version	Author	Job Title	Date
01	Betsan Ifan	Strategic Programme Manager – 21 <sup>st</sup> Century Schools Programme	15/09/2020

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
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<p>No consultation required (please provide justification)</p>	<p>Formal consultation to establish a new all-through school in Machynlleth already taken place and Ysgol Bro Hyddgen was established in September 2014.</p> <p>No further formal consultation is required in relation to the building project as the development site is situated on the secondary school playing fields, and the primary school is situated less than 1 mile from the site.</p> <p>Informal consultations around the development, progress and designs with various stakeholders take place on a regular basis.</p>
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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 type="checkbox"/>	Education	X
Children's Services	<input type="checkbox"/>	Finance	X
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	X
Digital Services	X	Housing and Community Development	X
		Legal and Democratic Services	<input type="checkbox"/>
		Property, Planning and Public Protection	X
		Transformation and Communications	X
		Workforce and OD	<input type="checkbox"/>
Data Protection Impact Assessment			
Will the proposal involve processing the personal details of individuals? Yes X No <input type="checkbox"/>			
Is Powys County Council the data controller? Yes X No <input type="checkbox"/>			
This project at this time does not involve processing personal data, but prior to the old buildings being demolished or declared surplus to requirements, all buildings will need to be emptied and will need to be compliant with GDPR.			
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	X	Brecon	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>
North	X	Crickhowell	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>
		Llandrindod and Rhayader	<input type="checkbox"/>
		Llanfair Caereinion	<input type="checkbox"/>
		Llanfyllin	<input type="checkbox"/>
		Llanidloes	<input type="checkbox"/>
		Machynlleth	X
		Newtown	<input type="checkbox"/>
		Welshpool and Montgomery	<input type="checkbox"/>
		Ystradgynlais	<input type="checkbox"/>

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

PCC: Impact Assessment Toolkit (March 2018)

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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
<p><b>The Economy</b> We will develop a vibrant economy</p>	<p>The scheme will secure leisure and library provision within the town of Machynlleth, securing local jobs. The new community campus will also act as an attraction to draw tourism, being the first passivhaus swimming pool in Wales and will encourage more people to use the new facilities, supporting the local economy.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment</p>	<p>The new community campus building will be of passivhaus design, constructed and finished in natural and 'healthy' materials. Incorporating leisure with the all-through school and wider community areas will encourage more pupils and more members of the community to use the gym, 4 court sports hall, 3G pitch, and swimming pool, becoming more active and healthy individuals.</p> <p>Also designed to the building will be areas for alternative prescriptions to be discussed.</p> <p>The all-though building is designed to incorporate pupil wellbeing areas, areas for clam and reflection, ensuring that physical and mental wellbeing is put on an equal pedestal.</p>	<p>Very Good</p>		<p>Choose an item.</p>

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<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	<p>Children and young people in the Machynlleth area will be able to access state of the art, fit for purpose learning facilities, designed for the 21<sup>st</sup> Century. Brand new ICT facilities will also be included in the new community campus.</p> <p>Adult learning will also be encouraged with community use of the specialist conferencing facilities and meeting spaces.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	<p>The community campus project will have a positive impact on residents in the rural north-west Powys area of Machynlleth. The project will deliver a sustainable model of delivering learning and community facilities for the local population. In combining leisure, library, community and the all-though school and early years model.</p>	<p>Very Good</p>		<p>Choose an item.</p>

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### Source of Outline Evidence to support judgements

Engagement with governing body, staff, pupils, town council, Powys CC colleagues in various departments including ALN Team, Leisure, Library, Corporate Property, IT.

