

# Impact Assessment

## Health and Safety school charges



12/01/2022

Reference: 7589-9536-9401-2898

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

<b>Author name</b>	Gemma Gabriel, Professional Lead - HR
<b>Head of service</b>	Paul Bradshaw, Head of Workforce and Organisation
<b>Portfolio holder</b>	Beverley Baynham, portfolio holder for Portfolio Holder for Corporate Governance and Regulatory Services
<b>Proposal title</b>	Health and Safety school charges
<b>Description of proposal</b>	Health and Safety school charges - We will investigate and develop an appropriate and fair payment model to ensure that the Education Service is provided with professional advice, support and guidance to enable it to discharge the duties placed upon it by the Health and Safety at Work Act 1974 and associated Regulations. The charges for 2022/23 are estimated at £49,850.

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£49,850	£0	£0	£0	£0	£49,850

### Further information

Recharging schools for H&S guidance and support.

### Consultation requirements

<b>Consultation required?</b>	Yes
<b>Public consultation deadline</b>	

<b>Staff consultation deadline</b>	31/03/2022
<b>Consultation method</b>	Consultation with Schools and any otehr stakeholders will need to be undertaken.

### 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

<b>Will the proposal involve processing the personal details of individuals?</b>	No
<b>Is Powys County Council the data controller?</b>	No
<b>Further information</b>	

### 4. Impact on Vision 2025

#### 4a. The economy

<b>Impact</b>	None
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#### 4b. Health and care

<b>Impact</b>	Providing the schools with suitable H&S advice and guidance. The level of service will remain the same, unless as a result of the change in charging arrangements the schools consider sourcing alternative H&S advice externally.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	The same level of service will be provided to the schools, the proposal impacts the funding arrangements only. Further consideration to be given to any impact should schools seek alternative external support.
<b>Mitigated impact rating</b>	Unknown

#### 4c. Learning and skills

<b>Impact</b>	None
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#### 4d. Residents and communities

<b>Impact</b>	None
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#### 4e. Evidence

As detailed in sections above this proposal would have little impact and change, unless the schools did not accept the recharge and decided to seek H&S advice and support externally, which may present some risk to the council in terms of quality and consistency.

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

#### 5a. A prosperous Wales

<b>Impact</b>	None
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#### 5b. A resilient Wales

<b>Impact</b>	None
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#### 5c. A healthier Wales

<b>Impact</b>	None
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## 5d. A Wales of cohesive communities

Impact

None

## 5e. A globally responsible Wales

Impact

None

## 5f. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

Impact

None

### Promoting Welsh

Impact

None

### Sports, Art & Recreation

Impact

None

## 5g. A more equal Wales

### Age

Impact

None

### Disability

Impact

None

### Gender Reassignment

Impact

None

### Marriage or Civil Partnership

Impact

None

### 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

None
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## 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

## Prevention

Impact

None

## Integration

Impact

None

## 6b. Impact on the workforce

Impact

None

## 6c. Impact on payroll

Impact

None

## 6d. Welsh language impact on staff

Impact

None

## 6e. Impact on apprenticeships

Impact

None

## 6f. Evidence

None

## 7. Likelihood and risks

No risks documented

## 8. Overall summary and judgement

## Outline assessment

The proposal has been put forward to enable the health and safety function to recharge for providing Health and Safety advice and guidance to Schools across Powys. Should this proposal be accepted by schools then this would be a financial budget change only. However, the schools could explore and obtain health and Safety advice externally.

It is considered there is an element of risk to the Council should this happen as the Council would remain liable for the health and safety of staff, pupils and council buildings despite not being the advisor. This could potentially open up some risk and additional work around managing inconsistency across the schools.

<b>Cabinet reference</b>	
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## 9. Additional evidence

None

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

The monitoring will depend on the approach the schools take should this proposal be accepted. Should the schools accept the recharge then an SLA would be put in place and this would be monitored on a periodic basis, as detailed in that plan. Should some schools opt to source health and safety support externally, we would need to look at a way of managing and monitoring the impact of this.

<b>Review date</b>	31/05/2022
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