

# 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>	Newtown Primary (Hafren & Ladywell Green Scool) Strategic Outline Case				
<b>Outline Summary / Description of Proposal</b>					
The Council has developed a Strategic Outline Case (SOC) in respect of the current Ladywell Green Infant School and Hafren Junior School in Newtown. The SOC identified the following preferred way forward:					
<ul style="list-style-type: none"> <li>To build a new 270 place English-medium primary school to replace the current buildings of Hafren Junior School and Ladywell Green Infant School.</li> </ul>					
The Council’s Cabinet will consider the SOC on the 15 <sup>th</sup> December, and will be asked to approve the following:					
<ul style="list-style-type: none"> <li>To submit the SOC to the Welsh Government’s 21<sup>st</sup> Century Schools Programme for Investment</li> </ul>					
This impact assessment considers the potential impact on the preferred way forward identified.					

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	7 <sup>th</sup> November 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>Consultation in accordance with the School Organisation Code has been undertaken as part of the proposal to amalgamate the schools.</p> <p>No public consultation is required at this stage in order to proceed with the development of a new building, however consultation would be required at the appropriate time as part of the planning process.</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	<input checked="" type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>
		Legal and Democratic Services	<input checked="" 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"/></p> <p>Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A currently <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

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)			
Powys	<input type="checkbox"/>	Brecon	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>
North	<input type="checkbox"/>	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	<input type="checkbox"/>
		Newtown	<input checked="" type="checkbox"/>
		Welshpool and Montgomery	<input type="checkbox"/>
		Ystradgynlais	<input type="checkbox"/>

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5. How does your proposal impact on Vision 2025?

<b>Council's Well-being Objective</b>	<b>How does the proposal impact on this Well-being Objective?</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>The Economy</b> We will develop a vibrant economy	Implementation of the preferred way forward would result in significant capital investment in the area.	Good		Choose an item.
<b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment	<p>The development of a new school to replace Hafren and Ladywell Green schools is part of the North Powys Wellbeing Programme. The Programme aims to create a collaborative, multi-agency wellbeing campus for the population of North Powys, by bringing together partners across education, health and social care, housing, community and the third sector to develop a new integrated model for the area, in order to improve the health and care available to the population of north Powys.</p> <p>Development of a new school as part of the wider campus also provides opportunities to improve integration between health and care and the school, in order to provide further benefits to pupils and parents.</p>	Very Good		Choose an item.

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<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>Learning and skills</b>  <b>We will strengthen learning and skills</b></p>	<p>The intention of the SOC is to address the issues identified with the current Ladywell Green and Hafren buildings, thereby improving the quality of provision and educational opportunities provided to pupils.</p> <p>The preferred way forward would provide new facilities to the replace the sub-standard buildings currently occupied by the two schools, which would improve the learning environment for pupils and staff, leading to an improvement in learning and skills.</p> <p>The preferred way forward identified in the SOC is to provide a new primary school building to replace the current separate infant and junior schools, and will follow the merger of the two schools which is due to take place in September 2021. Moving to one new purpose built primary building rather than operating across two separate buildings will enable the school to further improve the provision and opportunities provided to pupils following the establishment of the new school.</p>	<p>Very Good</p>		<p>Choose an item.</p>

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<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>Residents and Communities</b>  <b>We will support our residents and communities</b></p>	<p>The proposal would have a positive impact on residents in the Newtown area as it would improve the facilities and educational opportunities provided to pupils.</p> <p>The development of a new school to replace Hafren and Ladywell Green schools is part of the North Powys Wellbeing Programme, which aims to create a collaborative, multi-agency wellbeing campus for the population of North Powys. The Programme aims to bring together partners across education, health and social care, housing, community and the third sector to develop a new integrated model for the area, in order to improve the health and care available to the population of north Powys.</p> <p>Integration with the North Powys Well-being Programme provides enhanced opportunities for pupils attending the new school and their parents, through opportunities to include other community facilities and services for families as part of the development. The North Powys Well-being Programme as a whole offers positive benefits for all residents and communities in Newtown and across North Powys, through enhanced services and improved integration between services.</p>	<p>Very Good</p>	<p>.</p>	<p>Neutral</p>

