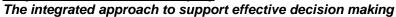
Cyngor Sir Powys County Council Impact Assessment (IA)





Please read the accompanying guidance before completing the form.

This Impact Assessment (IA) toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Children's Services	Head of Service	Jan Coles	Portfolio Holder	Cllr Rachel Powell
Proposal		Savings made by reduction in Age	ency Staff by the increase i	n recruitment of permanent social v	vorkers
Outline Summary	/ Description of Proposal				
	nger required following er vacant - £408,000	award of Market Supplemer	nt (Growth received re	e Market supplement in 20/21), as difficult to recruit posts will

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

Version	Author	Job Title	Date
V1	Holly Gordon	Senior Manager Safeguarding and Quality Assurance	06.01.2021

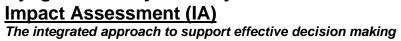
2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£	£408,000	£	£

3. Consultation requirements

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

Cyngor Sir Powys County Council





4. Impact on Other Service Areas

PLEASE ENSURE YOU I	NFORM / ENGAGE AN	Y AFFECTED SER	RVICE AREAS AT THE EARLIEST	OPPORTUNITY				
Adult Services			Education			Legal and De	mocratic Services	
Children's Services			Finance			Property, Pla	nning and Public Protection	
Commissioning			Highways, Transportation an	d Recycling		Transformati	on and Communications	
Digital Services			Housing and Community Dev	velopment \square		Workforce ar	nd OD	
Data Protection Impact Assessment								
• •	Will the proposal involve processing the personal details of individuals? Yes □ No X not outside the normal safer recruitment processes that will be adhered to Is Powys County Council the data controller? Yes □ No □							
If you have answered y For further advice plea		•	equired to complete, as a mini	mum, the screening ques	stions or	n the data pro	ection impact assessment.	
a Geographical Location								
What geographical ar	ea(s) will be impacted	by the proposal	!? (Chose all those applicable)	ı				
Powys	X	Brecon		Llandrindod and Rhaya	ader		Machynlleth	
		Builth and Llan	nwrtyd 🗆	Llanfair Caereinion			Newtown	
North		Crickhowell		Llanfyllin			Welshpool and Montgomery	
Mid		Hay and Talgar	rth 🗆	Llanidloes			Ystradgynlais	
South		Knighton and F	Presteigne					

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





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	This saving will mean a stable permanent workforce. Newly appointed permanent social workers may relocate to Powys which will be a benefit to the economy	Good	The relocation package will be part of all recruitment campaigns and also highlighted to newly recruited staff	Very Good
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.	Very Good	N/A	Choose an item.
Learning and skills We will strengthen learning and skills	Permanent social workers will be given learning and development opportunities which will strengthen the workforce	Very Good	N/A	Choose an item.
Residents and Communities We will support our residents and communities	Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.	Very Good	N/A	Choose an item.



rrce of Outline Evidence to support judgements	

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

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	The reduction of agency social workers means that social work employment opportunities are available and being advertised locally and nationally. The market supplement and retention payment means that new and current permanent social workers in hard to appoint to operational teams will receive an additional one off payment. By appointing permanent staff, some of which may relocate to Powys or already living in Powys it will reduce the distances that are being travelled as many of the agency workers employed live outside of Powys and outside Wales.	Very Good	N/A	below Choose an item.
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.	N/A	Choose an item.



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Permanent social workers will give families, children and young people more stability and help to build positive relationships which will contribute positively to emotional wellbeing.	Very Good	N/A	Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Newly appointed permanent social workers may relocate to Powys, with their families and become part of the communities.	Good		Choose an item.
A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Permanent social workers will give families, children and young people more stability and help to build positive relationships and achieve better outcomes for children and young people. Permanent staff will follow the values and ethos of Powys Children's Services and ensure that the voice of the child and young person is always heard.	Good	Robust recruitment processes are in place and appointments are only made to the right candidates who share Powys Children's Services values.	Very Good

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. Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards





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
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	All recruitment campaigns are bilingual and candidates have the option of having their interview conducted in Welsh.	Good	N/A	Choose an item.
Opportunities to promote the Welsh language	N/A	Choose an item.	N/A	Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.	N/A	Choose an item.
	s people to fulfil their potential no matter what their background or circuct 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Econo		ling their socio economic background and circumstances).	
Age	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Disability	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Gender reassignment	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Marriage or civil partnership	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Race	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Religion or belief	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Sex	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Sexual Orientation	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Pregnancy and Maternity	Safer recruitment processes are followed that give equal opportunities for all.	Good	N/A	Choose an item.
Socio-economic duty		Choose an item.		Choose an item.



Source of Outline Evidence to support judgements	

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

Principle Sustainable Development Principle (5	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
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own	Ensuring a permanent skilled workforce	Good	N/A	Choose an item.
needs. Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Permanent social workers will be able to develop better working relationships with multi-agency colleagues which will benefit children and young people.	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them including: Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.	N/A	Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring including: Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	A permanent skilled workforce will be better equipped to able to deliver a high quality service to the communities of Powys	Good	N/A	Choose an item.

PCC: Impact Assessment Toolkit (March 2018)



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Permanent social workers will be able to develop better working relationships with multi-agency colleagues which will benefit children and young people.	Good	N/A	Choose an item.
Powys County Council Workforce: What Impact will this change have on the Workforce?	This will have a positive impact on the workforce and ensure a permanent skilled workforce delivering a high quality service to the communities of Powys	Very Good	N/A	Choose an item.
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?	This will only impact on the agency social workers that are not on payroll but paid on contracts through an agency at a much inflated rate to permanent workers. It will also mean that current permanent staff already working in hard to recruit to frontline operational teams will receive an additional one off retention payment.	Good	N/A	Choose an item.
Welsh Language impact on staff	N/A	Choose an item.	N/A	Choose an item.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	N/A – this is only about qualified social workers	Choose an item.	N/A	Choose an item.

Source of Outline Evidence to support judgements

There will be no change to service delivery, this proposal is about reducing the current agency worker spend and stabilising the workforce.

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The integrated approach to support effective decision making



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

Communities	How does the proposal impact on residents and community?	IMPACT See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION See impact definitions in guidance document	Source of Outline Evidence to support judgement
All communities in Powys	It has a positive impact as permanent social workers will be able to build relationships with families, children and young people and multi agency partners.	Moderate	N/A	Choose an item.	Agency social workers often leave at short notice and are only a temporary solution to social worker vacancies

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)
Unable to recruit qualified social workers as there is a national shortage. This has also been impacted by the COVID-19 pandemic	High	A range of recruitment campaigns are being continually developed by Children's Leadership Team and Corporate Communications	Medium

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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There is no negative impact to this proposal. A stable skilled workforce achieved by recruiting more permanent social workers will benefit the service, the council and the community.

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

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

Cyngor Sir Powys County Council Impact Assessment (IA)





12. On-going monitoring arrangements?

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

The recruitment of social workers is continually reviewed by the Children's Leadership and is an action in our IBP.

Please state when this Impact Assessment will be reviewed.

It will be reviewed quartley by CLT when updating and reviewing our IBP

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Holly Gordon		
Head of Service:	Jan Coles		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

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