

Impact Assessment

Reduction in Secondary Strategy Investment



12/01/2022

Reference: 0154-9724-0166-5724

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Lynette Lovell, Interim Head of Education
Portfolio holder	Phyl Davies, portfolio holder for Portfolio Holder for Education and Property
Proposal title	Reduction in Secondary Strategy Investment
Description of proposal	<p><i>Detail of the proposal</i></p> <p><i>Annual £50,000 reduction in Secondary Strategy growth funding.</i></p> <p><i>In light of the improvements that have been, and will continue to be made, there will be a reduction in the need for external support for secondary schools, and more collaboration through school-to-school working. Therefore, it will be possible to reduce the allocated funding by an annual amount of £50,000 over the next three years. There should be no negative impact as a result of this change.</i></p>

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£150,000

Further information

Growth funding was awarded to Education to support the implementation of the Secondary Improvement Strategy. Work is moving forward at pace, and the reduction of external support, combined with the increased school-to-school collaboration, means that a portion of the allocated funding can be returned annually over the next three financial years.

Consultation requirements

Consultation required?	No
Justification	There is no reduction in service or provision.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No processing of personal details of individuals is included in the proposal to annually reduce the growth funding for the Secondary Strategy over the next three financial years.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	<p>The development and implementation of a Secondary School Improvement Strategy is one of the key stepping-stones to achieving this ambitious vision. An integral part of this Strategy, in line with Education in Wales: Our National Mission , is to encourage and promote collaboration between secondary schools to share good practice, innovate and improve in order to achieve the highest possible standards and move towards becoming a high achieving, self-improving LA. It will also aim to:</p> <ul style="list-style-type: none">• develop excellence in teaching and learning and ensure that effective practices are embedded across all secondary schools;• ensure effective, secure, and sustainable leadership across all secondary schools;• encourage collaboration, professional learning, and innovation across the secondary sector, based on developing each school as a learning organisation; and• secure short-term, supportive interventions for improvements in those schools that require immediate improvements. <p>The implementation of this strategy will drive sustainable school improvement, guided by effective self-evaluation and improvement planning, and provide all school leaders with the necessary support to improve practice. This will eventually lead to a network of excellent schools, working within a collaborative environment, to spread excellence across the secondary sector. In addition, the emphasis placed on continuous school improvement, sharing and learning from good practice, at whole school and departmental level.</p>
Impact rating	Good
Mitigation	The robust approach to the implementation of the strategy is increasing the pace by which leadership, teaching and learning and the curriculum, and its implementation, will address the seven dimensions for Schools as Learning Organisations [SLO].
Mitigated impact rating	Very good

4d. Residents and communities

Impact	None
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4e. Evidence

The implementation of the Secondary School Improvement Strategy is proceeding well and beyond initial timelines, therefore, it is possible to reduce the amount of external support required, which in turn results in the reduction of investment required.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	One of the guiding principles of the Secondary School Improvement Strategy is to ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh'.
Impact rating	Good
Mitigation	Enhanced collaborative working between Welsh Medium schools will ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh' is progressed at increased pace.
Mitigated impact rating	Very good

Promoting Welsh

Impact	One of the guiding principles of the Secondary School Improvement Strategy is to ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh'.
Impact rating	Good
Mitigation	Enhanced collaborative working between Welsh Medium schools will ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh' is progressed at increased pace.
Mitigated impact rating	Very good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Not specified

Disability

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Gender Reassignment

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
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Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Marriage or Civil Partnership

Impact	None
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Race

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Religion or Belief

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Sex

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Sexual Orientation

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The Secondary Improvement Strategy is one of several key policy initiatives, which together aim to support learners from socio-economic disadvantaged backgrounds.
Impact rating	Good

Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

5h. Evidence

Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens' (Transforming Education Vision Statement).

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18 and introduces a sustainable and long-term approach to secondary schools in Powys.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Collaboration

Impact	The Secondary Improvement Strategy supports all pupils aged 11-18 and introduces a sustainable and long-term approach to secondary schools in Powys through increased school to school collaboration.
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Impact rating	Good
Mitigation	Effective collaboration will support the successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The implementation of the Secondary School Improvement Strategy is proceeding well and beyond initial timelines, therefore, it is possible to reduce the amount of external support required, which in turn results in the reduction of investment required.

7. Likelihood and risks

Risk 1

Description	Progress against the Secondary School Improvement Strategy does not continue at the same pace resulting in the inability to release the allocated funding as anticipated.				
Likelihood score	2	Impact score	3	Risk rating	6.0
Mitigation	Progress is monitored and supported through the existing operational and strategic Secondary School Improvement Strategy boards.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The implementation of the Secondary School Improvement Strategy is proceeding well and beyond initial timelines, therefore, it is possible to reduce the amount of external support required, which in turn results in the reduction of investment required.

Cabinet reference

9. Additional evidence

Transforming Education Strategy

Secondary School Improvement Strategy

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposal will be monitored via the strategic Secondary School Improvement Strategy board, the Education Improvement Board, and the existing budget monitoring mechanisms..

Review date	15/12/2022
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