

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	Sport Powys	Head of Service	Nina Davies	Portfolio Holder	ClIr Rachel Powell
Proposal	To reduce the Sport Powys core budget				
Outline Summary / Description of Proposal					
To reduce the Sport Powys core budget.					

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

Version	Author	Job Title	Date
1	Jenny Ashton	Service Strategy & Development Manager	December 2020

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-2025	TOTAL
£	£9,000	£15,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Powys financial decision / requirement to support MTFS

Cyngor Sir Powys County Council

Impact Assessment (IA)

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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"/>	Legal and Democratic Services	<input type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input type="checkbox"/>	Property, Planning and Public Protection	<input type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input 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 type="checkbox"/> No <input checked="" type="checkbox"/>					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.					

4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys	<input checked="" type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

Cyngor Sir Powys County Council

Impact Assessment (IA)

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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
The Economy We will develop a vibrant economy	The service supports the economy by enabling and encouraging participation, events, and opportunities for involvement with healthy physical activities linked to wider Powys initiatives and agendas. There is the potential for less events, competitions, and activities (local, regional & national) that bring people into Powys to participate, visit, travel around and stay if there is less budget available.	Poor	Collaborative working and communication with other organisations, partners and services is key to ensure a whole county approach. Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.	Good
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	The service will support the health & care agenda through joint initiatives and schemes to encourage people to be more physically active, working towards mutual objectives and outcomes. The proposal could have an impact through reduced officer capacity or less resources.	Poor	Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key. Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.	Good
Learning and skills We will strengthen learning and skills	The service will help to enhance learning and skills through schemes and opportunities to develop. However, the numbers of people developing their learning and skills, gaining qualifications, and undertaking training may decrease as a result of the savings required. Further impact could be a reduction in sports coaches, instructors, and professional persons to support healthy physical activity in Powys as a result of reduced funds.	Poor	Collaborative working and communication with other organisations, partners and services will enable understanding and identification of gaps and need. Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.	Good

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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
Residents and Communities We will support our residents and communities	<p>The service will support, (in collaboration with other partners and organisations), residents and communities to increase their participation levels so that healthy physical activity becomes part of a regular routine, which in turn will have positive benefits and impacts on many other areas of their lives. However, as a result in a reduction of budget, the numbers of people participating in healthy physical activity may decrease. Residents and communities may not have the range of opportunities that are currently available.</p>	<p>Poor</p>	<p>Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>

Source of Outline Evidence to support judgements
<p>Service knowledge and history including the benefits and impacts of sport and physical activity on a range of other agendas including statutory services such as education / schools, Adults and Children's Services.</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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>The service will support the economy by enabling and encouraging participation, events, and opportunities for involvement with healthy physical activities linked to wider Powys initiatives – encouraging people to acknowledge and understand the impact of carbon footprints and to think and act more responsibly. The proposal doesn't directly <i>contribute</i> to the goal but will enable more focus where necessary.</p>	<p>Good</p>	<p>Collaborative working and communication with other organisations, partners and services is key to ensure a whole county approach.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<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 service will support the goal for a more resilient Wales where/if applicable. The proposal doesn't directly <i>contribute</i> to the goal but will enable more focus where necessary.</p>	<p>Good</p>	<p>Collaborative working and communication with other organisations, partners and services is key to ensure a whole county approach.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<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> <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>	<p>Through our commitment to the Visions of Powys County Council and Sports Wales and support to other strategies & plans, we will fully support and contribute to this goal. The proposal doesn't <i>contribute</i> to the goal but will enable more focus where necessary.</p>	<p>Very Good</p>	<p>Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Very Good</p>

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 Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Our contribution to the other goals will support and enable cohesive communities. The proposal doesn't directly <i>contribute</i> to the goal but will enable more focus where necessary.</p>	<p>Good</p>	<p>Collaborative working and communication with other organisations, partners and services is key to ensure a whole county approach.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<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>The service will support the goal for a globally responsible Wales as required in conjunction with the Visions for Sport Wales and Powys County Council. The proposal will still enable children and young people to access resources and opportunities throughout Powys.</p>	<p>Good</p>	<p>Collaborative working and communication with other organisations, partners and services is key to ensure a whole county approach.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<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. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>The service already has Welsh speaking officers and provides activities and information bilingually as required. The proposal should not have a significant impact.</p>	<p>Unknown</p>	<p>Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Neutral</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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
<i>Opportunities to promote the Welsh language</i>	The service received a staff award for the promotion and use of the Welsh Language within its delivery and operation. The proposal should not have a significant impact.	Neutral	As above.	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	The service, with its partners, encourages sport, art, and recreation as part of a more regular routine for residents and communities. The positive benefits and impacts of this are widely known and promoted to increase participation throughout society. The proposal should not have a significant impact but may have an impact in some areas.	Neutral	Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key. Following the COVID-19 outbreak, alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.	Good
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>				
<i>Age</i>	The service has historically and continues to work with a wide range of people of all ages. The proposal will still enable this.	Good	As above.	Good
<i>Disability</i>	The service has historically and continues to work with a wide range of people of all abilities, with a specific focus on disability and inclusion with a dedicated officer part funded through Disability Sport Wales. The proposal will still enable this and development of the Insport accreditation for Powys as a Council and for clubs and organisations is a key focus.	Good	As above.	Good
<i>Gender reassignment</i>	No impact expected	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	The proposal will have no impact or effect on this characteristic.	Neutral		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
<i>Race</i>	The service has historically and continues to work with a wide range of people, mainly providing, facilitating, and delivering universal services. Should a specific need be identified the service would respond appropriately.	Neutral		Choose an item.
<i>Religion or belief</i>	As above.			
<i>Sex</i>	As above.			
<i>Sexual Orientation</i>	As above.			
<i>Pregnancy and Maternity</i>	As above.			
<i>Socio-economic duty</i>	As above.	Neutral		Choose an item.

