

Impact Assessment

VAWDASV Contribution



06/01/2023

Reference: 6933-9790-4150-1461

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	VAWDASV Contribution
Description of proposal	<p>Removal of the School Service contribution to VAWDASV training delivery.</p> <p>As part of the ongoing process of bringing training fully in house within the School Service, the proposal is to remove the commissioning of training support in this area and incorporate it within standard training offer for schools.</p>

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	£35,000

Further information

Removal of the School Service contribution to VAWDASV training delivery.

Consultation requirements

Consultation required?	No
Justification	Proposal is in respect of the removal of a financial contribution only.

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

3a. Impact on other service areas

- Workforce & Organisation Development

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	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.
Impact rating	Poor

Mitigation	We will establish an effective delivery model which suits the needs of our staff and delivers against the WG agenda by introducing a train the trainer model working in conjunction with other members of the Service.
Mitigated impact rating	Good

4d. Residents and communities

Impact	None
---------------	------

4e. Evidence

The use of an effective delivery model which suits the needs of our staff, which increase training compliance.

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

5a. A prosperous Wales

Impact	None
---------------	------

5b. A resilient Wales

Impact	None
---------------	------

5c. A healthier Wales

Impact	None
---------------	------

5d. A Wales of cohesive communities

Impact	None
---------------	------

5e. A globally responsible Wales

Impact	None
---------------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training, however the introduction of a train the trainer model working in conjunction with other members of the Service will ensure that the relevant level of training is provided.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
---------------	------

Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.
Impact rating	Poor
Mitigation	The introduction of a train the trainer model, working in conjunction with other members of the Service will ensure that the relevant level of training is provided.
Mitigated impact rating	Good

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training, however the introduction of a train the trainer model working in conjunction with other members of the Service will ensure that the relevant level of training is provided.

7. Likelihood and risks

Risk 1

Description	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	The introduction of a train the trainer model working in conjunction with other members of the Service will ensure appropriate training is provided.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

Schools staff are required to undertake Ask and Act training, so the removal of the contribution may impact on the availability of the training, however, by establishing and implementing an effective delivery model, which suits the needs of our staff, and delivers against the WG agenda, will ensure the appropriate training is provided.

Cabinet reference	N/A
--------------------------	-----

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Establish, rollout and review a train the trainer model across 2023-24.

Review date	17/12/2023
--------------------	------------

