

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.**

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

This specifies that the Council must have due regard to:

- **Eliminate** discrimination, harassment and victimisation
- **Advance** equality of opportunity between people who share a relevant protected characteristic and those who do not;
- **Foster** good relations between people who share a protected characteristic and those who do not.

And must:

- Remove or minimise disadvantages experienced by people due to their protected characteristics
- Take steps to meet the needs of people from protected groups.
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

Wellbeing of Future Generations (Wales) Act 2015

The Wellbeing of Future Generations Act will from April 2016 require all public bodies to demonstrate that we are improving social, economic, environmental and cultural wellbeing, whilst also looking to the future, planning for the long term and ensuring that we don't compromise the ability of future generations to be able to do the same. This is called sustainable development.

The Act sets out 7 Wellbeing Goals:

- **A Prosperous Wales**
- **A Resilient Wales**
- **A Healthier Wales**
- **A More Equal Wales**
- **A Wales of Cohesive Communities**
- **A Wales of Vibrant Culture and Thriving Welsh Language**
- **A Globally Responsible Wales**

We have to demonstrate how we are contributing to all of these goals and following the 5 **Sustainable Development principles**:
 Long term. Integration. Collaboration. Involvement and Prevention

Welsh Language (Wales) Measure 2011

- Gives the Welsh language **official status** in Wales
- Establishes the principle that the Welsh language should be treated **no less favourably** than the English language
- Requires public authorities to **comply with standards** relating to Welsh language provision

The Policy Making Standards relate to assessing the impact of policies and decisions on opportunities for persons to use the Welsh language, and on treating the Welsh language no less favourably than the English language. The Council must therefore consider the Welsh Language when we are developing policies and strategies or when considering new ways of providing services.

Integrated Risk Assessment (Legislative Frameworks) - Whilst there is no formal legislation which stipulates that we must formally manage our risks, it is good practice to undertake risk management which is a process that aims to help assess, evaluate and take action on risks with a view to increasing the probability of success and reducing the likelihood of failure to ensure that 'business as usual' is maintained, and which should be regularly monitored to ensure control of our identified risks where required. The outputs from effective risk management include compliance, assurance and **enhanced decision making**. These outputs provide benefits by way of improvements in the efficiency of our operations, successful delivery of our change projects and the efficacy of our corporate objectives.

Risk management should be a continuous process that supports the development and implementation of our corporate planning and budget setting processes. Plans typically focus on a desired future, which is underpinned by a set of reasonable assumptions. However, each of these assumptions carries a level of uncertainty and risk. Using identified risks in the both the corporate planning and budget setting processes will ensure that we make informed decisions based on the current level of risk, and are fully aware of how the risks could either have a negative impact on our ability to deliver our objectives, or how we can exploit opportunities and take advantage of these. Achieving our targeted performance is dependent upon the ability to manage our risks. As we move towards becoming a commissioning council we need to become more intelligent about the risks which we take in order that we can sustain our services with a continually reducing budget. Equally important we must be aware of the risks to avoid to ensure we protect our customers, reputation and financial stability.

The implementation of suitable risk responses should also form part of our corporate planning process, to provide appropriate mitigating controls to our risks based upon the impact and probability identified in the risk assessment process. Risk Management is high on the agenda of Cabinet and Management Team who view the **Risk Register** on a quarterly basis, along with Audit Committee and the Scrutiny Committees. The monitoring process is also embedded in Quarterly Performance Review meetings to ensure that Portfolio Holders are aware of risks within their respective areas.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Guidance

Who can see the Document?

Draft versions of the assessment should be watermarked as “Draft” and retained for completeness, however only the final version will be publically available. Therefore, draft versions would not normally be subject to Freedom of Information requests, unless specifically requested. However, draft versions may be provided to regulators if appropriate. In line with Council policy, IAs should be retained for 7 years.

Due Regard

When completing the IA, services are required to show ‘due regard’. ‘Due regard’ is a legal term that requires proportionality and relevance. Brown’s Principles are often used in court to determine whether a public body has shown ‘due regard’ to legislation. Public bodies should ensure:

Brown Principle	Requirement
Knowledge	The decision makers must be aware of their duty to have ‘due regard’ to the requirements identified in the assessment, the majority of which are covered by statutory legislation
Sufficient information	The decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the IA.
Timeliness	The IA must be completed before and at the time that a particular proposal is under consideration or decision is taken – that is, in the development of proposal, and in making a final decision. A public body cannot satisfy the Duty by justifying a decision after it has been taken.
Real consideration (Decision making)	Consideration of the requirements identified in the assessment must form an integral part of the decision-making process. The IA is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision
Accountability(No delegation)	Public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the IA, are required to comply with it, and that they do so in practice. It is a requirement where the legislative aspects cannot be delegated
Monitoring and review	Services must have regard to the aims of the IA not only when a proposal is developed and decided upon, but also when it is implemented and reviewed. Monitoring the impact is certainly good practice and is a continuing duty under some statutory legislation (e.g. equalities)

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. These rights must be given due regard when completing this assessment.

Evidence

Evidence should be a mixture of both quantitative and qualitative data, therefore the consideration of performance indicators, statistical data and engagement and communication feedback. Arrangements for capturing service and performance data should be disaggregated across protected characteristics and Welsh speakers where pragmatically possible. Giving foresight to this requirement will ensure services have access to current quantitative data when considering a proposal.

Consultation and engagement (involvement)

With reference to engagement and consultation the council has signed up to the [National Principles for Public Engagement in Wales](#) which a service should have due regard to. There has also been an increase over recent years in legal challenges made to consultation exercises. How well a consultation exercise is conducted has been the focus of a number of Judicial Reviews. [The Gunning Principles](#) are used by courts to determine how well a public body has ran its consultation/engagement activities. Services should also familiarise themselves with these principles when seeking to engage stakeholders and get advice and support from the Corporate Engagement officers.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Impact upon the processing of personal data

The General Data Protection Regulations mandated the need to undertake Data Protection Impact Assessment, (DPIA) where use of personal data is likely to result in a high risk to the rights and freedoms in relation to individuals and their information. The type of processing of personal information that will require a DPIA is when systematic and extensive profiling or automated decision making is taking place, where special category information or information in respect of criminal offence data is being used, implementation of CCTV, use of new technologies, using biometric or genetic data, using location of individual's data, or delivering on-line services to children. It is considered good practice to undertake a DPIA when major projects which require the use of personal data are being considered, in order to meet the Council's obligations to implement the principles of data protection and safeguard the individual's rights and freedoms. This is data protection by design and default.

The DPIA screening questions and template are available from the Data Protection Officer (Information.compliance@powys.gov.uk) and more [information can be found here](#).

General notes

- **Blank boxes, if appropriate are good (don't complete boxes for the sake of it)! When completing the impact assessment, it is likely you will encounter evidence / data gaps which make it difficult for a service to substantiate its judgement. It is important that at each point, the IA is providing an honest judgement. Therefore, if gaps exist, please state that. Mitigating actions should include steps to close such gaps where possible and at each iteration of the IA, the evidence should be appropriately complete, enabling each judgement to be substantiated.**
- *If you start a row finish it. If appropriate you can use the same answer in more than one place.*
- *The purpose of the IA is to provide a single assessment. This approach is likely to be sufficient for about 80% of our proposals. The Pareto principle is likely to apply and you will determine that on more complex issues, additional work may be required to demonstrate due regard, in particular in the field of Welsh language and Equality impact assessment. However, that will be a matter of judgement for the service.*

Judgement

Based on the analysis completed for each criteria, please provide an assessment result:

- **Unknown** *insufficient evidence to substantiate any judgement on impacts of the proposal*
- **Very Poor** *the proposal significantly undermines this aspect*
- **Poor** *the proposal undermines this aspect*
- **Neutral:** *proposal neither undermines or contributes to this aspect or is not applicable*
- **Good:** *the proposal makes a positive contribution to this aspect*
- **Very Good:** *the proposal makes a close to optimal contribution to this aspect*

Impact – this is the judgement made on the available evidence. The 'Impact after mitigation' is the shift in judgement when additional work or evidence gathering is done to improve the potential impact. If additional work is not likely to improve the judgement then it may not have been either, sufficiently thought through, or worth doing.

