

# Impact Assessment

Therapeutic Intervention Commissioned via  
framework.



DRAFT

10/01/2023

Reference: 8839-8715-7195-8062

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>	Victoria Ruff-Cock, Senior Manager Intervention and Prevention
<b>Head of service</b>	Sharon Powell, Head of Childrens Services
<b>Portfolio holder</b>	Susan McNicholas, portfolio holder for Cabinet Member for Future Generations (job share)
<b>Proposal title</b>	Therapeutic Intervention Commissioned via framework.
<b>Description of proposal</b>	To utilise grant funding to commission external therapeutic support for children open to statutory children services releasing net budget as savings. Additional grant funding has been secured through the Regional Partnership Board( RPB) using Regional Integrated Fund (RIF) monies from Welsh Government, to support a therapeutic attachment team which will deliver to children and young people open to other services including Children services.

## 2. Savings and Consultation requirements

### Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£45,000	£0	£0	£0	£0	£45,000

### Further information

A new therapeutic team is being established in Powys through available funding within the Regional Partnership Board. Using the Regional Integrated Funding- RIF approach to this work, savings will be made within the base budget. The therapeutic support will be provided from the new team within Powys following their start up processes. This service will be delivered in 2023.

### Consultation requirements

<b>Consultation required?</b>	No
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**Justification**

There is no proposed change to staff,public or partners.

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

#### 3a. Impact on other service areas

- Education
- Childrens Services
- other

#### 3b. Impact on geographical locations

The entire county

#### 3c. Data protection impact assessment

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

### 4. Impact on Vision 2025

#### 4a. The economy

<b>Impact</b>	The growth of a new team will bring employment to different positions being created and supported by both PTHB and Children's services.
<b>Impact rating</b>	Good
<b>Mitigation</b>	The impact of a new team will bring greater collaborative working arrangements and increase opportunities for children, young people and their families to receive intervention in a different approach.

<b>Mitigated impact rating</b>	Very good
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#### 4b. Health and care

<b>Impact</b>	Without this team, access to therapeutic provision here in Powys varies across the county. Having a dedicated team with Psychologist and therapists will enhance opportunities for families to engage in more meaningful interventions.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The service will provide a much required mental health support to children and young people in Powys using a multi-agency approach. Therapists will not only deliver support to children they will also develop approaches where learning and enhanced practice is available where support is provided to key workers (trusted adults) who will then to be able to deliver and work within a therapeutic model with the child as long as this is required. The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through Start Well. Therefore, Education and other appropriate partners have been consulted with.
<b>Mitigated impact rating</b>	Very good

#### 4c. Learning and skills

<b>Impact</b>	The team will develop a learning approach to practice and intervention building skills within the workforce.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Therapist's will deliver support to children and will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child as long as this is required.  The therapeutic model will support children's ability to develop safe and learning environments to ensure they reach their potential for education and employment.
<b>Mitigated impact rating</b>	Very good

#### 4d. Residents and communities

<b>Impact</b>	The new team will build resilience within local communities by engaging with families based on their individual needs.
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<b>Impact rating</b>	Very good
<b>Mitigation</b>	Supporting children with their emotional and mental wellbeing, will also prevent antisocial behaviour and improve better community relationships.
<b>Mitigated impact rating</b>	Very good

#### 4e. Evidence

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

### 5a. A prosperous Wales

<b>Impact</b>	This proposal will create 7 positions in the therapeutic team. This team will also increase the skills and expertise of current practitioners through their support and training.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Developing the therapeutic team will contribute to employment, engagement and interventions within the local communities.
<b>Mitigated impact rating</b>	Very good

### 5b. A resilient Wales

<b>Impact</b>	The new team will promote services within the locality that they are needed which will prevent travelling to other areas to receive support.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The team will grow and develop in line with the needs of communities therefore building greater resilience.

