

Impact Assessment

Reduce cleaning frequency in corporate offices



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	Gwilym Davies
Head of Service	Gwilym Davies
Portfolio Holder	Cllr Berriman
Proposal title	Reduce cleaning frequency in corporate offices
Description of proposal	Reduction in cleaning frequency to a minimal level required with corporate buildings.

2. Savings and Consultation

Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
0	£40,000	0	0	0	0	0

Further information

Savings will be found from the reduction in cleaning frequency resulting in a reduction in staffing levels.

Consultation requirements

Consultation required?	Yes
Union consultation date	31/03/2024
Staff consultation date	31/03/2024
Public consultation date	31/03/2024

Consultation plan (or justification where no consultation is required)

If required, the Cleaning Service will undertake the consultations with staff impacted by the proposal. This will be undertaken in line with PCC policy and with HR representation.

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

1a. Impact on other service areas

Community services. Property, Planning and Public Protection.

1b. Impact on geographical locations

The entire county.

1c. Data protection impact assessment

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

N/A

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

1d. A prosperous Wales

Impact	None.
Impact Rating	Neutral
Mitigation	None
Mitigated Rating	Neutral

1e. A resilient Wales

Impact	None
Impact Rating	Neutral

Mitigation	None.
Mitigated Rating	Neutral

1f. A healthier Wales

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

1g. A Wales of cohesive communities

Impact	None
Impact Rating	Neutral
Mitigation	None
Mitigated Rating	Neutral

1h. A globally responsible Wales

Impact	None
Impact Rating	Neutral
Mitigation	None
Mitigated Rating	Neutral

1i. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Promoting Welsh

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Sports, Art & Recreation

Impact	None
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

1j. A more equal Wales

Age

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Disability

Impact	None.
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Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Gender Reassignment

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Marriage or Civil Partnership

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Race

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Religion or belief

Impact	None.
Impact Rating	Neutral

Mitigation	None.
Mitigated Rating	Neutral

Sex

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Sexual Orientation

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Pregnancy and Maternity

Impact	None
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Socio-economic Duty

Impact	None.
Impact Rating	Neutral
Mitigation	None.

Mitigated Rating	Neutral
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1k. Evidence

Officer judgement.

5. Impact on key guiding principles & workforce

1l. Sustainable development principles

Long-term

Impact	The proposal will reduce the cleaning services resilience.
Impact Rating	Poor
Mitigation	No mitigation available.
Mitigated Rating	Poor

Collaboration

Impact	The proposal will reduce the service areas capacity to collaborate.
Impact Rating	Poor
Mitigation	No mitigation available.
Mitigated Rating	Poor

Involvement (including Communication & Engagement)

Impact	None
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Poor

Prevention

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

Integration

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

1m. Impact on the workforce

Impact	The proposal has the potential to result in a reduction in the workforce. This may impact on the resilience of service provision.
Impact Rating	Poor
Mitigation	No mitigation available.
Mitigated Rating	Poor

1n. Impact on payroll

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

1o. Welsh language impact on Staff

Impact	None.
Impact Rating	Neutral
Mitigation	None.
Mitigated Rating	Neutral

1p. Impact on apprenticeships

Impact	The reduction in the staffing budget has the potential to reduce the scope to offer apprenticeships.
Impact Rating	Poor
Mitigation	No mitigation available.
Mitigated Rating	Poor

1q. Evidence

Officer judgement.

6. Likelihood and risks

Risk 1

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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Risk 2

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Choose an item.

Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Choose an item.

Risk 3

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Choose an item.

Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Choose an item.

Risk 4

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Choose an item.

Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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Risk 5

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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7. Overall summary and judgement

Outline assessment

Savings will be found from the reduction in cleaning frequency. This will result in a reduction in staffing levels. This will have a negative impact on staffing but a limited negative impact on service provision.

Cabinet reference	Click or tap here to enter text.
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8. Additional evidence

Officer judgement.

9. Monitoring arrangements

To be monitored periodically.

Review date	31/12/2024
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