Additional steps (What work will be done to better contribute to positive or mitigate any negative impacts?)

This is basically as the question asks; what work will be done to improve the potential impact, are there opportunities to collaborate? Only indicate additional steps that the service has every intention of doing and that are likely to have a positive effect on the judgement (ie the difference between the inherent judgement and the residual judgement).

Service Area	Economic Development	Head of Service	Diane Reynolds	Portfolio Holder	Cllr David Selby
Proposal	LUF0268 Montgomery Canal Restoration Project				

Outline Summary

On 27 October 2021, HM Government announced the outcome of the LUF competition. The Council were successful with their bid for the Montgomery Canal Restoration. The Department for Levelling Up, Housing and Communities ('DLUHC') considered the application submitted by the Council for the LUF proposal Montgomery Canal Restoration and agreed to allocate funding up to £13,937,565 across FY2021-22, FY2022-23, FY2023-24 and FY2024-25. The indicative allocation for each year is set out in the following table:

Financial Year	Total (£)
2021-22	425,524
2022-23	4,321,645
2023-24	9,190,396
2024-25	0
Total 2020-21 – 2024-25	13,937,565

The funding is provided to form part of the necessary capital investment required for delivery of the Montgomery Canal Restoration Project. The project will contribute to the revitalisation of a significant disused section of the Montgomery Canal, specifically a 4.4 mile section which, when completed, will enable navigation from the Wales-English border at Llanymynech south to Arddleen, connecting to the 12 miles already restored either side of Welshpool and to the national canal network. The phased restoration will be an exemplar of sustainable development, in North Powys. It will make a substantial contribution to the phased restoration and regeneration of the Canal as a flagship nature-based visitor attraction providing long term economic, cultural, and outdoor recreational benefits to local communities. The project greatly values protecting and enhancing the canals unique natural environment and built heritage whilst making it accessible to local people and visitors. Complementary infrastructure and improvement works will be undertaken to enhance the economic, social, and environmental benefit from the Canal through the refurbishment of historic buildings at Welshpool: Y Llanffa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.

Montgomery Canal Vision

Restoration of the historic Montgomeryshire Canal creating a regionally important asset and strategic visitor destination. Providing a flagship model and catalyst for sustainable rural regeneration with the canal at its heart, creating distinctive, accessible, prosperous, attractive and sustainable communities. The Montgomery Canal underpins this vision with five core investment objectives, these investment objectives encompass the types of changes we envisage for people and communities sought through the restoration of the canal.

Distinctive communities: Create community ownership, sense of place and landscape through renovation and enhancement of key historic built and natural heritage assets enhancing our cultural identity.

Accessible communities: Broaden Montgomery canal access to a wider audience for walking and outdoor recreation, creating active, resilient and cohesive communities that are happier and healthier.

Prosperous communities: Building resilient and prosperous communities connecting towns and waterways, restoring our built heritage, providing an attractive setting to stimulate economic development and regeneration.

Attractive communities: Development of a flagship nature-based tourism offer, raising the quality and perception of Powys and Mid Wales as a visitor destination, increasing visitor numbers and expenditure/income throughout the season.

Sustainable communities: Responsible action by all to conserve, and enhance wildlife through creation of new habitats, species and habitat management and local education and training, providing opportunities for local participation in conservation and natural resource management.

The Canal is uniquely placed to introduce economic and social benefit along a corridor through a dispersed population in a rural area with limited opportunities for development. The interventions will deliver a significant contribution to the works required to reopen navigation of the Montgomery Canal from the border at Llanymynech to Arddleen.

The component elements of the Project are as follows:

Canal & River Trust Projects

- Rebuild Walls Bridge and Williams Bridge
- The creation of three off-line water-based nature reserves alongside the canal to meet ecological requirements for restoration
- Dredging to remove the silt and weed growth and associated bank protection works to prevent collapse – including provision of and a sustainable cycling and walking route along the canal corridor.
- Aqueduct repairs, relining locks, repairing leaks and sluices, replace missing masonry and other infrastructure works to enable the utilisation of the Canal for the project purposes

Powys County Council Project

- Development and enhancement of a canal side community and cultural hub at Welshpool town centre centering on the refurbishment of the Y Lanfa Building and two, adjoining, canalside cottages.

UK Government and Powys County Council formally signed a Memorandum of Understanding in February 22, enabling formal commencement of the project. The Canal & River Trust will act as delivery lead for the restoration works between Llanymynech and Arddleen whilst Powys County Council will act as delivery lead for the Welshpool Wharf Cultural Hub improvements together with overarching responsibility as lead authority for reporting to UKG

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

Services are encouraged to begin the IA as early in the process of developing a proposal as possible. The IA can be strengthened as time progresses, helping shape the proposal. Version control will provide a useful audit trail of how the IA has developed. Draft versions of the assessment should be retained for completeness, however only the final version will be publically available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Version	Author	Job Title	Date
0.1 Draft	Colin Phillips	Interim Regeneration Project Manager	15/07/2022

2. Profile of savings delivery (if applicable)

This section requires the savings proposals to be listed in full in the year that they are expected to be delivered. Only include in the year being delivered, **do not** add into future years to make a cumulative total. Where there is a part year saving in one year and the residue in the next year please show this, for example a £100,000 saving to be delivered over the next two years would be shown as:

If you have a savings proposal that will deliver new savings over more than five years please can you put into the final box (savings year 5 plus).

2020-21	2021-22	2022-23	2023-24	2024-25	2025+	TOTAL
£0	£0	£0	£0	£0	£0	£0

Further information

Please use this section to explain the type of savings that will be delivered, i.e. staffing, travel, external provider / contractor, etc etc - if this is not clearly set out in another part of the document. So the reader can understand where the reductions will be made.

3. Consultation requirements

Services should seek to engage stakeholders when assessing the impact of changes to service provision. Advice and support is available from the Corporate Engagement officers

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	During key project stages the project will seek to consult and engage with local communities, businesses, and residents. The purpose of engagement and consultation will be to ensure where possible communities can help shape proposals or development works and raise concerns. Engagement alongside the proposed works will also seek to develop greater unity between canal side communities, businesses and groups to see secondary elements develop which will further enhance the canal renovation offer and outcomes. A Communication Strategy and Plan is currently under development

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**

E.g. Are you going to be removing provision of a service from a building owned by another service area, thus reducing their income, or removing a service that could increase uptake of another service?

Before undertaking the assessment, consider all of your stakeholders who will be involved in the process or potentially impacted by the proposal. It is advisable to complete the assessment in a group environment, and to invite your stakeholders to input in the assessment.

Could the proposal have any implications for Health and Safety or Corporate Parenting? Please seek advice if you're not sure.

Depending on your proposal you may also need to consider the following:

Have you spoken to the VAT Officer to ensure VAT compliance?

Have you spoken to the Insurance Officer to ensure you have relevant insurance cover where applicable?

Does your project involve buying or investing in a property or a business in order to generate income? * If you are intending to buy or invest in a property or a business in order to generate income please ensure that you have contacted the Finance department to ensure compliance with the updated CIPFA code of practice.

Data Protection Impact Assessment

Will the proposal involve processing the personal details of individuals? Please answer yes or no

Is Powys County Council the data controller? Please answer yes or no

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.