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?	<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 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>The preferred way forward would result in a new primary school building in Newtown to replace the current poor quality, inefficient buildings of Ladywell Green and Hafren schools. The intention is that the new building will be BREEAM Excellent and Passivhaus, ensuring the building is as efficient as possible.</p> <p>Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of 21<sup>st</sup> Century Schools projects, therefore it is anticipated that these opportunities would be available as part of implementing the preferred way forward.</p>	Good		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>	<p>The intention is that the new building would be a Passivhaus building, which would be significantly more energy efficient than the current buildings.</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><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>Implementation of the preferred way forward would result in a new school building to replace the current Ladywell Green and Hafren buildings. This would have a positive impact on the well-being and morale of both pupils and staff, and would ensure that all pupils and staff were located in one building, instead of the current separate buildings.</p> <p>The development of a new school building is part of the North Powys Well-being Programme, and the intention is that the new building would be co-located with other services including health and social care, housing, library and the third sector as part of a collaborative, multi-agency wellbeing campus for the population of North Powys. This would enable improved integration between the school and these complementary services, which would have a positive impact on the health and well-being of pupils attending the school and their families, as well as the wider population.</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><b>A Wales of cohesive communities:</b>                      Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the preferred way forward would result in one new building to replace the separate buildings currently occupied by Ladywell Green and Hafren schools, ensuring improved cohesion within the new school.</p> <p>The aim that the new building is part of a multi-agency wellbeing campus to be developed by the North Powys Wellbeing Programme provides further opportunities to develop community links.</p>	<p>Good</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>The preferred way forward would provide improved, fit for purpose facilities for pupils, and additional opportunities be being part of a multi-agency wellbeing campus, which will become a community hub serving the community of Newtown and beyond.</p> <p>Opportunities will be provided to pupils to contribute to the development of the project as the work moves forward.</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>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>Opportunities to promote the Welsh language</b></p>	<p>No impact</p>	<p>Neutral</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>	No impact	Neutral		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 proposal would provide improved educational opportunities for pupils attending the school, from early years through to year 6.	Good		Choose an item.
<i>Disability</i>	The new building would be fully DDA compliant, thereby improving the facilities available for any pupils with disabilities.  Co-location with other health and care services as part of the North Powys Well-being Programme would also provide benefits to any pupils with disabilities.	Good		Choose an item.
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.
<i>Race</i>	The proposal would provide equal opportunities to all pupils attending Ladywell Green and Hafren Schools.	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal would provide equal opportunities to all pupils attending Ladywell Green and Hafren Schools.	Neutral		Choose an item.
<i>Sex</i>	The proposal would provide equal opportunities to all pupils attending Ladywell Green and Hafren Schools.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal would provide equal opportunities to all pupils attending Ladywell Green and Hafren Schools.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		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><i>Socio-economic duty</i></p>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils currently attending Ladywell Green and Hafren Schools. 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.</p> <p>In addition, being part of a multi-agency wellbeing campus would provide additional opportunities for integration with other organisations supporting pupils and parents, to further benefit pupils and their families, in particular any pupils from low income families.</p>	<p>Good</p>		<p>Choose an item.</p>

