

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Please read the accompanying guidance before completing the form.

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

Service Area	Library Service	Head of Service	Nina Davies	Portfolio Holder	CLlr Rachel Powell
Proposal					
Outline Summary / Description of Proposal					
Development of community hubs with outreach housebound delivery model; service redesign and restructure to develop good quality information, literacy, and digital support across county.					
All changes are carefully planned to have minimal detrimental impact on service users and the general public, and to offer potential for improved outcomes through partnership working, collaboration and co-production. Proposals also take into account the statutory requirements of the Public Libraries and Museums Act 1964, administered in Wales through the Welsh Public Library Standards frameworks.					

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

Version	Author	Job Title	Date
V1	Kay Thomas	Principal Librarian	18/12/2020

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-2025	TOTAL
£	£150,000	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Initially we are still working on proposals which came out of the major public and staff consultation exercise Feb – April 2019. However, further public and/or staff consultation will be carried out for individual elements of the overall proposals as required.

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

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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
<p>The Economy We will develop a vibrant economy</p>	<p>Branch libraries draw people into town centres, which benefit the local shops and businesses.</p> <p>In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and other government gateways such as Universal Credit.</p> <p>Libraries support development of work-related skills through access to learning materials and volunteering opportunities, plus partnership working with organisations such as Workways+ and Adult Learners' Wales.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	<p>Neutral</p>	<p>Potential for future development and enhancement through partnership working; proposal to use community hubs for micro business desks</p>	<p>Unknown</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>Health and Care We will lead the way in providing effective, integrated health and care in a rural environment</p>	<p>The library service is Dementia Friendly and offers literature in support of this to those living with Dementia and their carers- Libraries are part of the Book Prescription Wales schemes for adults and children, so residents would be unable to collect titles prescribed by health colleagues locally. The library service works closely with Powys Health Promotion unit to widely disseminate campaign information to libraries across the county (e.g., measles vaccinations, or stop smoking campaigns).</p> <p>Public libraries have enabled people to access online cognitive behaviour courses prescribed for them.</p> <p>Activities in branch libraries have a positive impact on health and wellbeing, e.g., rhythm and rhyme sessions for parents and babies encourages bonding as well as a social network for peer support. Dementia reading aloud sessions have proven benefit, and groups such as book groups, knit and natter and poetry groups offer mental stimulus and social interaction to boost overall wellbeing.</p> <p>These proposals are designed to improve access to health information, and protect the beneficial outcomes described above. Development of outreach and housebound service should enhance reach.</p>	<p>Good</p>	<p>Potential for further future development with partners, particularly adult services, and 3rd sector</p>	<p>Unknown</p>

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>Learning and skills We will strengthen learning and skills</p>	<p>The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space, and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library user survey said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>“Access to Research” is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Ancestry.com and FindmyPast local and family history online resources are similarly only freely available from library computers.</p> <p>Volunteer opportunities allow people to learn, practice and share skills locally in their community.</p> <p>Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc. Literacy is developed for all ages e.g., through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions.</p> <p>No impact on these beneficial outcomes is expected through the proposals</p>	<p>Neutral</p>	<p>Potential for future development and enhancement through partnership working</p>	<p>Unknown</p>

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Library services support residents to live fulfilled lives and to feel part of their community. 90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe, and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p> <p>Public consultation 2019 clearly demonstrated the value of libraries in the communities; these proposals are designed to safeguard the benefits found. Development of outreach housebound model supports communities and residents who are unable to access library buildings.</p>	<p>Neutral</p>	<p>Potential for future development and enhancement through partnership working</p>	<p>Unknown</p>

Source of Outline Evidence to support judgements

Adult library user survey data, Oct 2018
 Results of public and staff consultation, Feb – April 2019
 List of services provided by branch libraries
 Library management system membership and usage data
 “Connected and ambitions libraries” Welsh Public Library Standards framework 6, 2017 – 2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Analysis of library membership postcodes
 Analysis of library usage by road zones 2013