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

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to 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 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>	<p>New building will be BREEAM Excellent and Passivhaus. SUDS and biodiversity are also considered as part of the design process. Powys CC also hopes to work on a mini environmental project as part of the overall scheme with the Centre of Alternative Technology. The Community Campus will secure community provision and jobs within the local community.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<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>	<p>The proposal is to replace the current buildings with a Passivhaus new building which would be more significantly more energy efficient than the current buildings.  The design incorporates environmentally friendly outdoor spaces, forest school areas etc</p>	<p>Very 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><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>The community campus has been designed to achieve passivhaus accreditation, which involves using natural and ‘healthy’ materials.</p> <p>By incorporating early years, school, leisure, and library facilities in one campus, the infrastructure will encourage stronger links to develop between each sector.</p> <p>The campus will encourage more people to take up exercise due to the brand new, state of the art facilities on offer, including a 3G pitch, swimming pool, gym, and 4 court sports hall.</p> <p>In providing a space for alternative prescriptions, where physical exercise is prescribed, the building is also linking to the wider health services within the town.</p> <p>Wellbeing areas are also designed into the new building, ensuring that physical and mental health are treated equally.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b>                      Attractive, viable, safe and well-connected Communities.</p>	<p>The new build will provide a safe environment for the pupils and community usage of the facilities. Further discussion is required (subject to finding approval) to determine facilities management details. The leisure, library and café will enable cohesive links between community and school.</p>	<p>Good</p>		<p>Choose an item.</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
<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>The proposal would provide improved, fit for purpose, innovative specialist facilities for the children, young people, and wider community of North West Powys. The campus will become a one stop shop for learning (including lifelong learning), health and wellbeing. The rural area of Machynlleth and wider catchment area will have equitable and modern facilities.</p>	<p>Good</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>The school is a dual stream school, with most pupils accessing Welsh medium education. The campus will become a community hub and provide opportunities for pupils from all streams and wider community to use the Welsh language in the community.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Opportunities to promote the Welsh language</b></p>	<p>The school is a dual stream school, with most pupils accessing Welsh medium education. Campus Wayfinding strategy will promote Welsh language and will be compliant with Welsh language standards. The campus will become a community hub in a predominantly Welsh speaking area of Powys, the community hub will promote the use of Welsh language within the community. The campus will also have facilitates to promote lifelong learning opportunities.</p>	<p>Good</p>		<p>Choose an item.</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>People are encouraged to do sport, art and recreation.</i>	The proposal would be to increase the appropriate environment and equipment to increase the opportunity to participate in sport, art, and recreational activities by including and embedding leisure facilities as part of the school. Facilities will include a new 3G pitch, MUGA, 4 court sports hall, gym, and swimming pool.	Very Good		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<i>Age</i>	The proposal would provide improved educational opportunities, environments and specialised equipment for all ages attending the campus building, from early years, to school pupils, to the wider community. The campus will also promote inter-generational links, for example, 6 <sup>th</sup> formers will be able to volunteer in the library to gain Welsh Bac accreditation.	Very Good		Choose an item.
<i>Disability</i>	The new campus will be fully DDA compliant.	Very Good		Choose an item.
<i>Gender reassignment</i>	Some unisex W/C's will be designed to the building	Good		Choose an item.
<i>Marriage or civil partnership</i>	n/a	Neutral		Choose an item.
<i>Race</i>	The campus will provide equal opportunities and equal access to facilities to all.	Good		Choose an item.
<i>Religion or belief</i>	The campus will provide equal opportunities and equal access to facilities to all.	Good		Choose an item.
<i>Sex</i>	The campus will provide equal opportunities and equal access to facilities to all.	Good		Choose an item.
<i>Sexual Orientation</i>	The campus will provide equal opportunities and equal access to facilities to all.	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>Pregnancy and Maternity</i>	The campus will provide equal opportunities and equal access to facilities to all. The campus model will have baby friendly facilities, including baby change and use of leisure and library will be encouraged to all. The community campus will also tackle loneliness issues and will ensure that Machynlleth has destination to undertake community and leisure activities.	Very Good		Choose an item.
<i>Socio-economic duty</i>	The campus will provide equal opportunities and equal access to facilities to all. The project will adopt a Community Benefits Strategy which will give opportunities for local people to achieve accreditations and apprenticeships in construction, helping to reduce inequalities.	Very Good		Choose an item.

**Source of Outline Evidence to support judgements**

Several cross-service meetings held with Leisure, Library, Schools Service, Corporate Property, IT. Meetings also held with School representatives, Governing body, Freedom Leisure, Machynlleth Town Council, Machynlleth Library.

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

<b>Principle</b>	<b>How does the proposal impact on this principle?</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
<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.	The proposal will provide a more sustainable model of delivering education and community provision in the town of Machynlleth, which will ensure that education can be delivered more efficiently in the long term and is designed to be future proofed in terms of capacity. The campus will also secure leisure and library provision in the long terms in the rural town of Machynlleth.	Very Good		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Discussions with the governing body and staff, and headteacher of Ysgol Bro Hyddgen have taken place since building project inception in 2016. Several design meetings facilitated with design team and school representatives. Further meetings held across Powys CC service areas, including ALN Team, Corporate property, Leisure, Library, IT, and with Freedom Leisure. Engagement meetings and email correspondence also taken place with Machynlleth Town Council.	Very Good		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>Involvement (including Communication and Engagement):</b>  <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p><b>Unpaid Carers:</b>  <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should WG and Cabinet approve the proposed design and costs of the recommended option, a detailed communication plan outlines the milestones for new releases and engagement meetings will ensure the opportunity for all interested parties to give their views. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>If funding can be secured, this will be a trigger for further engagements and re-commencement of the Bro Hyddgen community campus project board.</p> <p>Community Drop in event also held to showcase the design and to invite comments from the local community. A further event will be arranged (covid dependant) when the designs are finalised, during pre-planning consultation stage.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p><b>Safeguarding:</b>  <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>The Prince2 project management and MSP principles will be implemented to ensure risks and issues are understood and managed.</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
<b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	The campus building will aim to provide services to all community groups and will promote community cohesion and integration. The campus project will work on securing further links within the local community, including with Powys Teaching Health Board who are in the process of remodelling the local health provision.	Very Good		Choose an item.
<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	Powys CC staff will be working from state-of-the-art building, fit for the 21 <sup>st</sup> Century, which is likely to increase morale. It's unlikely that the proposals will have impact on Powys CC staff in terms of job losses, however any implications on Freedom leisure contract will need to be evaluated.	Neutral		Choose an item.
<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?	The proposal complies with Powys CC's Single Status Terms and Conditions. The proposal will have no impact on PCC staff salaries/ enhanced payments.	Neutral		Choose an item.
<b>Welsh Language impact on staff</b>	The campus will provide staff with an opportunity to use Welsh language, in a predominantly Welsh speaking area of the county. Conferencing facilities available for community use will be offered as part of the building, increasing access to lifelong learning opportunities, which may be undertaken through the medium of Welsh.	Good		Choose an item.