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?	<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>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal will provide a new building to replace the current poor quality, inefficient buildings currently occupied by Ladywell Green and Hafren schools. The new building will be more efficient, and will ensure that money and time can be better spent on improving the quality of provision rather than on buildings.	Good		Choose an item.
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Discussions with the headteacher and representatives of the temporary governing body for the new school have taken place when developing the SOC.  The proposal is part of the North Powys Well-being Programme, and collaboration with colleagues across the Council and in Powys teaching Health Board has been a key part of the development of this programme. This will continue as the project moves forward. In addition, opportunities will be provided for key stakeholders associated with the school to be involved in the further development of plans as this work proceeds.	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><b><i>Involvement (including Communication and Engagement):</i></b>  <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p><b><i>Unpaid Carers:</i></b>  <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Discussions with the headteacher and representatives of the temporary governing body for the new school have taken place when developing the SOC, and these will continue as the project moves forward, as well as additional opportunities for other stakeholders associated with the school to be involved in the project.</p> <p>The proposal is part of the North Powys Well-being Programme, and collaboration with colleagues across the Council and in Powys teaching Health Board has been a key part of the development of this programme. This will continue as the project moves forward. Opportunities will be provided for stakeholders associated with the school to be involved in the development of plans for the wider site as these move forward.</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><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 challenges relating to the current Ladywell Green and Hafren buildings are identified as part of the SOC. The options appraisal exercise carried out as part of the SOC has focussed on identifying solutions which will address these issues and prevent them occurring again.</p> <p>One of the Investment Objectives identified as part of the SOC process relates to safeguarding, and ensuring appropriate safeguarding arrangements. The intention is that the emerging preferred way forward would address the issues identified and would improve the safeguarding arrangements for all pupils.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><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></p>	<p>The development is part of plans for a community well-being campus in Newtown as part of the North Powys Well-being Programme. Integration with other organisations will be key in order to ensure the success of the campus.</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>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	<p>The preferred way forward would impact on staff currently employed at Ladywell Green and Hafren Schools.</p> <p>In the short term, there could be a reduction in staffing requirements following a move from two separate buildings to one building. However, it is likely that the majority of staffing changes will have already been implemented following the merger of the two schools from September 2021.</p> <p>Overall, the impact of this proposal on staff would be positive, as they would be moving to one new building instead of the two separate, poor quality buildings in which they are currently located. This would have a positive impact on staff morale, and would also provide improved opportunities for collaboration between staff from being located in one building.</p>	Good		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>	No impact	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	The project would adopt a Community Benefits Strategy and would set targets in providing apprenticeships, training, and employment opportunities for the local population.	Good		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				

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
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Newtown	<p>The proposal would have a positive impact on residents in the Newtown area as it would improve the facilities and educational opportunities provided to pupils.</p> <p>The development of a new school to replace Hafren and Ladywell Green schools is part of the North Powys Wellbeing Programme, which aims to create a collaborative, multi-agency wellbeing campus for the population of North Powys. The Programme aims to bring together partners across education, health and social care, housing, community and the third sector to develop a new integrated model for the area, in order to improve the health and care available to the population of north Powys.</p> <p>Integration with the North Powys Well-being Programme provides enhanced opportunities for pupils attending the new school and their parents, through opportunities to include other community facilities and services for families as part of the development. The North Powys Well-being Programme as a whole offers positive benefits for all residents and communities in Newtown and across North Powys, through enhanced services and improved integration between services.</p>	Minor	N/A	Choose an item.	
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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)

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No Capital funding available to fund the project	Medium	SOC to be submitted to Welsh Government in order to secure the funding.	Low
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### 10. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
<p>This impact assessment suggests that the impact would be positive. The development of a new building to replace the current Ladywell Green and Hafren buildings would address many issues related to the poor condition of the current buildings, ensuring that future pupils would be taught in facilities that are fit-for-purpose, improving their learner entitlement and experience. The new facilities would be fully DDA compliant, supporting learners with disabilities. The development is part of the North Powys Well-being Programme, providing further opportunities for integration between the school and other services, to have a positive impact on the health and well-being of pupils attending the school and their families.</p>		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
N/A

### 12. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
The Transforming Education Programme Board will continue to monitor impact over time.
<b>Please state when this Impact Assessment will be reviewed.</b>
The impact assessment will be reviewed at each RIBA stage as the project moves forward

### 13. Sign Off

Position	Name	Signature	Date
<b>Impact Assessment Lead:</b>	Sarah Astley	Sarah Astley	7 <sup>th</sup> November 2020
<b>Head of Service:</b>	Lynette Lovell / Emma Palmer		
<b>Portfolio Holder:</b>	CLlr Phyl Davies		

### 14. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	7 <sup>th</sup> November 2020
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**FORM ENDS**