During key project stages there will be a requirement to consult and engage with local communities, businesses, and residents. The project will retain surveying data attained from business and public surveys for evaluation and monitoring purposes. All data collection, storage and security will follow corporate legal procedures, legislation and guidelines including the GDPR General Data Protection Regulation 2016/679 and the Data Protection Act 2018 to ensure we remain compliant with required data protection standards, and maintain the confidentiality and protection of all individual's data. The project will also adhere and follow the guiding principles and obligations under the Freedom of Information Act 2000 including the Statutory Code issued under Section 45 of the Act and the Environment Information Regulations 2004 (the "Information Laws")

These obligations will be transferred to our delivery partner – the Canal & River Trust – through the Service Level Agreement currently being negotiated

4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Powys <input checked="" type="checkbox"/>	Brecon <input type="checkbox"/>	Llandrindod and Rhayader <input type="checkbox"/>	Machynlleth <input type="checkbox"/>
North <input checked="" type="checkbox"/>	Builth and Llanwrtyd <input type="checkbox"/>	Llanfair Caereinion <input type="checkbox"/>	Newtown <input checked="" type="checkbox"/>
Mid <input type="checkbox"/>	Crickhowell <input type="checkbox"/>	Llanfyllin <input type="checkbox"/>	Welshpool and Montgomery <input checked="" type="checkbox"/>
South <input type="checkbox"/>	Hay and Talgarth <input type="checkbox"/>	Llanidloes <input type="checkbox"/>	Ystradgynlais <input type="checkbox"/>
	Knighton and Presteigne <input type="checkbox"/>		

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Unknown Very Poor Poor Neutral Good Very Good
DRAFT				

<p>The Economy We will develop a vibrant economy by:</p> <ul style="list-style-type: none"> • <i>Providing support for businesses to grow</i> • <i>Promoting Powys as a place to live, visit and do business</i> • <i>Improving the availability of affordable and sustainable housing</i> • <i>Improving our infrastructure to support regeneration and attract investment</i> • <i>Improving skills and support people to get good quality jobs</i> • <i>Enabling people with a disability to have improved opportunities for valued occupation including paid employment</i> • <i>Creating equality of opportunity for all our staff and take action to close the pay gap</i> <p>Outcome: The Powys economy is thriving and sustainable</p> <p>Strengthening the economy of Powys is at the heart of Vision 2025. A strong, vibrant, enterprising economy will provide high quality jobs, create and nurture our local companies, attract inward investment and encourage people of all ages to work and live in Powys.</p>	<p>The restoration of the Montgomery canal will have both direct and indirect economic benefits to the local economy. These can be summarised to include;</p> <ul style="list-style-type: none"> • The economic benefits of the canal restoration arising from increased tourism and leisure activity within the local economy; • The economic benefits of the canal restoration on the supply-side of the tourism and leisure economy, in relation to tourism and leisure businesses within the canal corridor; • The impact of the canal restoration on property developments. Tourism and leisure activity generates an economic impact through increased expenditure by visitors, which in turn leads to money being retained locally which supports jobs in local businesses. Such businesses may or may not be located canalside. The canal attracts visitors, who may spend money anywhere within the local economy. Canals also act as a catalyst for the development of property alongside them. Such property-related effects can include:- • Canals help to establish developer and investor confidence, particularly in disadvantaged areas; • Improvements to canal environments have been shown to bring forward the development of previously vacant or underused sites. Their linear form means that canals can also act as a valuable way in which to integrate discrete development schemes; • Attractive development can enhance the vibrancy and vitality of an area. In particular, tourism and leisure schemes 	<p>Good</p>	<p>Communication and engagement through key project delivery stages will be key to ensure the most economic impact can be delivered through the Montgomery Canal project. Maximising the input and engagement of local supply chains, skills, local businesses and communities will provide the best opportunity to realise as many of the opportunities listed to the left thus contributing towards a vibrant economy in the adjacent local economies.</p>	<p>Good</p>
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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



	<p>benefit strongly from the striking setting that a canal location provides;</p> <ul style="list-style-type: none"> Evidence suggests that property developments at waterside locations command a premium value when compared to schemes based elsewhere and are also easier to sell/ let. This is particularly true of residential and office developments. 			
<p>Health and Care We will lead the way in providing effective, integrated health and care in a rural environment by:</p> <ul style="list-style-type: none"> Ensuring that Powys children and young people are safe, healthy, resilient, learning, fulfilled and have their voices heard, valued and acted on Ensuring that Powys adults are safe, resilient, fulfilled and have their voices heard, valued and acted on Working with our partners through the Regional Partnership Board and continue to play our part in delivering the priorities set out in the Joint Area Plan: Focus on well-being; Providing joined up Care; Develop a workforce for the future; Innovative environments; Digital solutions; Working in partnership Improving the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations Helping people to get the support they need to prevent homelessness <p>Outcome: Powys residents start well, live well and age well</p> <p>High quality health and care services are a priority for all of us and we are committed to working with our partners in the NHS and the third sector to provide seamless health and social care services at the right time and in the right place. We will continue to do all we can to provide as many caring services within the boundaries of Powys, whilst using a strengths-based approach to promote independence and self-care wherever possible.</p>	<p>The economic impact of canal restorations is not the only impact to be delivered by canal restoration. There are numerous social impacts that can be delivered by waterway restorations. These include increased/enhanced leisure opportunities; increased volunteering opportunities; educational activities; reduced social deprivation; improved quality of life/well-being; and improved community cohesion. Canal restorations can also have important health benefits to local communities, as they provide recreational space for leisure activities and exercise.</p> <p>Waterways, along with other outdoor routes and spaces, deliver benefits to people's health, through creating opportunities for outdoor exercise, and mental well-being. It is known that physical exercise and improved mental health reduce illness and lead to significant cost savings for the National Health Service.</p>	<p><i>Good</i></p>	<p>Through working with local communities and community groups secondary social and health care initiatives can be developed which contribute towards improved health and care outcomes. Canals offer a calming environment which can be utilised to improve mental and physical health and wellbeing from eco-therapy, community exercise, running and walking groups to volunteering and providing an outdoor learning and education resource for local children</p>	<p><i>Very Good</i></p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Learning and Skills We will strengthen learning and skills by:</p> <ul style="list-style-type: none"> • Improving educational attainment of all pupils • Improving the evaluation, planning and coordination of provision for learners with special educational needs and other pupils who may require extra support • Improving our school's infrastructure • Improving the skills and employability of young people and adults • Improving opportunities and outcomes for children living in poverty <p>Outcome: Powys residents are capable, confident and fulfilled</p> <p>Learning and skills is a cornerstone of our vision, providing high quality educational opportunities for all our learners. We need to embrace the challenges of being a large rural organisation and use technology to improve access for all.</p>	<p>N/A</p>	<p><i>Neutral</i></p>	<p>No direct impact on learning and provision of schools infrastructure through Montgomery canal works. The development of infrastructure along the canal and developments to Y Llanffa wharf building will create an improved, vibrant community cultural hub facility, museum and library which will provide an engaging space for future generations to learn outside of a school setting. The creation of 3 off-line water-based nature reserves will provide children and adults alike with the opportunity to learn about biodiversity, nature conservation and species, flora and fauna alike. Future engagement with community groups along the canal development open up future opportunities for outdoor learning and skills such as supporting volunteering efforts to restore and maintain canal infrastructure and nature reserves</p>	<p><i>Good</i></p>
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<p>Residents and Communities We will support our residents and communities by:</p> <ul style="list-style-type: none"> • Strengthening community development and resilience • Strengthening our relationship with residents and communities • Safeguarding and enhance the natural environment for residents and communities • Improving opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life <p>Outcome: Powys communities are vibrant, resourceful and connected</p> <p>We want communities to feel supported, have a say in what is provided for them locally and feel they play a key role in local service delivery, which is why this objective centres on engaging and working with our community and third sector partners to promote and strengthen community relationships, development and resilience.</p>	<p>The Canal restoration and Welshpool Wharf development has significant potential to act as a social “hub”, bringing together a wide variety of participants through high quality leisure and recreational facilities.</p> <p>Canal restoration can realise important social and community cohesion benefits through restoration and community engagement.</p> <p>Local community involvement in canal restoration is often key to a successful sustainable restoration. Improved access and transformation of the canal infrastructure including its cultural and heritage buildings can be an excellent focus for community activity and help develop civic pride. Many visitors to canals are from the local community and as such have a natural affinity to the canal. Canal restoration can be used to develop resilience and strengthen relationships with communities alongside the infrastructure such as increased involvement via volunteering or learning the history and heritage of the canal.</p> <p>Pride in community and community assets can be nurtured through canal restoration providing economic, social and health benefits to local residents and communities. The restoration, enhancement and safeguarding of local natural environments and green spaces can strengthen local pride and effort to learn about biodiversity, species and flora and fauna providing learning and</p>	<p><i>Good</i></p>	<p>Where possible engagement with adjacent community councils, groups and residents will be undertaken to ensure the project works with local people, community groups and businesses, making sure everyone who wants to can take part in the canal restoration so that the it is inclusive, community-led and benefits local people and communities, wildlife and heritage.</p> <p>Efforts could be looked at to improve digital infrastructure along the canal such as Lorowan sensor technology which could be installed at key points along the canal infrastructure providing key visitor and canal use data and information which could inform future investments or key real time data to inform efficient action regarding safety and maintenance works or mitigation of potential risk to the general public through infrastructure damage to canal towpaths etc.</p> <p>Local events which utilise the canal such as the Montgomery canal triathlon can be enhanced to include wider community secondary activities and involvement. This will increase community cohesion and provide additional indirect economic and socio economic benefits.</p>	<p><i>Very Good</i></p>
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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