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 below
<p>A prosperous Wales: An innovative, productive, and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Branch libraries already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users.</p> <p>Contributions to the local economy and learning as outlined above, plus work experience and volunteer opportunities in libraries develop skills for employability.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	Neutral	Potential for future development and enhancement through partnership working	Unknown
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic, and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The library network enables residents to directly interact with the council services in their local community and seek advice or information from a member of staff face-to-face or using supported digital means.</p> <p>Libraries enable residents to access the information and develop the skills needed to develop personal and community resilience. Outreach will extend reach of service and associated benefits.</p> <p>Resources, skills and knowledge are shared and reused in a circular economy model.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	Neutral	Potential for future development and enhancement through partnership working; digital device loan scheme to start 2021/22 to enhance connectivity and digital engagement from home, working with partners.	Unknown
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<ul style="list-style-type: none"> • Visits to the library improve the health and wellbeing of residents, and reading boosts mental health, along with social interaction. 	Neutral	Potential for future development and enhancement through partnership working	Unknown

<p>Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<ul style="list-style-type: none"> • Reading for pleasure for 6 minutes per day lowers stress by 68% (Univ of Sussex research) – loss of physical book loans • Social interaction which boosts wellbeing • Wide range of activities supporting wellbeing e.g., dementia singing, poetry, tai chi • Ready access to book prescription schemes and health information. • Development of housebound outreach service based on Order & Collect/Deliver model will extend reach of health resources • 69% of respondents to the adult library user survey Oct 18 reported that the library had helped them with information about health matters, and 91% said that going to the library makes them feel better. <p>Careful transformation of the mobile libraries into an outreach housebound model is intended to improve reach and engagement.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>			
<p>A Wales of cohesive communities: Attractive, viable, safe, and well-connected Communities.</p>	<p>90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe, and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p> <p>This was endorsed by the findings of the public consultation 2019 – the public view libraries as community hubs, and a vital bridge between them and the County Council.</p> <p>Volunteer opportunities enhance community involvement.</p>	<p>Neutral</p>	<p>Potential for future development and enhancement through partnership working</p>	<p>Unknown</p>

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	No impact on these beneficial outcomes is expected through the proposals.			
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental, and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>UN Convention on the Rights of the Child: The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival, and development; and the right to be heard.</p>	<p>Libraries act as a Hub of information and communication with the wider world, enabling access to knowledge and understanding, and interaction with the wider world for children and adults alike.</p> <p>The Bookstart scheme contributes to a flying start for young children, boosting early communication and pre-literacy skills.</p> <p>Sharing of resources, skills and knowledge over and over on a circular economy model reduces consumption and waste.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	Neutral	Potential for future development and enhancement through partnership working	Unknown
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Opportunities are provided through range of stock and resources, including Welsh speaking staff – these benefits were highlighted through the public consultation process. Partners also deliver in libraries as community venues e.g., Welsh classes, Welsh medium children’s activities, Welsh language book clubs.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	Neutral	Potential for future development and enhancement through partnership working	Unknown
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Staff and partners deliver Welsh language activities in libraries as community venues e.g., Welsh classes, Welsh medium children’s activities, Welsh language book clubs.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>	Neutral	Potential for future development and enhancement through partnership working	Unknown
<p><i>People are encouraged to do sport, art, and recreation.</i></p>	<p>Libraries offer a wide range of opportunities for cultural, educational, and recreational activities. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital</p>	Neutral	Potential for future development and enhancement through partnership working	Unknown

	<p>inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced opening hours, and has been supported by partner organisations and volunteers. Provision has also moved online during the Covid pandemic. Such activities are also required as core entitlements under the Welsh Public Library Standards and provide the cultural offer under the UK wide Universal Offers provided by library services.</p> <p>No impact on these beneficial outcomes is expected through the proposals.</p>																																	
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i></p>																																		
<p>Age</p>	<p>The age breakdown of 68,596 registered library members shows the following in Nov 2019:</p> <table border="0"> <tr><td>0-4 years</td><td>1524</td></tr> <tr><td>5 – 10 years</td><td>5510</td></tr> <tr><td>11-13 years</td><td>4209</td></tr> <tr><td>14-17 years</td><td>4466</td></tr> <tr><td>18-59 years</td><td>31218</td></tr> <tr><td>60+ years</td><td>21029</td></tr> <tr><td>Not given</td><td>640</td></tr> </table> <p>This equates to:</p> <table border="0"> <tr><td>Under 18</td><td>22%</td></tr> <tr><td>18 – 59</td><td>46%</td></tr> <tr><td>60 +</td><td>31%</td></tr> <tr><td>Not given</td><td>1%</td></tr> </table> <p>Responses to service surveys generally show that the most frequent users are the very young, elderly, and unemployed people, frequently the most vulnerable in our societies. The adult user survey Oct 2018 demonstrates this, in terms of the age of respondents:</p> <table border="0"> <tr><td>16-18 years</td><td>11%</td></tr> <tr><td>18-24 years</td><td>2%</td></tr> <tr><td>25-34 years</td><td>5%</td></tr> <tr><td>35-44 years</td><td>6%</td></tr> </table>	0-4 years	1524	5 – 10 years	5510	11-13 years	4209	14-17 years	4466	18-59 years	31218	60+ years	21029	Not given	640	Under 18	22%	18 – 59	46%	60 +	31%	Not given	1%	16-18 years	11%	18-24 years	2%	25-34 years	5%	35-44 years	6%	<p>Neutral</p>	<p>Potential for future development and enhancement of opportunities for target age groups through partnership working</p>	<p>Unknown</p>
0-4 years	1524																																	
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18-24 years	2%																																	
25-34 years	5%																																	
35-44 years	6%																																	

