

# Impact Assessment

## Removal or Restructure of Vacant Posts



06/01/2023

Reference: 7065-1294-4088-8942

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

**This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.**

**It will also help the Council make the best possible decisions for the people of Powys.**

# 1. Proposal Information

<b>Author name</b>	Sarah Quibell, Professional Lead for Education Support Services
<b>Head of service</b>	Georgina Bevan, Head of Education
<b>Portfolio holder</b>	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
<b>Proposal title</b>	Removal or Restructure of Vacant Posts
<b>Description of proposal</b>	<p>Removal or restructure of vacant hours / positions:</p> <ul style="list-style-type: none"><li>* Vacant Primary School Advisor (SIA) post</li><li>* Vacant part-time HI-VI post</li><li>* Vacant part-time Autism Teacher</li><li>* Limited restructure of other vacant posts within the service</li></ul>

## 2. Savings and Consultation requirements

### Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£147,450

### Further information

This is not a reduction in service as all posts / hours are vacant and have been for a period of time.

### Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	There is no impact of staff and there is no reduction in service as all posts / hours have been vacant for a period of time.

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

### 3a. Impact on other service areas

### 3b. Impact on geographical locations

The entire county

### 3c. Data protection impact assessment

<b>Will the proposal involve processing the personal details of individuals?</b>	No
<b>Is Powys County Council the data controller?</b>	No
<b>Further information</b>	This proposal is in respect of the removal of vacant posts / hours, therefore there is no processing on personal information.

## 4. Impact on Vision 2025

### 4a. The economy

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

<b>Impact</b>	None
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### 4c. Learning and skills

<b>Impact</b>	Post / hours that have been vacant for a period of time will be removed from the structure as a result of workload redistribution.
<b>Impact rating</b>	Neutral

<b>Mitigation</b>	Changes in working practices has resulted in the relevant work being undertaken by other members of staff and within schools themselves resulting in greater resilience in the delivery of services that were previously assigned to these posts / hours.
<b>Mitigated impact rating</b>	Good

#### 4d. Residents and communities

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

All posts / hours have been vacant for a period of time and deletion or restructure of posts / hours allows the associated budget to be released:

- \* Vacant Primary School Advisor (SIA) post - in line with the Transformation Strategy and the reduction of primary schools, this post is no longer required.
- \* Vacant part-time HI-VI post - provision in the area is increased both in terms of central support and school based support
- \* Vacant part-time Autism Teacher - provision in the area is increased both in terms of central support and school based support
- \* Limited restructure of other vacant posts within the service - workload has been redistributed for some time, allowing for the restructure of a limited number of vacant posts.

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

#### 5a. A prosperous Wales

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

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

<b>Impact</b>	The deletion or restructure of vacant posts / hours could impact on the ability to continue to provide the services.
<b>Impact rating</b>	Poor
<b>Mitigation</b>	As part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased both the level of support in this area and the resilience of the service by not relying on a single member of staff for service provision.
<b>Mitigated impact rating</b>	Good

### 5d. A Wales of cohesive communities

<b>Impact</b>	None
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### 5e. A globally responsible Wales

<b>Impact</b>	None
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### 5f. A Wales of vibrant culture and thriving Welsh language

#### Using Welsh

<b>Impact</b>	None
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#### Promoting Welsh

<b>Impact</b>	None
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#### Sports, Art & Recreation

<b>Impact</b>	None
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### 5g. A more equal Wales

#### Age

<b>Impact</b>	None
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## Disability

<b>Impact</b>	The deletion or restructure of vacant posts / hours could impact on the ability to continue to provide the services.
<b>Impact rating</b>	Poor
<b>Mitigation</b>	As part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased both the level of support in this area and the resilience of the service by not relying on a single member of staff for service provision.
<b>Mitigated impact rating</b>	Good

## Gender Reassignment

<b>Impact</b>	None
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## Marriage or Civil Partnership

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

<b>Impact</b>	None
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## Religion or Belief

<b>Impact</b>	None
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## Sex

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

<b>Impact</b>	None
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## Pregnancy and Maternity

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

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

At part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased the level of support in this area and increased the resilience of the service by not relying on a single member of staff for service provision. These posts have been vacant for long enough for officers to be certain that they can be deleted without detriment to pupils and can be safely deleted.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	None
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#### Collaboration

<b>Impact</b>	None
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#### Involvement (including Communication and Engagement)

<b>Impact</b>	None
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#### Prevention

<b>Impact</b>	None
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#### Integration

<b>Impact</b>	None
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### 6b. Impact on the workforce

<b>Impact</b>	Deletion or restructure of vacant posts / hours allows the associated budget to be released.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## 6c. Impact on payroll

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

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

<b>Impact</b>	None
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## 6f. Evidence

This proposal has no direct impact in these areas as the workload has already been redistributed, leading to greater resilience in the service.

# 7. Likelihood and risks

## Risk 1

<b>Description</b>	Risk that the restructure or removal of vacant posts / hours will result in a gap in service provision.				
<b>Likelihood score</b>	2	<b>Impact score</b>	1	<b>Risk rating</b>	2.0
<b>Mitigation</b>	Ensure that the proposal is subject to a full appraisal of workforce requirements and is compliant with the Workforce Development Plan for the Service.				
<b>Residual likelihood score</b>	1	<b>Residual impact score</b>	1	<b>Residual risk rating</b>	1.0

# 8. Overall summary and judgement



## Outline assessment

All posts / hours have been vacant for a period of time and workload redistributed. Following the development of the service and the implementation of the ALN Strategy, the deletion or restructure of posts / hours does not impact on service delivery and allows the associated budget to be released.

**Cabinet reference**

## 9. Additional evidence

Workforce Development Planning documentation

The recent Estyn case study which recognises the service provided by the ALN Team.

In recent primary Estyn inspections, three have been recognised best practice case studies.

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Service provision and the workforce are reviewed regularly to ensure that the Service is able to meet and deliver statutory and non-statutory requirements.

Corporate workforce planning is also undertaken an annual basis (as a minimum).

**Review date**

30/11/2023

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