	volunteering opportunities for local people.			
Source of Outline Evidence to support judgement				
<ul style="list-style-type: none">Montgomery Canal Visitor Economy Assessment				

Additional Links and Information

- Further information on the council's priorities can be viewed in the [Corporate Improvement Plan](#)

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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

Well-being Goal	How does the proposal contribute to this goal?	<u>IMPACT</u> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
<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 Canal restoration project will where possible consider methods to create and keep jobs and wealth locally. The restoration of the canal will elevate an already much loved local asset into a flagship nature-based visitor attraction providing long term economic, cultural, and outdoor recreational benefits to local communities. The project greatly values protecting and enhancing the canals unique natural environment and built heritage whilst making it accessible to local people and visitors. Complementary infrastructure and improvement works will be undertaken to enhance the economic, social, and environmental benefit from the Canal through the refurbishment of historic buildings at Welshpool: Y Lanfa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.</p>	<p>Good</p>	<p>Current restoration and maintenance work on the Montgomery Canal is undertaken in part by dedicated and invaluable volunteers and C&RT members. In delivery of the LUF project every opportunity will be taken to ensure there are opportunities for local procurement, jobs, community involvement, traineeships or apprenticeships.</p> <p>Facilitating the integration of long-distance walking, cycling, paddling routes and boating will enhance distinctive and attractive communities, increasing tourism (in terms of both duration of stay and spend). The canal will create a unique selling point for communities along its length, supporting effective placemaking, providing an attractive setting for economic development and regeneration and supporting existing businesses to grow.</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 project will create a high-quality green-blue corridor supporting biodiversity and ecological connectivity, encouraging outdoor recreational activity within the community, improving health and wellbeing and attracting visitors to the area.</p>	<p style="text-align: center;"><i>Good</i></p>	<p>The canal is a unique environmental asset supporting UK Gov’s 2050 net zero targets and seeks to enhance the natural environment for future generations. The project aspires to develop sustainable and responsible communities who prioritise, protect, and enhance our natural environment, addressing declining biodiversity through conservation and nature resource management.</p> <p>The project will look to increase the access and outdoor learning opportunities provided to schools and families enabling them to access the nature reserves for educational and recreational visits improving the promotion, safeguarding and protection of key species, habitats, flora and fauna alongside the canal.</p> <p>The CRT have a plan to both halt the loss of biodiversity around these canals and to restore and enhance biodiversity in areas that have seen degradation of such diversity. The environmental benefits of diverse ecosystems along canal corridors should be a future consideration as part of project development or future canal works which will look to mitigate climate change impacts through increased efforts to support species to thrive through complimentary planting of trees and wild flowers.</p> <p>One key deliverable of the project will be the creation of three off-line water-based nature reserves alongside the canal to meet ecological requirements for restoration. These nature reserves will seek to provide a home for plantlife and wildlife displaced by dredging of the canal</p>	<p style="text-align: center;"><i>Very Good</i></p>	
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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



			and will be designed in partnership with key stakeholders such as NRW, Wildlife Trust and Welsh Government. Special consideration will focus on efforts to maintain and enhance biodiversity and promote the ecological resilience of existing displaced ecosystems whilst aiming to attract new species.		
<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.</p> <p>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>http://www.legislation.gov.uk/anaw/2017/2/contents/enacted</p>	<p>The project will help link communities along the canal corridor and support public health by enhancing high-quality walking and cycling routes and encouraging participation in a wide range of outdoor recreation activities.</p> <p>Enhanced opportunities for recreation on the water, canoeing, boating and paddle boarding. Enhanced environment for towpath users. Enhanced opportunities for wildlife spotting. The local area will be a better place to live, work and visit.</p>	<i>Good</i>	<p>Social benefit will enhance green and blue space for residents in a deeply rural area. Although the area is well served by public footpaths/ rights of way are mostly through farmed land presenting barriers to even those with mildly limited mobility: stiles, rough ground, steep slopes, difficult conditions in wet weather. The Canal towpath provides accessible and extensive recreation network accessible to those with mobility limitations, and confidence and perception barriers to enjoying wider countryside. The enhancements to navigation in the project provide increased amenity value and the bank protection works will support the towpath which in places threatens to collapse.</p>	<i>Very good</i>	
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected communities.</p>	<i>See residents and communities section above</i>	<i>Good</i>	<i>See residents and communities section above</i>	<i>Very Good</i>	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<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 in:</p> <ul style="list-style-type: none"> • Empowering people using public services to understand, claim and enjoy their human rights • Increasing the ability and accountability of those delivering public services to respect, protect and fulfil human rights duties • Deepening our understanding of the relationships between rights-holders and duty-holders in order to help bridge the gaps between them • Creating the conditions under which all people can live in dignity and develop their full potential <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	Neutral	N/A	Neutral	
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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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.

Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards

The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. The two main principles of the Welsh Language Measure are that in Wales:

- *The Welsh Language should be treated no less favourably than the English language.*
- *That persons should be able to live their lives through the medium of Welsh if they choose to do so.*

This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on the Welsh language, culture and heritage, and to identify any areas for improvement, in order to ensure the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English.

