

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 | School Service Transformation and Communications | Head of Service | Lynette Lovell Emma Palmer | Portfolio Holder | Clr Phyl Davies |
| Proposal | To establish a new structure for the strategic management structure of the Powys Post-16 provision | | | | |
| Outline Summary / Description of Proposal | | | | | |
| It is recommended that Cabinet approves the establishment of a new structure for the strategic management of Powys post-16 provision, from the end of May 2021, in accordance with the proposal document at appendix 1 of the Cabinet Report. | | | | | |

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

| Version | Author | Job Title | Date |
|---------|----------------|-----------|------|
| 1 | Sarah Page | | |
| 2 | Marianne Evans | | |
| | | | |

2. Profile of savings delivery (if applicable) **n/a at this stage**

| 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | TOTAL |
|---------|---------|---------|---------|---------|-------|
| £ | £ | £ | £ | £ | £ |

3. Consultation requirements

| Consultation Requirement | Consultation deadline/or justification for no consultation |
|---|---|
| No consultation required (please provide justification) | Informal stakeholder engagement has been undertaken to test and further develop the proposals January to March 2021 inclusive. No formal consultation is required in order to deliver this proposal. |

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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 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 type="checkbox"/> | Workforce and OD | <input 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 type="checkbox"/> Query this with AO and GW | | | | | |
| 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"/> | | | | |

5. How does your proposal impact on Vision 2025?

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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 |
|--|--|---|---|--|
| The Economy We will develop a vibrant economy | As a result of strategically managing course provision in Powys the needs of the local economy can be better-met in terms of skills and training. | Good | | Choose an item. |
| Health and Care We will lead the way in providing effective, integrated health and care in a rural environment | No direct impact | Neutral | | Choose an item. |
| Learning and skills We will strengthen learning and skills | The strategic management of course provision will ensure: <ul style="list-style-type: none"> - Equality of access to course provision across the county - A greater breadth of provision across the county - 2 levels of quality management in terms of the courses that are offered (SMB level and school level) - A greater and more balanced provision of Welsh-Medium education - Greater support for learners with ALN in post-16 education - Provision will be assessed and measured against the post-16 Learner Entitlement statement | Very Good | | Choose an item. |
| Residents and Communities We will support our residents and communities | This model provides access to a high quality broad curriculum in local communities across Powys Probably a good rating then? | Good | | Choose an item. |

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Source of Outline Evidence to support judgements

Post-16 Proposals Evaluation
 Post-16 Learner Entitlement Statement
 Post-16 Curriculum Offer for September 2021
 Post-16 Strategic Management Board and Cluster Operational Management Board Terms of Reference

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 |
|---|--|---|---|--|
| 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. | <ul style="list-style-type: none"> - Increased use of digital learning which will reduce the need to travel between sites - Provides the opportunity for more coordinated partnership working across schools and colleges as well as with Higher Education providers and employers to ensure that post-16 provision meets the needs of the local economy | Very Good | | 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). | | 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>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> | <ul style="list-style-type: none"> - Strategic management of the post-16 offer will include a core focus on learner wellbeing as well as career advice and guidance - The decisions of the strategic management board could impact in a positive way on the wellbeing of learners – for example by ensuring that there is an enhanced extra-curricular and enrichment offer across Powys | Good | | Choose an item. |
| <p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p> | <ul style="list-style-type: none"> - There is no proposal to close any 6th form centres which means that learners can remain within their local community - The proposal enhances collaboration between 6th form and post-16 providers to grow a post-16 community in Powys | Good | | Choose an item. |
| <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 aim of the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <ul style="list-style-type: none"> - The proposal will include learners in the strategic decision-making process about their education - The proposal places value / focus on learner engagement and feedback - The enhanced enrichment activities may allow learners to have a more global perspective / awareness of global issues | Good | | Choose an item. |
| <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> | | | | |

