

# Impact Assessment

## Savings - Placements Closer to Home (step down in provision)



13/01/2022

Reference: 3090-7258-0319-6433

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>	Anna Konieczny, Strategic Business and Programme Manager
<b>Head of service</b>	Jan Coles, Head of Childrens Services
<b>Portfolio holder</b>	Rachel Powell, portfolio holder for Portfolio Holder for Children and Young People and Culture and Leisure
<b>Proposal title</b>	Savings - Placements Closer to Home (step down in provision)
<b>Description of proposal</b>	<p>This is proposal is the continuation of the service's closer to home project work and includes:</p> <ul style="list-style-type: none"><li>• development of children's homes in Powys</li><li>• Bringing children looked after closer to home</li><li>• Increasing our in house foster carers</li></ul>

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£1,500,000	£0	£0	£0	£0	£1,500,000

### Further information

Savings will be delivered through placement step downs by bringing children closer to home.

### Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	Consultation is not required as this is the continuation of the work of the Closer to Home project.

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

### 3a. Impact on other service areas

- Childrens Services

### 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>	Yes
<b>Is Powys County Council the data controller?</b>	Yes
<b>Further information</b>	There will be no change to how we already process personal data of the individuals that we work with.

## 4. Impact on Vision 2025

### 4a. The economy

<b>Impact</b>	The money currently being spent with private companies out of county will be spent on local foster carers in Powys. The proposal will also fund new jobs in Children's Homes in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Children are closer to home and maintain connections with families and communities and school placements.
<b>Mitigated impact rating</b>	Good

### 4b. Health and care

<b>Impact</b>	The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Children are closer to home and maintain connections with families and communities and school placements
<b>Mitigated impact rating</b>	Good

#### 4c. Learning and skills

<b>Impact</b>	<p>The proposal to open Children’s homes in Powys will provide career development and training opportunities in the wider social care workforce.</p> <p>The proposal will enable young people to become involved in education, training and employment in their local communities.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Children are closer to home and maintain connections with families and communities and school placements
<b>Mitigated impact rating</b>	Good

#### 4d. Residents and communities

<b>Impact</b>	Children and young people will remain in their own communities. Increased facilities being provided in Powys and in local communities.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Children are closer to home and maintain connections with families and communities and school placements
<b>Mitigated impact rating</b>	Good

#### 4e. Evidence

Children placed out of county have poorer outcomes.

The work of the First Minister’s Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

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

### 5a. A prosperous Wales

<b>Impact</b>	<p>Children are closer to home and maintain connections with families and communities and school placements</p> <p>The proposal to open Children’s homes in Powys will provide career development and training opportunities in the wider social care workforce.</p> <p>The proposal will enable young people to become involved in education, training and employment in their local communities.</p> <p>The option for young people to have apprenticeships within the Local Authority should be maximised so that as Corporate Parents we provide opportunities within the family firm.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### 5b. A resilient Wales

<b>Impact</b>	<p>The proposal to open Children’s homes in Powys will provide career development and training opportunities in the wider social care workforce. Also the potential development of people into qualified social worker</p> <p>The proposal will enable young people to become involved in education, training and employment in their local communities.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5c. A healthier Wales

<b>Impact</b>	<p>The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.</p> <p>Developing therapeutic foster placements will contribute to the healthier wellbeing of people who have experienced care.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5d. A Wales of cohesive communities

<b>Impact</b>	Children are closer to home and maintain connections with families and communities and school placements
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5e. A globally responsible Wales

<b>Impact</b>	<p>This proposal will keep children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.</p> <p>Ensuring children and care leavers have connectivity so that they can maintain their global networks via social media or other platforms.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

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

### Using Welsh

<b>Impact</b>	Children are enabled to live and grow in communities which represent their own language and culture.  Active offer of Welsh language services to foster carers and children in care.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Neutral

## Promoting Welsh

<b>Impact</b>	Active offer of Welsh language services to foster carers and children in care.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Neutral

## Sports, Art & Recreation

<b>Impact</b>	The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Neutral

## 5g. A more equal Wales

### Age

<b>Impact</b>	This proposal supports the rights of all children.  Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good

<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Disability

<b>Impact</b>	Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Gender Reassignment

<b>Impact</b>	Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Marriage or Civil Partnership

<b>Impact</b>	None
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### Race

<b>Impact</b>	Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Religion or Belief



<b>Impact</b>	Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Sex

<b>Impact</b>	None
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## Sexual Orientation

<b>Impact</b>	Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Pregnancy and Maternity

<b>Impact</b>	None
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## Socio-economic Duty

<b>Impact</b>	None
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## 5h. Evidence

Children placed out of county have poorer outcomes. The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

## Long-term

<b>Impact</b>	Maintaining children in their family's limits disruptions and promotes stability throughout their lives.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Collaboration

<b>Impact</b>	Working with multi agency partners and families to meet the needs of children
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Involvement (including Communication and Engagement)

<b>Impact</b>	Multi-disciplinary plans to maintain children within their communities
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Prevention

<b>Impact</b>	Providing safe placements for children  Children kept closer to home can be kept safer using local resources  Particularly aware of issues around Child Exploitation and the vulnerability of CLA and Care Leavers.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A

<b>Mitigated impact rating</b>	Good
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## Integration

<b>Impact</b>	Integrating with multi agency partners. Increases close partnership sharing resources and working to meet a range of children and young people's needs.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 6b. Impact on the workforce

<b>Impact</b>	Increase in job opportunities
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 6c. Impact on payroll

<b>Impact</b>	None
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## 6d. Welsh language impact on staff

<b>Impact</b>	None
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## 6e. Impact on apprenticeships

<b>Impact</b>	The option for young people to have apprenticeships within the Local Authority should be maximised so that as Corporate Parents we provide opportunities within the family firm.  Seek out partner agencies and other organisations who can offer apprenticeships.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A

## 6f. Evidence

Children placed out of county have poorer outcomes. This has been evidenced in the following:  
 The work of the First Minister's Task Group has provided this evidence around children being placed out of county against children placed in their own communities.  
 A recent Childrens Commissioner for Wales paper on children placed out of County.  
 The Waterhouse report – Lost in Care

## 7. Likelihood and risks

### Risk 1

<b>Description</b>	Unable to recruit new foster carers				
<b>Likelihood score</b>	2	<b>Impact score</b>	3	<b>Risk rating</b>	6.0
<b>Mitigation</b>	Continue to improve support and resources to foster carers. Continue foster carer recruitment campaigns. Continue the work to reduce the number of CLA.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	6.0

### Risk 2

<b>Description</b>	Unable to recruit staff				
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9.0
<b>Mitigation</b>	Continue the work on the recruitment strategy and increase recruitment campaigns to recruit qualified social workers and residential care workers for our Children's Homes.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	6.0

### Risk 3

<b>Description</b>	Don't get funding for the continued development of our Powys Children's Homes				
<b>Likelihood score</b>	2	<b>Impact score</b>	3	<b>Risk rating</b>	6.0
<b>Mitigation</b>	Ensure that we maximise all possible funding sources.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	6.0

## 8. Overall summary and judgement

### Outline assessment

The overall impact of these changes is positive, both to children using services, the workforce and the wider communities.

**Cabinet reference**

## 9. Additional evidence

N/A

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Progress will be reviewed by CLT

The number of children who remain in County, educated in County and become gainfully employed in County will give us a good indication of outcomes and impact.

**Review date**

01/04/2022

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