<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language</p> <p><i>The Council has a duty to ensure that people can access services through the medium of Welsh wherever they are within the county, and that services provided in Welsh are not inferior to that provided in English.</i></p> <p><i>Opportunities to use the Welsh language in official and social spheres must be promoted and protected. Consideration should be given to the impact of policies and decisions on the sustainability of Welsh speaking communities.</i></p>	<p>The refurbishment of historic buildings at Welshpool including the Y Llanffa wharf building and two, listed, canalside cottages. Will seek to create an improved, vibrant community cultural hub facilities including a museum, library, and retail outlets. These facilities will look to promote the use of Welsh language including</p> <ul style="list-style-type: none"> • Increasing the opportunity for persons to access services through the medium of Welsh providing the ability to use the Welsh language in a social setting • Increasing the opportunity for persons to use the Welsh language within the workplace aligning to the commitment of Powys County Council • Ensuring that Welsh speaking service users receive services to the same standard as those who access services through the medium of English? 	<p style="text-align: center;">Good</p>	<p>Additional consideration can be given to ensure that improvements to signage and cultural/heritage information boards include Welsh language promotion and inclusion ensuring the Welsh language isn't treated any less favourably than English. Where Welsh Language isn't already available this could be amended to include bi-lingual information.</p> <p>Any consultation and engagement undertaken through the course of the project will where possible be bi-lingual with Welsh language medium available and promoted</p>	<p style="text-align: center;">Good</p>	<p><i>Sources of Evidence</i></p> <ul style="list-style-type: none"> • <i>Data on Welsh language requirements of service users</i> • <i>Welsh language skills data for Council staff</i> • <i>Consultation and engagement with service users and organisations promoting / providing Welsh medium services (e.g. Welsh Language Forums)</i>
<p>Opportunities to promote the Welsh language.</p> <p><i>The Council must take opportunities to promote the Welsh language and services provided through the medium of Welsh.</i></p>	<ul style="list-style-type: none"> • As above 	<p style="text-align: center;">Neutral</p>	<p><i>As above</i></p>	<p style="text-align: center;">Good</p>	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>People are encouraged to do sport, art and recreation.</p> <p>Recognising the contribution that participation in sport, art and recreation can make to the well-being of individuals and communities, the Council is encouraged to take advantage of relevant opportunities where realistically possible.</p>	<ul style="list-style-type: none"> • See health and care and healthier Wales sections 	<p>Good</p>	<p>See health and care and healthier Wales sections</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> • Consultation and Engagement analysis • Canal usage data
<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). Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</p> <p>Equality is about making sure people are treated fairly. It is not about “treating everyone the same” but recognising everyone’s needs are met in different ways. This means you should determine whether a policy will assist or inhibit your ability to eliminate discrimination; advance equality; and foster good relations. Listed below are the 9 protected characteristics.</p> <p>This section of the template is designed to assist in the analysis of gathered data and evidence, to determine the impact on Equality, and to identify any areas for improvement. By taking into account the general duty this will enable the authority to demonstrate that we are making decisions in a fair, transparent and accountable way. When assessing impact you should look at diversity within, as well as between the groups e.g. Disabled people with different impairments.</p>					
<p>Age</p> <p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>	<p>The Canal towpath provides accessible and extensive recreation network accessible to those with mobility limitations, and confidence and perception barriers to enjoying wider countryside.</p>	<p>Neutral</p>	<p>Restoration opens up walking and cycling routes through improvements in towpaths and the canal itself. Many towpaths are now accessible for wheelchair users and the fact that canals are built through flat land means that they can be especially beneficial to those getting back into exercise.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> • Profiling of service users • Service user satisfaction rates
<p>Disability</p> <p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities</p>	<p>The Montgomery canal is an asset accessible to all age groups and disabilities and work undertaken through the LUF project will look to improve the experience and environment for all users regardless of age, physical or mental health status.</p>	<p>Neutral</p>	<p>Every effort will be taken to engage and consider works which improve the accessibility and experience of different generations and disabilities.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> • Complaints / Compliments monitoring • Wider research reports and findings

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Gender reassignment</p> <p><i>People who change their gender from the one assigned at birth (A person who is proposing to undergo, are undergoing, have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex)</i></p>	N/A		N/A		
<p>Marriage or civil partnership</p> <p><i>Being in a marriage or civil partnership</i></p>	N/A		N/A		
<p>Race</p> <p><i>Being a particular colour, ethnic origin, national origin or nationality</i></p>	N/A		N/A		
<p>Religion or belief</p> <p><i>Having a recognised religion or belief or a lack of belief</i></p>	N/A		N/A		
<p>Sex</p> <p><i>Being male or female</i></p>	N/A		N/A		
<p>Sexual Orientation</p> <p><i>How people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes</i></p>	N/A		N/A		

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Pregnancy and Maternity</p> <p><i>Pregnancy is the condition of being pregnant or expecting a baby.</i></p> <p><i>Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</i></p>	N/A		N/A		
<p>Socio-economic duty (insert the final WG definition)</p> <p><i>In broad terms, 'socio-economic disadvantage' means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest, leading to further negative outcomes such as social exclusion.</i></p>	<p>The canal is an accessible space for all individuals regardless of circumstance and can provide an environment for learning, social interaction, mental and physical health benefits among other benefits. The LUF project will engage with key stakeholders through the project lifecycle to ensure where possible supporting spin off projects/activity can be developed which will improve the overall canal offer and contribute towards reduction of negative socio-economic impacts.</p>	Good	<p>The restoration of the Montgomery canal and additional infrastructure improvements are likely to see improved connections with the local communities and residents. Through working closely with community groups and various organisations there is a real opportunity to develop secondary activity which looks to support residents and groups who have socio-economic disadvantages.</p> <p>Future socio-economic benefits from the restoration of the canal to the national network have been explored within the Montgomery Canal Visitor Economy Assessment, the project can seek to explore areas within this report as part of the LUF project which will improve the socio economic impact for residents and communities along the canal.</p>	Good	
Source of Outline Evidence to support judgement					
<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> • Consultation and Engagement analysis • Project documentation • Benefits profile • Mont canal Visitor Economy Assessment 					

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Additional Links and Information

For more detailed explanations of the 9 protected characteristics please click on the following links

- <http://www.equalityhumanrights.com/private-and-public-sector-guidance/guidance-all/protected-characteristics>
- <http://www.equalityadvisoryservice.com/app/help/session/L3RpbWUvMTQ0MjMyODAyOC9zaWQvSHQ1VUt4d20%3D>

The Equality and Human Rights Commission is responsible for enforcing equality law and has a website full of information and good practice

- <http://www.equalityhumanrights.com/>
- Assessing Impact and the Equality Duty - A Guide for Listed Public Authorities in Wales
- <http://www.equalityhumanrights.com/publication/assessing-impact-and-equality-duty-guide-listed-public-authorities-wales>
- Equality impact assessments – advice and guidance
- <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-impact-assessments>
- The Essential Guide to the Public Sector Equality Duty An overview for listed public authorities in Wales
- <https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales>
- Case studies
- <http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty/case-studies>

UN convention on the rights of people with disabilities

- <https://www.equalityhumanrights.com/en/our-human-rights-work/monitoring-and-promoting-un-treaties/un-convention-rights-persons-disabilities>

Children's Rights Wales.

- <https://gov.wales/childrens-rights>
- EIA Practice hub by the NHS sponsored by WG and WLGA.
- <http://www.eiapractice.wales.nhs.uk/home>

Powys County Councils Strategic Equality Plan aims to make sure that we meet everybody's needs and tackle disadvantages. The plan was adopted in 2012 and is currently being reviewed. The plan sets out ten objectives for improvement.

- <https://en.powys.gov.uk/equalities>

Powys statistics

- <https://en.powys.gov.uk/article/5800/Wellbeing-Information-Bank>

United Nations - Human rights are the basic rights and freedoms that belong to every person, regardless of age, sex, race, sexual orientation nationality, socio-economic group or any other status.

- <http://www.un.org/en/index.html>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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> Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
Sustainable Development Principle The simultaneous improvement of the social, economic, environmental and cultural well-being of communities in Powys and beyond, both now and in the future, using the ways of working below.					
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>The Montgomery Canal restoration project is an important short term step towards a greater long term vision and objective. The Project is acutely aware that the LUF funding will not deliver the whole of the vision and as such not all economic and social benefits will be delivered in this one funding intervention. The project does however see the restoration and investment in the canal infrastructure and nature reserves etc as a catalyst for future opportunities and regeneration towards a fully navigable waterway.</p>	<p>Neutral</p>	<p>The project understands the importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs. The redevelopment and sympathetic restoration of listed buildings on the canal wharf is geared towards long term social and cultural community offer, providing a vibrant and attractive space and improving the offer within Welshpool.</p> <p>The canal restoration and nature reserve creation is part of a longer term strategy and vision which will see improved social and economic benefits alongside improved biodiversity, species and environmental protection and management.</p> <p>Should the canal become navigable and connected to the wider UK canal networks this should see an increase in boating and non boating outdoor adventure tourism growth along the canal. Secondary benefits and future development potential of this long term vision provides various regeneration opportunities for new and existing businesses. The work also has potential to inform future investment through town investment plans.</p>	<p>Good</p>	<p>Possible Sources of Evidence</p> <ul style="list-style-type: none"> • Well-being Assessment • Future Trends report • Service data • Residents Survey information • Mont canal Visitor Economy Assessment

