

Impact Assessment

Post-16 Transition to be Managed within Service



06/01/2023

Reference: 3971-0554-8253-4031

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

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Post-16 Transition to be Managed within Service
Description of proposal	Growth funding was awarded to support transition for Post-16 transformation but this has been reviewed during 2022-23 and can be managed within the service.

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	£150,000

Further information

As part of the schools transformation process the schools service received growth funding to enable changes to be made to the post-16 service including transition management. During the review of budgets for the coming year it was identified that the ongoing plans can be achieved without the need to use additional resources. As a result the service are submitting the growth funding back as a saving since the changes can be managed within budget.

Consultation requirements

Consultation required?	No
Justification	There is no impact to service delivery or staffing as a result of this proposal.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

No personal data is processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact

The review of costs in preparation for the 2023-24 budget year have identified that the proposed changes can be managed within budget, without the need to call on the additional funding allocated to it based on current spend patterns.

Impact rating	Good
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Very good

4d. Residents and communities

Impact	None
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4e. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Collaboration

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Prevention

Impact	None
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Integration

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

Co-production of Post-16 offer with headteachers will continue to ensure the transformation and resultant transition is managed effectively.

7. Likelihood and risks

Risk 1

Description	Risk that the transition costs cannot be managed within the Service as initially anticipated.				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

As part of ongoing evaluation, it has been identified that the transformation process can be implemented without needing to use the full growth funding allocation. The co-production of the Post-16 offer with headteachers will be continued to ensure the transformation and resultant transition is managed effectively to provide a broad curriculum offer. The service has concluded that it is possible to deliver the Post-16 transformation agenda within the current cost envelope and not draw down on the additional elements of the previous growth funding.

Cabinet reference	N/A
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9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

This will be monitored throughout 2023-24 as part of the continuing co-production of Post-16 offer with headteachers.

Review date	17/12/2023
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