<b>Mitigated impact rating</b>	Very good
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### 5c. A healthier Wales

<b>Impact</b>	The team is focussing on emotional wellbeing and strengthening the resilience of families within their own communities.
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<b>Impact rating</b>	Very good
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<b>Mitigation</b>	The service will provide a much required mental health support to children and young people in Powys using a multi-agency approach. Therapists will not only deliver support to children they will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child as long as this is required. The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through Start Well. Therefore, Education and other appropriate partners have been consulted with.
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<b>Mitigated impact rating</b>	Very good
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### 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>	The Welsh Language will be prioritised with the active offer during all interventions.
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<b>Impact rating</b>	Very good
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<b>Mitigation</b>	Therapists will work with trusted adult's to ensure that the support being provided to them and is being provided in the best method and language for intervention.
<b>Mitigated impact rating</b>	Very good

### Promoting Welsh

<b>Impact</b>	The Welsh Language will be promoted on a needs based level in line with the Active offer principles.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Therapists will work with trusted adult's to ensure that the support being provided to them, is being provided in the best method and language for families.
<b>Mitigated impact rating</b>	Very good

### Sports, Art & Recreation

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

#### Age

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

#### Disability

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.

<b>Mitigated impact rating</b>	Very good
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## Gender Reassignment

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Marriage or Civil Partnership

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Race

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Religion or Belief

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
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<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Sex

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Sexual Orientation

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Pregnancy and Maternity

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## Socio-economic Duty

<b>Impact</b>	This proposal and therapeutic support will be accessible to children up until age of 18.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	The therapeutic support will be tailored to each individual's needs.
<b>Mitigated impact rating</b>	Very good

## 5h. Evidence

N/A

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	This therapeutic team is currently funded for 2 years. A review of the progress, service, funding will be monitored within the Regional Partnership Board.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	An aim of the therapeutic team is to equip children and trusted adult's to manage their own emotional wellbeing throughout their lives. This will build resilience in co productive way.
<b>Mitigated impact rating</b>	Very good

#### Collaboration

<b>Impact</b>	The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through the Start Well Board. Therefore, Education and other appropriate partners have been consulted and have been part of ongoing discussions and decisions.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Therapists will not only deliver support to children they will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child. These skills can then be transferred to different children that they might work with in the future.
<b>Mitigated impact rating</b>	Very good

### Involvement (including Communication and Engagement)

<b>Impact</b>	Children will be part of the interviewing process for the new job positions within the therapeutic team.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Impact and evaluation will be considered within the Junior Start Well Board where they will scrutinise and review the effectiveness of the team and impact for young people.
<b>Mitigated impact rating</b>	Very good

### Prevention

<b>Impact</b>	The service will provide much required mental health support to children and young people in Powys using a multi-agency approach.
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<b>Impact rating</b>	Very good
<b>Mitigation</b>	Supporting children within their mental and emotional wellbeing will ensure that children and their carers are equipped to make safer decisions for themselves and others around them. This will build resilience within families and their communities through greater access to resources on a local level.
<b>Mitigated impact rating</b>	Very good

## Integration

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

<b>Impact</b>	We are creating jobs within the health and social care sector and we are also providing skills and support to trusted adult's to develop their own therapeutic approach that they can use within their current role.
<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

N/A
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## 7. Likelihood and risks

## Risk 1

<b>Description</b>	If we are unable to recruit into the posts in the new therapeutic team then the team will not grow in line with recommendations.				
<b>Likelihood score</b>	3	<b>Impact score</b>	2	<b>Risk rating</b>	6.0
<b>Mitigation</b>	PTHB will lead the recruitment process and this will be monitored as the service develops.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	2	<b>Residual risk rating</b>	4.0

## Risk 2

<b>Description</b>	Underestimated need for the service. This project is in its infancy so evaluating the volume of need for the service and length of work has been based on estimates.				
<b>Likelihood score</b>	3	<b>Impact score</b>	2	<b>Risk rating</b>	6.0
<b>Mitigation</b>	Utilising therapists to train trusted adults and other keyworkers to be able to use the therapeutic model to reduce the direct demand on the therapeutic team. Capacity and demand will be evaluated during the stages of the team development and feedback.				
<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	1	<b>Residual risk rating</b>	2.0

## 8. Overall summary and judgement

### Outline assessment

This impact assessment has highlighted the positive impact of the introduction of a therapeutic based team for the children and young people of Powys.

**Cabinet reference**

## 9. Additional evidence

N/A

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

Evaluation of the project through engagement with young people through the Junior Start Well Board will be a priority over 6-12 months of intervention

The number of referrals through to Children's Services for emotional and wellbeing support will be monitored to assess if there has been an changes or decreases.

The number of children being referred to CAMHS will be monitored.

The number of requests for therapeutic interventions to MAAP and Resource Panel will be monitored.

**Review date**

31/08/2023

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