<p>Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>The Montgomery canal project and the Canal & River Trust have engaged with key stakeholders including residents and communities, town and community councils and local authority through the last few years on their plans to restore the navigation of the canal into the wider canal network. Engagement has identified support and lead to the restoration featuring in various local and regional vision documents, town plans and Powys LDP.</p> <p>The project is collaborative in nature with the bid for LUF funding being a collective application by Powys County Council and The Canal and Rivers Trust. The delivery will be a collaborative partnership underwritten by a memorandum of understanding and a SLA between delivery partners. The project will work with various stakeholders and partners through key delivery stages to engage, shape and inform works so if opportunities to work with others to deliver improved outcomes become identified they can be explored in more detail.</p> <p>Key pieces of work such as the environmental and biodiversity elements including the dredging and design and creation of off water nature reserves will require collaboration and close working with key partners such as Montgomery Waterways Restoration Trust, NRW, Wildlife Trusts, community groups and the third sector or volunteers to ensure planning approvals and suitable habitats can be established inkeeping with formal approval processes. The project will also work closely with NRW to ensure we secure dredging approvals and SAC approvals alongside canal restoration works.</p>	<p>Good</p>	<p>The Project will further enhance the outcomes of the Montgomery canal restoration project through further engagement and collaboration with key stakeholders during project development.</p> <p>The Canal & Rivers Trust has already taken a step in this direction through the commissioning of a economic Impact Assessment of future phased restoration works. This assessment looked at the potential economic impact the re-opening of the canal between Llanymynech and Welshpool could provide, eventually allowing a fully navigable canal between the junction of the Llangollen canal to beyond Welshpool, will have on the wider visitor economy within the region. The work touches upon additional future elements which can be explored in collaboration with key stakeholders for wider economic, social and environmental benefit and spin off enterprises.</p> <p>As mentioned above the LUF project is likely a first steps on a longer journey of social and economic regeneration aligned to the canal restoration.</p>	<p>Good</p>	<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> • Service data • Customer feedback • Montgomery Canal Visitor Economy Assessment
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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Involvement: <i>Involving a diversity of the population in the decisions that affect them.</i></p> <p><i>Stakeholder Communication and Engagement: Ensuring the views and voices of the stakeholders who will be impacted by a proposal are sought, heard and used to inform and influence decisions made</i></p> <p>Including Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>The project is in-line with the published Restoration Strategy for the Montgomery Canal. No aspects of the proposal have been identified as controversial. The community support for the proposal has been recognised and endorsed through the Welshpool Town & Community Plan and the Newtown & Llanllwchaiarn Town plan. It is also illustrated by the significant amount of volunteer work and community fund raising which has been undertaken over many years to help progress the restoration of the canal and related activities and events.</p> <p>The Welshpool Town & Community Plan 2017-22 includes several policies in support of Canal reopening and creation of nature reserves. This was widely consulted on including all households, and businesses and the Youth Council. The Newtown & Llanllwchaiarn Town plan was recently widely consulted on as draft SPG. 760 hours community input went into the plan development including drop in events, workshops and public survey Jan-Sept 2019- 7000 comments were received. The plan supports the Canal restoration, including Policy CH-F “Proposals for the repair and sensitive restoration of the Montgomery Canal that seek to minimise the loss of existing fabric together with compatible and alternative uses for associated historic buildings will be supported”.</p> <p>In a Heritage Lottery Fund project the Trust in 2017 surveyed opinions of 2,500 people along the Canal corridor on each side of the border. The result was: – 68% “very supportive” of Canal restoration and 25% “quite supportive”.</p> <p>The current, widely consulted on, Powys LDP includes “Policy TD3 – Montgomery Canal and Associated Development” Development proposals that support the restoration of the Montgomery Canal and preserve and enhance the role of the canal as a multifunctional resource, including</p>	<p style="text-align: center;">Good</p>	<p>During key stages the project will seek to consult and engage with local communities, businesses, and residents. The purpose of engagement and consultation will be to ensure where possible communities can help shape proposals or development works and raise concerns. Engagement alongside the proposed works will also seek to develop greater unity between canal side communities, businesses and groups to see secondary elements develop which will further enhance the canal renovation offer and outcomes. A Communication Strategy and Plan is currently under development</p>	<p style="text-align: center;">Good</p>	<p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> • Existing research and data • Consultation analysis • Focus groups • Drop in events • Complaints / Compliments monitoring
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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



	offline reserves and other appropriate canal-related development, will be supported.				
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	N/A	N/A	N/A	N/A	
Including 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>	N/A	N/A	N/A	N/A	

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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>The project proposed doesn't pose any tensions between the running of existing services and the new provision which will be developed as part of the project outcomes. The project has a memorandum of understanding in place with UK Govt and a Service Level Agreement in draft form with project partners which identifies clear roles and responsibilities. The project is a collaborative partnership approach and will have a positive impact on environmental, economic, social and cultural aspects with consideration of these individually and separately as part of the project scope e.g development of nature reserves or sympathetic redevelopment of wharf buildings for commercial and social benefit.</p>	<p style="text-align: center;"><i>Neutral</i></p>	<p>The project will have a positive impact across the wellbeing objective goals including environmental, economic, social and cultural aspects.</p> <p>The development of the wharf and revitalisation of cultural buildings to enhance or bring back into operation will restore otherwise dilapidated culturally important buildings into operational assets which provide an enhanced visitor and community environment providing economic opportunities coupled with social and community benefits such as improved town centre experience and social environment.</p> <p>The restoration of the canal will positively impact communities, residents and visitors along the improved infrastructure particularly from an health and wellbeing and environmental aspect. A revitalised canal towpath and development of nature reserves will see the existing environment, flora and fauna and various species thrive in a safe and protected environment. Nature reserves will provide opportunities for learning and additional visitor destinations. The positive health and wellbeing impacts of outdoor waterside environments are well documented. The improvement of the existing much loved infrastructure should ensure more residents and visitors can enjoy access to the canal providing opportunities for increased footfall and economic benefits to businesses and communities adjacent to the canal towpath but also opportunities for spin off and provide new enterprises, community groups, activities and additional social events like the</p>	<p style="text-align: center;"><i>Good</i></p>	<ul style="list-style-type: none"> • <i>Customer feedback</i> • <i>Consultation analysis</i>
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Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



			Montgomery canal triathlon to expand. Improved access and vibrancy of the canal infrastructure will see more use the canal as a means of physical and mental health nurturing and improvement reducing stress and anxiety through connection with green spaces and through walking, cycling or water based exercise improving overall physical health which reduces burden on local health services.		
Powys County Council Workforce: What Impact will this change have on the Workforce?	The project will undertake refurbishment of historic buildings at Welshpool including Y Llanffa wharf building and two, listed, canalside cottages. Refurbishment works will create an improved, vibrant community cultural hub facility. This will include a museum, library, and retail outlets, contributing to the regeneration of the canal, the town and wider region ensuring we are sympathetically revitalising historic Canalside buildings back into operation.	Good	The developments of the wharf should only improve the environment which our employees work and provide potentially provide further employment and arts and cultural opportunities through the refurbishment work creating vibrant community facilities.	Good	
Payroll: Will this change impact negatively or positively on salary, or any overtime/enhanced payments etc? Does this proposal comply with the Councils Single Status Terms and Conditions? If the pay element for the member of staff changes, does this affect any particular group of employees? (Male/Female dominated workforce) Does this proposal comply with the Councils Single Status Terms and Conditions?	The proposed project works should not have any direct impact on current employment/employee working arrangements which would require a change in contractual and payroll conditions.	Neutral	The proposed project works should not have any direct impact on current employment/employee working arrangements which would require a change in contractual and payroll conditions.	Neutral	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Welsh Language impact on staff</p> <p>The Council must have sufficient Welsh speaking staff to ensure it can provide services according to the Welsh Language Standards. Under the Standards, the Council must also provide information for staff through the medium of Welsh, and provide support and training to enable them to use the Welsh language within the workplace, and provide a bilingual service for the public.</p>	<p>The refurbishment of historic buildings at Welshpool including the Y Llanffa wharf building and two, listed, canalside cottages. Will seek to create an improved, vibrant community cultural hub facilities including a museum, library, and retail outlets. These facilities will look to promote the use of Welsh language and support staff who wish to improve or learn their Welsh language skills as part of their roles.</p>	<p><i>Neutral</i></p>	<p>Improvements to existing and installation of additional complimentary signage and cultural/heritage information elements will seek to include Welsh language promotion and inclusion ensuring the Welsh language isn't treated any less favourably than English.</p>	<p><i>Good</i></p>	
<p>Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>Apprenticeship opportunities at Y Llanffa services are likely to have no negative impacts from the proposed project works. Any additional employment opportunities will consider the roles suitability for an apprentice such as any new employment activity.</p>	<p><i>Neutral</i></p>	<p>There should be improved apprenticeship opportunities as part of works to undertake restoration and civil engineering of the canal infrastructure. Suppliers and contractors should be encouraged to employ local apprentices and supply chains where possible to maximise local economic value</p>	<p><i>Good</i></p>	

