

Impact Assessment

Realignment of Union Costs



06/01/2023

Reference: 7331-1702-6761-8865

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	Realignment of Union Costs
Description of proposal	Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.

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	£22,340

Further information

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.

Consultation requirements

Consultation required?	No
Justification	There is no impact on staffing or service provision.

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 being processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.
Impact rating	Neutral
Mitigation	Not specified

4d. Residents and communities

Impact	None
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4e. Evidence

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

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

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
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Socio-economic Duty

Impact	None
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5h. Evidence

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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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

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

7. Likelihood and risks

Risk 1

Description	Risk that adding additional costs to delegated contingency will reduce flexibility to support in other areas.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Ensure that delegated contingency is monitored effectively in conjunction with the Finance Team.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

The realignment of teaching staff Union costs from School Service budget to the delegated contingency budget will place an additional call on this budget area without any additional budget being allocated. However, this can however be effectively mitigated by appropriate financial management of the budget meaning that the proposal has no impact on service provision, staffing or corporate priorities

Cabinet reference

N/A

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Working with the Finance Team, the delegated contingency will be monitored throughout the financial year.

Review date

17/12/2023

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