

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	Schools Service	Head of Service	Lynette Lovell	Portfolio Holder	Clr Phyl Davies
Proposal	Welsh in Education Strategic Plan 2022-2032				
Outline Summary / Description of Proposal					
<ul style="list-style-type: none"> There is a statutory duty on local authorities under section 84 of the School Standards and Organisation (Wales) Act 2013, to prepare a Welsh in Education Strategic Plan. The plan contains the local authority’s proposals as to how it will improve the planning of the provision of Welsh-medium education in its area and improve the standards of Welsh-medium education and of the teaching of Welsh in its area. 					

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

Version	Author	Job Title	Date
1	Sarah Astley / Marianne Evans	Strategic Programme Manager/ Senior Manager Schools Transformation	September 2021
2	Sarah Astley / Marianne Evans	Strategic Programme Manager / Senior Manager Schools Transformation	January 2021

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation has been carried out between 24 September and 18 November 2021.

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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		Education	✓
Children's Services	✓	Finance	✓
Commissioning		Highways, Transportation and Recycling	✓
Digital Services	✓	Housing and Community Development	
		Legal and Democratic Services	✓
		Property, Planning and Public Protection	✓
		Transformation and Communications	✓
		Workforce and OD	✓
Data Protection Impact Assessment			
Will the proposal involve processing the personal details of individuals? No			
Not currently, however should the Council proceed with consultation, this would involve processing the personal details of individuals			
Is Powys County Council the data controller? Yes			
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	✓	Brecon	Llandrindod and Rhayader
North		Builth and Llanwrtyd	Llanfair Caereinion
Mid		Crickhowell	Llanfyllin
South		Hay and Talgarth	Llanidloes
		Knighton and Presteigne	Machynlleth
			Newtown
			Welshpool and Montgomery
			Ystradgynlais

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	The intention of the WESP is to increase the number of pupils accessing Welsh-medium education, which would mean that these pupils would be fully bilingual in Welsh and English and would be able to utilise these skills in the workplace, where there is a growing demand for fluency in both languages in Wales.	Good		Choose an item.
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	The intention of the WESP is to increase the number of pupils accessing Welsh-medium education, which would mean that these pupils would be fully bilingual in Welsh and English and would be able to utilise these skills in the workplace. In the future, this should have a positive impact on the Welsh speaking staff available to work in the health and care sector.	Good		Choose an item.
Learning and skills We will strengthen learning and skills	The intention of the WESP is to increase the number of pupils accessing Welsh-medium education, which would mean that these pupils would be fully bilingual in Welsh and English, supporting the Council's Strategic Aim to 'improve access to Welsh-medium provision across all key stages'.	Good		Choose an item.
Residents and Communities We will support our residents and communities	The intention of the WESP is to increase the number of pupils accessing Welsh-medium education, which would mean that these pupils would be fully bilingual in Welsh and English, and which would contribute to the Welsh Government's target to achieve a million Welsh speakers by 2050, and contributing to increasing the use of Welsh in communities across Powys.	Good		Choose an item.
Source of Outline Evidence to support judgements				

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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

6. How does your proposal impact on the Welsh Government's well-being goals?

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 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 intention of the WESP is to increase the number of pupils accessing Welsh-medium education, which would mean that these pupils would be fully bilingual in Welsh and English and would be able to utilise these skills in the workplace, where there is a growing demand for fluency in both languages in Wales. This would also contribute to the Welsh Government's aspiration to achieve a million Welsh speakers by 2050.</p> <p>It is possible that there could be some additional travel required for pupils wishing to access Welsh-medium provision, however the aim is to provide improved access to Welsh-medium education in the longer term, which should minimise the need for additional transport.</p>	<p>Good</p>		<p>Choose an item.</p>

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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
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).	No impact	Neutral		Choose an item.
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. 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.	No impact	Neutral		Neutral

<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The aim of the WESP is to increase the number of pupils accessing Welsh-medium education and to improve access to Welsh-medium education, meaning that more pupils would be fluent in Welsh and English, increasing the use of Welsh in communities across Powys.</p> <p>In the short term, it is possible that any changes introduced in order to achieve the WESP could lead to some tensions and disagreements within the local communities. Eventually, however, it is expected that these tensions would diminish, and in the longer term as any changes are implemented, it is hoped that the proposal would help to improve community cohesion and ensure attractive, viable, safe and well-connected bilingual communities across Powys.</p> <p>During the consultation concerns were raised that there might be a lack of choice for some pupils who would not wish to attend a Welsh-medium school for education. Whilst school language categories will vary throughout various locations in Powys, the aim of the Council's WESP is to increase the number of pupils accessing Welsh-medium education, leading to an increase in the number of pupils that are fully bilingual in Welsh and English, and contributing to the Welsh Government's aim to achieve a million Welsh speakers by 2050. Implementation of the WESP would also provide enhanced opportunities to use Welsh across Powys and would ensure that more pupils have bilingual skills to take into the workplace.</p>	<p>Neutral</p>		<p>Neutral</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</p>	<p>Implementation of the WESP should lead to an increase in the number of bilingual citizens, who would be able to contribute to the economic, social,</p>	<p>Good</p>		<p>Choose an item.</p>

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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>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:</p> <p>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>environmental and cultural well-being of Wales within a global environment.</p> <p>Being fully bilingual in Welsh and English contributes to the cultural wellbeing of Wales, and would enable pupils to take part in local, national and global activities through the medium of Welsh and English.</p> <p>The Council has carried out a consultation on the proposal, which included an opportunity for pupils to give their views on the draft plan.</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>				