	<p>45-54 years 12% 55-64 years 19% 65-74 years 29% 75+ 17%</p> <p>This data also demonstrates that current opening hours are a barrier to use for those in full time education or employment.</p> <p>In the latest children and young people’s user survey (Nov 2019), children and young people find their library to be a safe and enjoyable place in the community (96% 7-11-year olds, 88% 11-16-year olds). 93% of 7-11-year olds and 77% of 11-16-year olds agree that the library helps them to learn and find out</p> <p>96% of 7-11-year olds and 79% of 11-16-year olds agree that the library helps them to get better at reading.</p> <p>No impact is predicted through these proposals, other than the transformation of the mobile library into a housebound outreach service, carefully designed to increase use and accessibility.</p>			
<p>Disability</p>	<p>Library service surveys frequently receive responses around mobility issues, and the inability of such residents to travel to bigger towns to access libraries. In the adult public library user survey, Oct 2018, 31% of respondents stated that they have a long-term disability or condition, with 30% of those citing mobility issues, 24% hearing, 21% stamina, 20% mental health issues, 11% dexterity, and 10% each for vision and memory conditions.</p> <p>Mobile library user responses show a particularly high level of disabled users, and this will be taken into account in planning any new outreach housebound</p>	<p>Neutral</p>	<p>Potential for future development and enhancement of opportunities for target groups through partnership working</p>	<p>Unknown</p>

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	<p>service, continuing to work closely with colleagues in Accessibility Powys, Supporting People, Sense and MIND in Powys.</p> <p>No impact is predicted through these proposals, other than the transformation of the mobile library into a housebound outreach service, carefully designed to increase use and accessibility.</p>			
Gender reassignment	No data – no impact identified beyond that affecting age and disability.	Neutral		Choose an item.
Marriage or civil partnership	No data – no impact identified beyond that affecting age and disability.	Neutral		Choose an item.
Race	No specific recent data	Unknown		Choose an item.
Religion or belief	No data – no impact identified beyond that affecting age and disability.	Unknown		Choose an item.
Sex	<p>The membership database shows that 25537 registered library members are male (37%), and 39057 are female (57%). Not all of the 68,596 members have given this information. (Nov 2018). This shows that more females than males use the library</p> <p>This is confirmed again by the adult library user survey data 2018: 68% responses female 32% male.</p> <p>Mobile library service data from the adult user survey 2018 shows that 76% of users are female.</p> <p>No impact is predicted through these proposals, other than the transformation of the mobile library into a housebound outreach service, carefully designed to increase use and accessibility.</p>	Neutral	Potential for future development and enhancement of opportunities for target groups through partnership working	Unknown

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Sexual Orientation	No data – no impact identified beyond that affecting age and disability.	Choose an item.		Choose an item.
Pregnancy and Maternity	No data – no impact identified beyond that affecting age and disability.	Choose an item.		Choose an item.
Socio-economic duty	No service specific data – no impact identified beyond that affecting age and disability. See sections on economy and learning and skills opportunities above. The fact that access to the library, its resources and opportunities for personal development, job seeking etc will still be available locally to residents suggests there should be no impact through this proposal. The service will remain free to use at the point of delivery, including library membership, as outlined under the statutory duty of the Public Library and Museums Act 1964.	Neutral	Potential for future development and enhancement through partnership working and development of community hubs	Unknown