Source of Outline Evidence to support judgements
Service knowledge and history including the benefits and impacts of sport and physical activity on a range of other agendas

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)				

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>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></p>	<p>The proposal will continue to positively impact on this principle, even with a reduced budget. It will support future generations to meet their own needs by engaging in more regular physical activity, understanding the numerous benefits it will have on other elements of their lives and improving their overall health and wellbeing.</p>	<p>Good</p>	<p>Collaborative working and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<p>Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>The proposal encourages this principle, (although the service has been working collaboratively for a number of years) and will have a positive impact (even with a reduced budget) as working with others to achieve shared sustainable solutions will enable joint objectives and outcomes to be realised .</p>	<p>Good</p>	<p>Further collaborative working, positive engagement and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key to agree and achieve joint objectives and outcomes.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<p>Involvement (including Communication and Engagement): <i>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</i></p>	<p>The proposal does not impact on this principle as the service will continue to work more specifically in some areas to ensure engagement and involvement of as many of our residents and members of our communities as possible.</p>	<p>Good</p>	<p>Further collaborative working, positive engagement and communication with other organisations, partners and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention is key to agree and achieve joint objectives and outcomes.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>

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>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>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></p>	<p>The proposal will not impact on this principle as the service will continue to work more specifically in some areas to understand issues and developing initiatives to address them – especially early intervention and prevention agendas.</p>	<p>Good</p>	<p>Further collaborative working, positive engagement and communication with residents, communities, other organisations, partners, and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention or involvement is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Good</p>
<p>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></p>	<p>The proposal will not impact on this principle and the service will continue to work collaboratively to agree joint objectives and outcomes to be planned, delivered, and realised.</p>	<p>Good</p>	<p>Further collaborative working, positive engagement and communication with residents, communities, other organisations, partners, and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention or involvement is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Very Good</p>
<p>Powys County Council Workforce: What Impact will this change have on the Workforce?</p>	<p>This proposal should not have an impact on the workforce but as a service we continuously review and monitor the workforce, programmes, and outcomes to ensure that the budgets and funding available are maximised and put to best use. Reconfiguration of the resources available, including staff will be undertaken from time to time.</p>	<p>Neutral</p>	<p>The service will continue to monitor and review the workforce, providing training and development opportunities where possible, or reconfiguring to maximise budgets and funding available.</p>	<p>Good</p>

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
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?	N/A	Neutral	N/A	Neutral
Welsh Language impact on staff	The proposal should not have an impact here.	Neutral	N/A	Neutral
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	The proposal should not have an impact here as apprentices are externally funded.	Neutral	N/A	Neutral
Source of Outline Evidence to support judgements				
Service knowledge and history including the benefits and impacts of sport and physical activity on a range of other agendas.				

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

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>This proposal may have a small impact on communities.</p>	<p>This proposal may have a small impact on residents and communities as there may not be as many resources or opportunities available.</p>	<p>Minor</p>	<p>Further collaborative working, positive engagement and communication with residents, communities, other organisations, partners, and services will enable a whole county approach. Understanding areas of need, gaps, individuals, and groups that may need specific intervention or involvement is key.</p> <p>Alternative methods of delivery such as virtual and online are being explored, developed, and delivered. This will continue and be enhanced over time.</p>	<p>Minor</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)
Potential reduced delivery of healthy physical activity	Low	Other services / organisations commissioned to deliver healthy physical activity	Low
Potential reduced development of clubs, communities, individuals	Low	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Low
Increase of people accessing health services due to reduced physical activity levels	Low	Other services / organisations commissioned to deliver healthy physical activity – additional budget requirements	Low

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Although there may be a reduced core budget to the service over the next two years from Powys County Council, between the three funding streams (PCC, Sport Wales & Disability Sport Wales) there are sufficient budgets and funding available to provide and deliver an effective service. Due to the recent changes within the Council and Sport Wales, objectives and outcomes have been reconfigured which has enabled a different approach to be explored and proposed. Officers time and agreed programmes will need to be more streamlined based on identified needs and gaps which may mean that not all services and activities previously provided will be available. There is also the addition of increased and developing virtual / online offer which should engage a range of participants.

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

12. On-going monitoring arrangements?

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

Regular meetings with the officers, Head of Service, National Governing Bodies, other service, and service users

Please state when this Impact Assessment will be reviewed.

February 2021

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Jenny Ashton		
Head of Service:	Nina Davies		
Portfolio Holder:	CLlr Rachel Powell		

14. Governance

Decision to be made by	Date required
Choose an item.	

FORM ENDS