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| 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 for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i> | - Strategic management of the course provision will ensure that Welsh and English medium provision is equal across Powys | Very Good | | Choose an item. |
| <i>Opportunities to promote the Welsh language</i> | - Strategic management of the course provision will ensure that Welsh and English medium provision is equal across Powys | Very Good | | Choose an item. |
| <i>People are encouraged to do sport, art and recreation.</i> | - A strategic view of provision across the county will help introduce wider opportunities for participation in sport, art, recreation that aren't currently available to small, individual 6 th form providers | Very Good | | Choose an item. |
| 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> | | Neutral | | Choose an item. |
| <i>Disability</i> | Additional provision for learners with ALN | Good | | Choose an item. |
| <i>Gender reassignment</i> | | Neutral | | Choose an item. |
| <i>Marriage or civil partnership</i> | | Neutral | | Choose an item. |
| <i>Race</i> | | Neutral | | Choose an item. |
| <i>Religion or belief</i> | | Neutral | | Choose an item. |
| <i>Sex</i> | | Neutral | | Choose an item. |
| <i>Sexual Orientation</i> | | Neutral | | Choose an item. |
| <i>Pregnancy and Maternity</i> | | 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 |
|----------------------------|--|---|---|--|
| <i>Socio-economic duty</i> | | 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 | 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) | | | | |
| 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> | More economically sustainable delivery of post-16 education in Powys. A more sustainable curriculum offer which meets the needs of the local economy. | Good | | Choose an item. |
| Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i> | Strategic management of the post-16 offer ensures that all sixth forms are working collaboratively to design and deliver the best quality and breadth of curriculum. The new proposal also offers scope for broader and more strategic collaboration with partners including Further Education provider, Higher Education providers and businesses. | Good | | Choose an item. |
| 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> | Online learning will mean that learning at post-16 is more accessible and flexible for those who have other demands such as care. Learner voice will be essential to curriculum design, extra-curricular planning and quality management. | Good | | Choose an item. |

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| 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 |
|---|--|---|---|--|
| <p>Prevention: Understanding the root causes of issues to prevent them from occurring including:</p> <p>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.</p> | All Powys schools currently have robust child protection processes which will be adhered to. The proposal does not intend to impact or interfere / take-over this process. | Neutral | | Choose an item. |
| <p>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p> | The Strategic Management proposal will enable an integrated approach across all post-16 providers. | Good | | Choose an item. |
| <p>Powys County Council Workforce: What Impact will this change have on the Workforce?</p> | There will be less duplication of work across provision. There may be an additional post created to support the post-16 work going forward which will be dedicated to post-16. | Neutral | | Choose an item. |
| <p>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?</p> | No impact | Neutral | | Choose an item. |
| <p>Welsh Language impact on staff</p> | Creation of a better post-16 offer for Welsh Medium students this may create more training opportunities for staff to enhance their Welsh language skills. | Good | | Choose an item. |

| Principle | How does the proposal impact on this principle? | <u>IMPACT</u> Please select from drop down box below | What will be done to better contribute to a more positive impact or to mitigate any negative impacts? | <u>IMPACT AFTER MITIGATION</u> Please select from drop down box below |
|---|--|---|---|--|
| Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service? | The proposal doesn't directly impact however the extra-curricular offer should help learners to be more aware of the breadth of offer available to them at 16+ and 18+ | Neutral | | Choose an item. |
| Source of Outline Evidence to support judgements | | | | |
| May 2021 Cabinet Paper and associated annexes | | | | |

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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| | | | | | |
|---|---|-------|--|-----------------|--|
| Local school / 6 th form provision | <p>This proposal enables learners to have a 'home base' at their local 6th form. This means that learners can remain within their local communities. This also means that primary, secondary and all-age schools can see a pathway through to post-16 education.</p> <p>The intention is that the extra-curricular offer and enrichment offer would see learners taking up work experience placements within their local communities and with key business partners.</p> | Minor | | Choose an item. | |
|---|---|-------|--|-----------------|--|

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) |
| School buy-in | | Stakeholder engagement has been undertaken throughout the process | |
| That the proposal does not fix the problems currently experienced by Powys post-16 provision | | Continued monitoring and refinement | |

10. Overall Summary and Judgement of this Impact Assessment?

| Outline Assessment (to be inserted in cabinet report) | Cabinet Report Reference: |
|---|---------------------------|
| <p>The aim of the proposal is to improve learner entitlement and experience for post-16 learners across Powys through establishing a new structure for the strategic management of post-16 provision and this impact assessment suggests that the impact is generally good or very good, with no negative impact.</p> | |

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

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

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- Transforming Education Strategy and associated Case for Change
- Post-16 Proposal to Cabinet 18th May 2021
- ALN Post-16 Report
- Historic ALPs Quality Data
- Learner Focus Group feedback
- Informal Stakeholder Engagement feedback January to March 2021 inclusive

12. On-going monitoring arrangements?

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

Strategic Management Board will maintain an overview of quality and breadth of provision

Examination / assessment results and ALPS data will be indicators of quality

Financial spend analysis will be an indicator of economic sustainability

The Post-16 workstream will continue during implementation of the Strategic Management proposal and can therefore continue to monitor the success of the proposal

Please state when this Impact Assessment will be reviewed.

Annually

13. Sign Off

| Position | Name | Signature | Date |
|-------------------------|------------------|-----------|------|
| Impact Assessment Lead: | Sarah Page | | |
| Head of Service: | Lynette Lovell | | |
| Portfolio Holder: | Cllr Phyl Davies | | |

14. Governance

| | | | |
|------------------------|---------|---------------|-------------|
| Decision to be made by | Cabinet | Date required | 18 May 2021 |
|------------------------|---------|---------------|-------------|

FORM ENDS

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