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<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	The project will adopt a Community Benefits Strategy and will set targets in providing apprenticeships, training, and employment opportunities for Machynlleth and Powys population.	Very Good		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
Several cross-service meetings held with Leisure, Library, Schools Service, Corporate Property, IT. Meetings also held with School representatives, Governing body, Freedom Leisure, Machynlleth Town Council, Machynlleth Library. 21 <sup>st</sup> Century Schools Programme Community Benefits Strategy.				

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

Communities	How does the proposal impact on residents and community?	<b>IMPACT</b> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> See impact definitions in guidance document	Source of Outline Evidence to support judgement
<i>The project will provide a centralised community campus model in one building; increasing accessibility to learning, leisure, library, and sporting facilities for the population of Machynlleth and wider area.</i>	<i>Positive/ significant long-lasting impact on the residents of all ages. The campus will provide a state-of-the-art school and sporting facilities for the children and young people of Machynlleth. The campus will secure local provision for a generation to come, and will also provide opportunities for wider community to access sporting, leisure, library and conferencing facilities.</i>	Catastrophic	Further work is in the pipeline to evaluate how the project can better link to the local third sector and health provision, and to look at ways to develop further and meaningful collaboration opportunities.	Catastrophic	<i>Cross service meetings</i>

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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)
Failure to gain funding approval from Powys CC and Welsh Government.	High	<b>Business Case making the case to draw down funding is completed and going through the approval process. Informal meetings held with WG o discuss proposals.</b>	High
Lack of support for the proposal from the school staff, pupils, and the community	Low	<b>Several engagement meetings held</b>	Low
Welsh Government do not provide funding to demolish the existing leisure centre	High	<b>Business Case includes existing leisure centre demolition and remedial works. If WG do not approve this element of the funding, PCC should be able to include as project costs and adjust the intervention rate.</b>	Medium
Changes resulting from new council initiatives and strategies e.g. ALN transformation	Low	<b>ALN Transformation team involved in discussion and updated throughout the project.</b>	Low
Lack of response to construction tender	Low	<b>Soft Market test indicates interest in the scheme, especially if the scheme will become a community campus project with the first passivhaus swimming pool in Wales – this would present a winning contractor with great opportunity</b>	Low
Construction costs being greater than budgeted due to Covid-19	Medium	<b>Risk allowance, optimism bias, and contingency included within the current funding envelope.</b>	Low

10. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
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The Bro Hyddgen Community Campus project presents Powys CC with an opportunity to establish and build a transformational community campus project, with facilities fit for the 21<sup>st</sup> Century. The project seeks to deliver a brand-new campus which includes education and recreation provision for all members of the community, from cradle to older age. The project will secure community library and leisure provision in the rural town of Machynlleth for generations to come.

The impact assessment consistently scores 'very good' in meeting council priorities, the wellbeing of future generations goals, and meets the council's key guiding principles. The project will promote health and wellbeing by establishing state of the art sports and fitness facilities and will put equal emphasis on physical and mental wellbeing. The project is also ground-breaking in supporting Welsh Government's carbon neutral agenda, with the building aiming to achieve both BREEAM Excellent and Passivhaus accreditation. If the project secures funding to proceed, this will be the first passivhaus community campus project in the world.

The biggest risk to this project is the requirement to secure significant investment to deliver from both Powys CC and Welsh Government via the 21<sup>st</sup> Century Schools Programme, which is 65% funded by WG and 25% PCC.

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

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

Engagement meetings, project board meetings, programme board meetings, inclusion in the Band B SOP approved by Cabinet and Welsh Government. Revised Band B SOP being considered by Powys CC and WG.

### 12. On-going monitoring arrangements?

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

Impact Assessment will be reviewed at each RIBA stage, and when the Full Business Case is submitted to WG.  
Project benefits and community benefits will be reviewed on a quarterly basis. Further details on benefits are outlined in OBC and WG project pro-forma documentation.

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

The impact assessment will be reviewed at each RIBA stage of the process.

### 13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Betsan Ifan	<i>Betsan Ifan</i>	17 September 2020
Head of Service:	Lynette Lovell / Emma Palmer		
Portfolio Holder:	Cllr Phyl Davies		

### 14. Governance

Decision to be made by	Cabinet	Date required	29 September 2020
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**FORM ENDS**