Source of Outline Evidence to support judgements

Adult library user survey data, Oct 18 data.
 Children and young people library user survey Nov 2019
 Mobile library user survey data Oct 2018
 Results of public consultation, 2019
 List of services provided by branch libraries
 “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
 Welsh Public Library Standards annual returns and reports

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

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				

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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
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	These proposals are designed to provide a sustainable long-term future for the library service and for service users, to protect beneficial outcomes for residents as described above, and highlighted through public consultation 2019.	Good	Potential for future development and enhancement through partnership working and development of community hubs – to be explored	Unknown
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The library service already works with a wide range of partners, both internally and externally, and this helps to sustain beneficial outcomes. The library service operates in a co-production way. This will be developed further as part of the proposals. Volunteers and 3 rd sector agencies will be partners in development of the housebound outreach service.	Good	Potential for future development and enhancement through partnership working	Unknown
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i> Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i>	Widespread public community consultation took place 2019 and is being followed up by further meetings with communities to drive forward their proposals, supported by the Portfolio Holder. There is constant engagement with partners, Friends groups, volunteers and other agencies, and a stronger communications plan will be developed as part of proposals and change initiatives. The proposals allow for enhanced involvement.	Good	Potential for future development and enhancement through partnership working and co-production.	Unknown
Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i> Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i>	The public consistently highlight that public libraries already offer preventative medicine and save the authority and the health service money in that way. The service works with partners and on a “what matters” principle for service users. Library staff have extensive knowledge of their communities and service users and know how to pass on concerns re safeguarding following library service protocols. Proposals should not change this way of working.	Neutral	Potential for improvement through training for staff and volunteers, and development of community hub model.	Unknown

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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
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	Libraries impact positively for residents under the wellbeing objectives and Vision 2025 priorities, and already work closely and collaboratively with partner organisations. Proposals should not change this way of working.	Neutral	Potential for improvement through training for staff and volunteers, and development of community hub model.	Unknown
Powys County Council Workforce: What Impact will this change have on the Workforce?	Staff changes will be negotiated through the Management of Change process where necessary – there are minimal changes in this proposal. There will training opportunities to improve digital and information skills. Any staff reductions will seek to make use of natural wastage and voluntary severance schemes. Proposals could also impact cleaning staff in some places.	Unknown	Providing further training opportunities and investigate apprenticeship and Kickstart schemes.	Unknown
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?	Any staff changes would take place through the Management of Change process, with appropriate consultation.	Unknown		Unknown
Welsh Language impact on staff	Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 – 19 staff Level 1 – 25 Level 2 – 14 Level 3 – 7 Level 4 – 5 Level 5 – 7 Potential impact as above.	Unknown		Choose an item.

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
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	No specific impact other than that outlined above – the service will consider apprenticeships wherever appropriate, and already supports 3 staff with apprenticeship courses.	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
Adult library user survey data, Oct 18 data. Children and Young People’s survey Nov 2019 Results of public and staff consultation, 2019 List of services provided by branch libraries “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020 Libraries – bridging the digital divide. Libraries Wales 2016 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014 Trent staff data (Corporate Insight Centre) Welsh Public Library Standards return 18/19				

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
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	<p>Community hub strategy could provide means to maintain local service delivery in small communities across Powys but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.</p> <p>Partnership working and volunteer opportunities provide potential for greater community involvement and collaboration.</p>	<p>Minor</p>	<p>Further collaborative work with partners on both a locality and broader basis, using an agile approach to achieving good outcomes for residents.</p>	<p>Insignificant</p>	<p>Public consultation results 2019 Achievements of partnership and collaborative working to date Experience of volunteering take-up to date</p>
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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)
<p>Unwillingness of partners to work and contribute towards a community hub model</p>	<p>12</p>	<p>Continue wide discussions and consultation to identify existing and potential partners, all with view to improving outcomes for residents</p>	<p>6</p>

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>All changes have been carefully planned to have minimal detrimental impact on service users and the general public, and to offer good potential for improved outcomes through partnership working, training, collaboration, and co-production. Proposals take into account the statutory requirements of the Public Libraries and Museums Act 1964, administered in Wales through the Welsh Public Library Standards frameworks.</p>	

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

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

12. On-going monitoring arrangements?

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

Progress will be monitored through the Cultural Services Project Board.

Please state when this Impact Assessment will be reviewed.

Dec 2021

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kay Thomas	<i>Kay Thomas</i>	18/12/20
Head of Service:	Nina Davies		
Portfolio Holder:	CLlr Rachel Powell		

14. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS