

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	Children’s And Adults Commissioning	Head of Service	Huw Dylan Owen	Cabinet Member	Cllr Sian Cox Cllr Sandra Davies Cllr Susan McNicholas
Proposal	To take note of this EIA and the associated Market Stability Report				
Outline Summary / Description of Proposal					
This assessment relates to the Market Stability Report 2022. The report outlines the supply and demand of regulated and unregulated services available in Powys, identifying strengths and weaknesses and any actions which have to be taken to remedy any challenges in the supply of services for Powys residents.					

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

Version	Author	Job Title	Date
1.0	Martin Heuter	Senior Strategic Commissioning Manager	June 2022

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£n/a	£ n/a	£ n/a	£ n/a	£ n/a	£ n/a

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	This document has been developed in consultation with colleagues in PCC commissioning, Care Management, Finance, Powys Teaching Health Boards and third sector provides and community services (via PAVO)
Partner Consultation required	Third Sector and Powys Teaching Health Board

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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	<input checked="" type="checkbox"/>	Education	<input type="checkbox"/>	Legal and Democratic Services	<input type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input type="checkbox"/>
Commissioning	<input checked="" type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input checked="" type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment					
Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> n/a					
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	<input checked="" type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

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 proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	Identifying challenges and clarifying expectations will help to better manage supply, demand and costs in the care home market.	Good
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good
Learning and skills We will strengthen learning and skills	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good
Residents and Communities We will support our residents and communities	The proposed is designed to describe supply and demand within the care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good

Source of Outline Evidence to support judgements

Social Services and Well Being Act (2014);
Powys Health and Care Strategy
Powys Population Needs Assessment 2022
Powys Well Being Assessment
Joint Commissioning Strategy and Plan for older people in Powys 2016-2021
Assessment of the demand for specialist housing and accommodation for older people in Wales – Welsh Government 2020
Powys Childcare Sufficiency Assessment 2021
Powys County Council Children’s Services Children Looked After Strategic Framework 2018 – 2023
Powys Play Sufficiency Assessment 2016
Powys Engage to Change Mental Health Report 2022
Powys Carers Plan on a page
Powys Care and Support at Home plan on a page
Powys Technology Enabled Care plan on a page
Powys Well Being Information Bank
Powys County Council Children’s Services Children Looked After Strategic Framework 2018 – 2023
Joint Commissioning Strategy: Adults with Learning Disabilities in Powys (2015-2020)
Powys Commissioning and Commercial Strategy (2017-2020)

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

This Market Stability Report is a requirement set by the Welsh Government. It contributes to localities determine goals and actions to impact positively on the Welsh Government's Well Being goals.

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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
<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>Introduction of the Grow Our Own initiative and Health and Social Care Academy will offer incentives for local people to enter the market.</p>	<p>Good</p>	<p>Introduction of the Grow Our Own initiative and Health and Social Care Academy will offer incentives for local people to enter the market.</p>	<p>Good</p>
<p>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).</p>	<p>The report provides the basis for future commissioning of services, leading to a more resilient health and social care sector.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care</p>	<p>Good</p>
<p>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.</p>	<p>The report provides the basis for future commissioning of services, leading to a more resilient health and social care sector.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care</p>	<p>Good</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care. It will address not only commissioned services but also community services in local communities.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care. It will address not only commissioned services but also community services in local communities.</p>	<p>Good</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
<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 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: 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>	n/a	Choose an item.	n/a	Choose an item.
<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>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	Identifying gaps in Welsh language provision will lead to further efforts to improve Welsh language provision by all providers.	Good	More provision will be available in Welsh and English	Good
<p>Opportunities to promote the Welsh language</p>	Identifying gaps in Welsh language provision will lead to further efforts to improve Welsh language provision by all providers.	Good	More provision will be available in Welsh and English	Good
<p>People are encouraged to do sport, art and recreation.</p>	n/a	Neutral	n/a	Neutral
<p>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></p>				
<p>Age</p>	The proposed actions will positively impact on older people requiring care and support.	Good	The proposed actions will positively impact on older people requiring care and support.	Good
<p>Disability</p>	The proposed actions will positively impact on people with disabilities requiring care and support.	Good	The proposed actions will positively impact on people with disabilities requiring care and support.	Good
<p>Gender reassignment</p>	n/a	Neutral	n/a	Neutral

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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>Marriage or civil partnership</i>	n/a	Neutral	n/a	Neutral
<i>Race</i>	n/a	Neutral	n/a	Neutral
<i>Religion or belief</i>	n/a	Neutral	n/a	Neutral
<i>Sex</i>	n/a	Neutral	n/a	Neutral
<i>Sexual Orientation</i>	n/a	Neutral	n/a	Neutral
<i>Pregnancy and Maternity</i>	n/a	Neutral	n/a	Neutral
<i>Socio-economic duty</i>	Identifying recruitment and retention challenges in the Health and Social Care Sector will form the basis of addressing economic inequalities in Powys	Good	Identifying recruitment and retention challenges in the Health and Social Care Sector will form the basis of addressing economic inequalities in Powys	Good

Source of Outline Evidence to support judgements
Please see source documents at the beginning of this assessment

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	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
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The report will influence long term commissioning intentions	Good	Commissioning intentions will take note and build on the analyses in this report.	Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good	The report will influence long term commissioning intentions and build on existing engagement and co-production mechanisms.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them including: Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring including: Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The report has identified causes of will influence long term commissioning intentions	Good	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good

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Principle	How does the proposal impact on this principle?	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
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The report will influence long term commissioning intentions. It identifies how integrated working can influence better practice	good	The report will influence long term commissioning intentions. It identifies how integrated working can influence better practice	Good
Powys County Council Workforce: What Impact will this change have on the Workforce?	n/a	Neutral	n/a	Neutral
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?	n/a	Neutral	n/a	Neutral
Welsh Language impact on staff	n/a	Neutral	n/a	Neutral
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	n/a	Neutral	n/a	Neutral
Source of Outline Evidence to support judgements				
Please see source documents at the beginning of this assessment				

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

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
<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	Moderate	<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	Moderate	<i>Social value forum feedback</i>

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)
This is a statutory report and requires agreement by all parties		Discussion and agreement achieved by Council, Powys Teaching Health Board and third sector partners	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The analyses contained in the various sections of the Market Stability Report and the EIA suggests that the outcomes will be positive for Powys people over the next five years.	

11. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
no

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12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Market Stability report to be reviewed based on Welsh Government guidance (currently five years).
Please state when this Impact Assessment will be reviewed.
June 2027

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Martin Heuter		22 June 2022
Head of Service:	Dylan Owen		22 June 2022
Cabinet Members	Cllr Sian Cox Cllr Sandra Davies Cllr Susan McNicholas		

14. Governance

Decision to be made by	Council	Date required	
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FORM ENDS