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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><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>The 7 outcomes in the WESP focus on improvements at each key stage of education, starting with early years provision, and also focus on ALN provision and the development of the workforce to support the plans.</p> <p>Eventually, more pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English.</p> <p>As well as ensuring that all pupils are fully bilingual, this would mean that more pupils would benefit from an improved Welsh-medium ethos, leading to enhanced opportunities to use the Welsh language throughout the school, and increased opportunities for participation in Welsh language extra-curricular activities and opportunities.</p> <p>Implementation of the WESP would raise the profile of Welsh-medium education in the area, and create more fluent Welsh speakers able to use the language within the community, therefore contributing to the Welsh Government’s target to achieve a million Welsh speakers by 2050.</p>	<p>Very Good</p>		<p>Choose an item.</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 to promote the Welsh language</i>	The WESP includes a commitment to undertaking promotional work in order to raise awareness of Welsh-medium education across Powys. In addition, Outcome 5 outlines the steps the Council will take in order to improve access to opportunities to use Welsh, for pupils in Welsh-medium education and pupils in English-medium education, for example through the “Siartr Iait’h” project.	Very Good		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		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>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education.	Neutral		Choose an item.
<i>Disability</i>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education. Outcome 6 outlines how the Council will improve access to Welsh-medium ALN provision. There may be concerns about the impact of some aspects of the WESP on pupils with ALN, e.g. any changes to language category of schools. There are also concerns about the Council’s ability to provide the appropriate support for pupils with ALN.	Neutral	Consultation would need to be carried out on any proposals to change school provision, which would provide an opportunity to understand and consider the impact on Welsh-medium pupils with ALN. The Council’s Transforming Education Strategy and ALN Strategy outline how the Council is planning to improve the ALN provision for Welsh-medium learners. This is outlined in Outcome 6 of the WESP.	Neutral
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.

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<i>Race</i>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education.	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education.	Neutral		Choose an item.
<i>Sex</i>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.
<i>Socio-economic duty</i>	<p>The proposal would provide improved opportunities for all pupils across the county to access Welsh-medium education, including any learners from economically disadvantaged backgrounds.</p> <p>It is anticipated that this would lead to improved employment opportunities for pupils in the future, as more pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require Welsh language skills.</p>	Neutral		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?	<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
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>	The WESP aims to increase the number of pupils accessing Welsh-medium education in Powys, in order to increase the number of pupils that are fully bilingual in Welsh and English, and to contribute to achieving the Welsh Government aim to have a million Welsh speakers by 2050.	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The Council has worked with stakeholders such as Mudiad Meithrin and Headteachers in order to develop the WESP, and will continue to work in partnership with stakeholders in order to implement the new WESP.	Good		Choose an item.

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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
<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p>Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>A consultation has been carried out on the WESP between 24th September and 19th November 2022 on the WESP, which will ensure that all interested parties have the opportunity to give their views. An updated version of the WESP has been prepared which considers the views expressed during the consultation period, and will be considered by Cabinet. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders have had the opportunity to give their views, including any unpaid carers in the area.</p>	Good		Choose an item.
<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>	No impact	Neutral		Choose an item.
<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 WESP is closely aligned with the Council's Transforming Education Strategy which aims to improve Learner Entitlement and Experience across a range of areas.</p>	Good		Choose an item.
<p>Powys County Council Workforce: What Impact will this change have on the Workforce?</p>	<p>Outcome 7 of the WESP outlines the Council's approach to developing the workforce in order to achieve the objectives of the WESP.</p>	Good		Choose an item.

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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
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?	No impact.	Neutral		Choose an item.
Welsh Language impact on staff	The WESP aims to provide additional opportunities for staff to develop their own Welsh language skills, as well as development opportunities for Welsh speaking staff.	Good		Choose an item.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	The WESP should lead to more young people able to use both languages, this would apply to those wishing to take up apprenticeships.	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. What is the impact of this proposal on our communities?

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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
N/A					

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)
Welsh Government does not approve the new WESP	Low	Submit WESP to Welsh Government in January. The Welsh Government has built in a period of review of WESPs where there will be an opportunity to work with authorities before the WESPs are sent for Ministerial approval.	Low
Lack of revenue funding to support new developments/plans	High	Build in requirements to future budgets e.g. transformation funding and engage with Welsh Government on the need for revenue budgets (as well as capital)	High
Financial sustainability of new developments/plans – on-going impact on revenue budget	High	Build in on-going sustainability into Schools Service budget	Medium

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The impact assessment indicates that the impact is positive overall. The aim of the Council's WESP is to increase the number of pupils accessing Welsh-medium education, leading to an increase in the number of pupils that are fully bilingual in Welsh and English, and contributing to the Welsh Government's aim to achieve a million Welsh speakers by 2050. Implementation of the WESP would also provide enhanced opportunities to use Welsh across Powys and would ensure that more pupils have bilingual skills to take into the workplace.	

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?

The Transforming Education Programme Board will continue to monitor impact over time.

Please state when this Impact Assessment will be reviewed.

The impact assessment will be reviewed at all stages of the process.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	7 September 2021
Head of Service:	Lynette Lovell		17/01/22
Portfolio Holder:	CLlr Phyl Davies		

14. Governance

Decision to be made by	Date required
Cabinet	25 January 2022

FORM ENDS