<p>Source of Outline Evidence to support judgement</p> <p><i>Possible Sources of Evidence</i></p> <ul style="list-style-type: none"> • Consultation and Engagement analysis • Commissioning documentation • Project documentation • Benefits profile

8. What are the risks or opportunities to service delivery for the council following implementation of this proposal? (To be included within the service, programme or project risk register)

Description of risks or opportunities			
Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Staff Resources not adequate to deliver project	8	Established project management procedures to ensure all activities are properly resourced by competent and qualified staff. Clear project structure and resource allocation. PCC and CRT posts to be advertised May 22	4
Design does not meet project timetable. Resulting in delay of Stage approval for construction Inability to meet 'contracted' programme	8	Development and Design stage behind schedule due to delay in SLA agreement. Scope for acceleration ensure works delivered within operational timescales. Parallel discussion to be undertaken with UKG regarding extension into 2024/25 to mitigate risk.	4
Planning Permissions required & not granted	10	Development/Design stage includes early consultation with Development Control to identify key constraints and agree timetable for planning submission.	8
Design does not meet community aspirations / lack of community support for proposals	8	Plans will be subject to a pre-app public consultation . Prior consultation for 2 Town Plans at location sites, have endorsed the principle of Canal restoration. Communication Strategy to be developed and implemented	4
Procurement requirements impact project timescales	8	Consideration of existing frameworks for delivery of MCR works minimising delay and accelerating mobilisation. All works to be compliant with the Public Contract Regulations 2015	4
Contractors Work Programme does not align with project and funding timescales	8	Robust project planning at design stage to ensure works are achievable within funding timescales. Efficient tender process and early market engagement to ensure no delays in appointing contractors. Indicative programme a aligns with operation timescales	6
Works Cost Estimates exceeds available budget threshold	12	Healthy contingencies. Tender assessment criteria to emphasis cost weighting. Pre Tender estimates within available funding allocation. Bid is for a flexible programme of works to progress the restoration of the canal up to a fixed value. Early engagement and notification to the market to ensure work is contractd at the earliest point possible	8
Construction Materials Lead in times Risk of Non Delivery	12	Early engagement with suppliers to ensure availability of product. Identify alternative product to mitigate non availability. May require reordering of works and updating of project plan should unforeseen issues arise	6
Covid 19 - Potential for future variants. Further lockdowns/restrictions would impact on project communications and delay supply chain availability - causing project delays, extensions and increased costs.	6	LA's and suppliers have built resilience into working practices to minimise further disturbances ie remote working/safe working practices etc. Monitor within project risk registers.	6

Risk Assessment Matrix

Powys County Council Risk Assessment Matrix 2019

Risk Matrix

		THREATS					OPPORTUNITIES					
Likelihood	Almost certain (5)	5	10	15	20	25	25	20	15	10	5	Almost certain (5)
	Likely (4)	4	8	12	16	20	20	16	12	8	4	Likely (4)
	Possible (3)	3	6	9	12	15	15	12	9	6	3	Possible (3)
	Unlikely (2)	2	4	6	8	10	10	8	6	4	2	Unlikely (2)
	Rare (1)	1	2	3	4	5	5	4	3	2	1	Rare (1)
Likelihood x Impact = Overall Risk Level		Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)	Exceptional (5)	Major (4)	Moderate (3)	Minor (2)	Insignificant (1)	Likelihood x Impact = Overall Risk Level
Impact						Impact (Positive)						

Likelihood Guidance

		Likelihood Ratings				
Likelihood	Rare (1)	Unlikely (2)	Possible (3)	Likely (4)	Almost certain (5)	
Description	May occur only in exceptional circumstances.	Not expected but could occur at some time.	May/ will occur at some point.	Will probably occur but not a persistent issue.	Likely to occur on many occasions, a persistent issue	

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Impact Guidance – Threats only

Impact Category	Impact Levels				
	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Programmes/ Projects/ objectives	Barely noticeable reduction in scope / quality /schedule. No threat to delivery of the project on time and to budget and no threat to identified benefits/outcomes.	Minor reduction in scope / quality / schedule. Project Budget Overruns. No threat to overall delivery of the project and the identified benefits / outcomes.	Reduction in scope or quality, project objectives or schedule. Moderate threat to delivery of the project on time and to budget, and achievement of benefits/ outcomes.	Significant project overruns. Major threat to delivery of the project on time and to budget, and achievement of one or more benefits / outcomes.	Inability to meet project objectives, reputation of the organisation seriously damaged
Personal safety	Adverse event leading to minor injury not requiring first aid.	Minor injury or illness, first aid treatment required Short term injury/harm < 1month Staff sickness< 3 days	Agency reportable, e.g. HSE, Police. Semi-permanent injury (< 1 year) requiring medical treatment and/or counselling. Staff sickness < 4 weeks	Major injuries / long term incapacity or disability (e.g. loss of limb/mis- diagnosis mis-treatment leading to poor prognosis). Long term sickness>4 weeks	Incident leading to death or major Permanent incapacity. Significant number of people affected
Residents and Communities	No impact on community.	Minimal impact on community.	Noticeable (positive or negative) impact on the community or a more manageable impact on a smaller number of vulnerable groups/individuals which is not likely to last more than six months.	A more severe but manageable impact (positive or negative) on a significant number of vulnerable groups/individuals which is not likely to last more than twelve months.	A lasting and noticeable impact (positive/negative) on a significant number of vulnerable groups/ individuals.
Legal	Unlikely to cause complaint/litigation. Resolved with no legal implications.	High potential for complaint, litigation possible. Minor legal implications or action is anticipated	Litigation to be expected. Tribunal/Powys County Council legal team involvement required (potential for claim).	Litigation almost certain and difficult to defend. Criminal prosecution anticipated and/or civil litigation.	Litigation certain. Criminal prosecution anticipated and or civil litigation (> 1 person).
Service Provision	Interruption in a service which does not impact on the ability to continue to provide service	Short term disruption to service with minor impact on residents / communities. Impact can be managed within	Some disruption in service with unacceptable impact on residents/ communities. Temporary loss of ability to provide service. Effect may	Sustained loss of service which has serious impact on residents / communities. Effect may require considerable additional	Permanent loss of core service or facility. Effect could not be managed within a reasonable time frame or by a short-term allocation of resources and may

