

Impact Assessment

DBS Charges apportioned to Schools



12/01/2022

Reference: 6004-6986-2013-0284

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	Graham Evans, Professional Lead Employment Services
Head of service	Paul Bradshaw, Head of Workforce and Organisation
Portfolio holder	Beverley Baynham, portfolio holder for Portfolio Holder for Corporate Governance and Regulatory Services
Proposal title	DBS Charges apportioned to Schools
Description of proposal	Schools are receiving the DBS service, including the cost of DBS checks paid to National DBS plus administration resource costs free of charge, subsidised by income streams within Employment Services. The proposal will investigate and develop an appropriate and fair Service Level Agreement and payment model to ensure that costs are factored into the budget process and that true costs are not subsidised or become dependent on income from external contracts generated by Employment Services, which potentially poses a risk.

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£65,000	£0	£0	£0	£0	£65,000

Further information

Ensure that DBS costs currently being paid for from income generated by Employment Services is fully charged to Schools. Currently, Employment Services is subsidising Schools budgets by circa £65,000 per annum.

Consultation requirements

Consultation required?	No
Justification	Financial budget allocation decision with no impact on staff terms and conditions.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

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?	Yes
Further information	No personal data being exchanged. Proposal is to recharge on an agreed periodic basis based on actual number of DBS checks undertaken.

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	None
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4d. Residents and communities

Impact	None
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4e. Evidence

There is no direct impact on the main priorities of Visions 2025, however without implementing this proposal where we are subsidising of Schools to the value of £65k per annum potentially inhibits the ability of Employment Services and wider Workforce & OD Service of delivering statutory provisions as well as meeting required savings targets going forward.

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	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

No direct impact on Well-being goals including Welsh language and equalities as this is a financial budgeting matter to ensure that Employment Services does not continue to subsidise Schools from its own budget.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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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

No direct impact on key guiding principles & workforce as this is a financial budgeting matter to ensure Employment Services does not continue to subsidise Schools from its own budget. No change to processes required from customers.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal ensures budget accountability and does not negatively impact on individuals or communities. Processes will not change, there will be no change to the DBS processes and the continued safer-recruitment checks for people working with the most vulnerable people in the council and our communities will not be affected from current stringent checking measures. This is simply a change to the way in which Schools DBS checks are paid for which is creating significant pressures on the Employment Services budget by subsidising costs.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Schools will be charged periodically, as agreed with Finance but proposed as quarterly, to ensure that Employment Services' budget does not continue to subsidise Schools from its own budget. Monitoring will take place through the collaborative planning finance tool as well as in budget meetings throughout the year.

Review date	09/01/2023
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