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



		normal working arrangements.	require some additional resource, but manageable in a reasonable time frame.	resource but will not require a major strategy change.	require major strategy changes. The Council risks special measures. Officer/Member forced to resign.
Staffing and competence	Short term low staffing level temporarily reduces service quality (less than 1 day) Short term low staffing level (>1 day), where there is no disruption to service	Ongoing low staffing level reduces service quality Minor error due to ineffective training / implementation of training	Late delivery of key objective / service due to lack of staff. Moderate error due to ineffective training / implementation of training Ongoing problem with staffing levels	Uncertain delivery of key objective / service due to lack of staff. Major error due to ineffective training / implementation of training	Non delivery of key objective / service due to lack of staff. Loss of key staff. Critical error due to ineffective training / implementation of training
Financial (loss/gain)	Negligible organisational / personal financial loss (£<5k) Under £0.5m.	Minor organisational / personal financial loss (£5k-£25k) Between £0.5m - £3m.	Significant organisational / personal financial loss (£25k-50k) Between £3m - £5m.	Major organisational / personal financial loss (£50k - £1 million) More than £5m.	Severe organisational / personal financial loss (>£1 million)
Inspection/ Audit	Small number of recommendations which focus on minor quality improvement issues	Recommendations made which can be addressed by low level of management action.	Challenging recommendations that can be addressed with appropriate action plan.	Critical report. Welsh Government Intervention.	Severely critical report. Welsh Government take over. Prosecution.
Reputation	Rumours, no media coverage Little effect on staff morale. Minimal and transient loss of public or partner trust. Contained within the individual service.	Local media coverage – short term. Some public embarrassment. Minor effect on staff morale / public attitudes. Dissatisfaction reported through Council Complaints procedure. Local MP involvement.	Local media – long term adverse publicity. Significant effect on staff morale and public perception of the organisation. Dissatisfaction regularly reported through Council Complaints procedure.	National media / adverse publicity, less than 3 days. Public confidence in the organisation undermined Use of services affected. Viral social media or online pickup.	National/ International media / adverse publicity, >3 days. MP concern. Public Enquiry or poor external assessor report. Legal Action.
Environmental	No lasting effect (positive or negative) on the natural and built environment.	Short term (weeks) minor effect (positive or negative) on the natural and or built environment.	Short term (weeks) moderate effect (positive or negative) on the natural and or built environment.	Medium term (months up to 1 year) major effect (positive or negative) on the natural and or built environment.	Lasting long term (1 year plus) effect (positive or negative) on the natural and or built environment.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



9. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The Impact Assessment for the Montgomery Canal Restoration Project confirms compliance with all national, regional and corporate priorities plans and objectives, providing positive impact across a range of social, economic, environmental and health measures.</p> <p>The project will contribute positively towards several goals outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Wellbeing of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure 2011. Likewise, contributing significantly towards Corporate Strategy and Plans. The Project does not cause any negative impacts.</p> <p>In making a substantial contribution towards the restoration of the Canal between Llanymynach and Ardleen, the Project will, in itself, make a positive contribution to the visitor economy, wellbeing and health of businesses, visitors and residents. As part of a longer term, phased approach, to deliver the full restoration of the Montgomery Canal, the project has the potential to contribute to additional benefits for communities and residents by providing momentum and a more compelling case for investment.</p>	

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

What additional evidence and data has informed the development of your proposal?
Memorandum of understanding Project documentation Montgomery Canal Visitor Economy Assessment

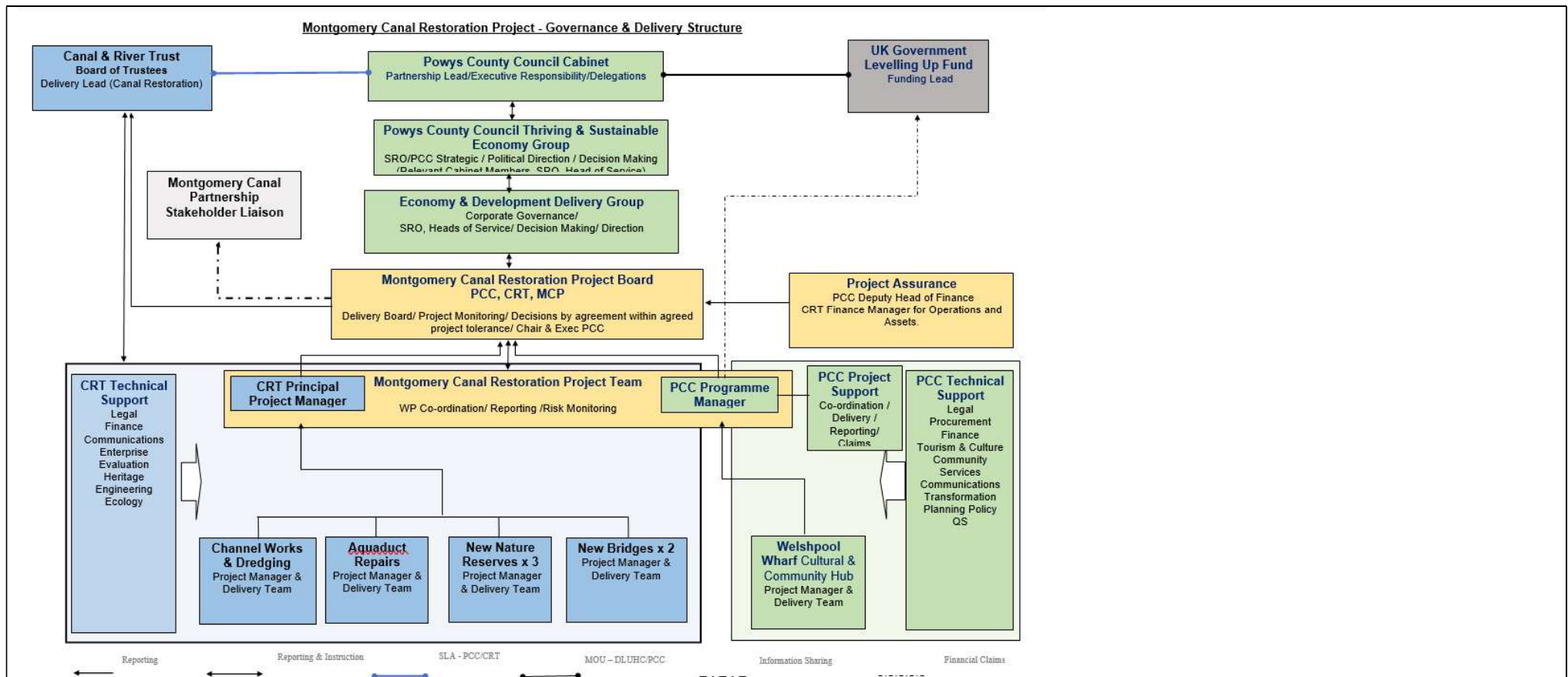
11. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The Montgomery Canal project has robust governance arrangements in place which should be expected given the scale of funding aligned to the project and the project management arrangements which are required as part of Levelling Up Funding. The EQIA is just one of a suite of key project documentation which will be required to be maintained and monitored as part of the monitoring and evaluation review process with UK Government.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



The Montgomery Canal Restoration Project Board and partnership based Project Team will have the overall responsibility and accountability to ensure all project documentation is accurate, robust and up to date. Alongside the EQIA there will be key documentation such as a project plan and risk register, these document in conjunction will be monitored daily and overseen by the board for key delegated decision making authority. Any risks/issues which cannot be resolved by the Project Board will be escalated upwards as outlined on the governance chart ensuring full local authority and government oversight and responsibility.

Alongside the Project Plan, key actions and decisions will be logged, monitored and reviewed in an action log. This will identify the action, lead organisation and responsible officer, timescales for action resolution, proposed action and key progress update. This will be the responsibility of the project team with overview from the project board as part of board meetings. As outlined above any escalation or significant impacts which arise during project development which cannot be resolved by the board will be escalated inline with the governance chart.

Please state when this Impact Assessment will be reviewed.

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This impact assessment should be updated as the project evolves and details of restoration works provide more clarity on the impacts. Any consultation and engagement undertaken throughout the project development should also be reflected in the EQIA.

12. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Colin Phillips		
Head of Service:	Diane Reynolds		
Portfolio Holder:	CLlr David Selby		

13. Governance

Who needs to make this decision?

Decision to be made by	Date required
Cabinet	

It is advised that no formal decision is made unless an impact assessment has been completed to the satisfaction of the above and that sufficient evidence is available to substantiate any judgements made in the impact assessment. It is the ultimate responsibility of the and Portfolio Holder to ensure the correct ownership and accountability is sustained.

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