

# Impact Assessment

## Removal of Vacant Hours / Posts and Limited Staffing Restructure



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>	Sarah Quibell
<b>Head of Service</b>	Georgie Bevan
<b>Portfolio Holder</b>	Cllr Pete Roberts, Cabinet Member for a Learning Powys
<b>Proposal title</b>	Staffing Restructure
<b>Description of proposal</b>	<p>Undertake a staffing structure review which will include:</p> <ul style="list-style-type: none"><li>• the removal or restructure of vacant hours / positions</li><li>• identify areas of duplication and streamline positions accordingly</li></ul> <p>This will be informed by ongoing quality assurance and workforce planning processes.</p> <p>The proposal will ensure that the staffing structure is in line with service priorities, ensures value for money and avoids duplication.</p>

## 2. Savings and Consultation

### Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
£0	£105,000	£75,000	£0	£0	£0	£180,000

### Further information

Click or tap here to enter text.

### Consultation requirements

<b>Consultation required?</b>	Yes
<b>Union consultation date</b>	tbc
<b>Staff consultation date</b>	tbc
<b>Public consultation date</b>	N/A

Consultation plan (or justification where no consultation is required)

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

#### 1a. Impact on other service areas

N/A

#### 1b. Impact on geographical locations

Powys

#### 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

Click or tap here to enter text.

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

#### 1d. A prosperous Wales

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

### 1e. A resilient Wales

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### 1f. A healthier Wales

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### 1g. A Wales of cohesive communities

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### 1h. A globally responsible Wales

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

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

### Using Welsh

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### Promoting Welsh

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### Sports, Art & Recreation

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## 1j. A more equal Wales

### Age

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Disability

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Gender Reassignment

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Marriage or Civil Partnership

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Race

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Religion or belief

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Sex

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Sexual Orientation

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Pregnancy and Maternity

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Socio-economic Duty

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

### 1k. Evidence

- Workforce Development Planning documentation
- Service self-evaluation documentation

## 5. Impact on key guiding principles & workforce

### 1l. Sustainable development principles

#### Long-term

<b>Impact</b>	The proposal will ensure that there is a sustainable structure in place that can adapt as service demands evolve
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	The removal of workload duplication and vacant hours / posts will enhance the sustainability of the structure
<b>Mitigated Rating</b>	Good

#### Collaboration

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.



## Involvement (including Communication & Engagement)

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Prevention

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## Integration

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## 1m. Impact on the workforce

<b>Impact</b>	Deletion or restructure of vacant posts / hours allows the associated budget to be released and redeployed in line with service priorities
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Ensure that the proposal is subject to a full appraisal of workforce requirements and is aligned with the Workforce Development Plan for the Service, so that the restructure or removal of vacant posts / hours will not result in a gap in service provision
<b>Mitigated Rating</b>	Good

## 1n. Impact on payroll

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## 1o. Welsh language impact on Staff

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## 1p. Impact on apprenticeships

<b>Impact</b>	None
<b>Impact Rating</b>	Choose an item.
<b>Mitigation</b>	N/A
<b>Mitigated Rating</b>	Choose an item.

## 1q. Evidence

- Workforce Development Planning documentation
- Service self-evaluation documentation

## 6. Likelihood and risks

Risk 1

Risk that the restructure or removal of vacant posts / hours will result in a gap in service provision.

**Likelihood score**

2

**Impact score**

1

**Risk rating**

2

### Mitigation

Ensure that the proposal is subject to a full appraisal of workforce requirements and is aligned with the Workforce Development Plan for the Service.

**Residual likelihood score**

1

**Residual impact score**

1

**Residual risk rating**

1

### 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.

<b>Residual likelihood score</b>	Choose an item.	<b>Residual impact score</b>	Choose an item.	<b>Residual risk rating</b>	Choose an item.
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#### Risk 4

Click or tap here to enter text.

<b>Likelihood score</b>	Choose an item.	<b>Impact score</b>	Choose an item.	<b>Risk rating</b>	Choose an item.
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#### Mitigation

Click or tap here to enter text.

<b>Residual likelihood score</b>	Choose an item.	<b>Residual impact score</b>	Choose an item.	<b>Residual risk rating</b>	Choose an item.
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#### Risk 5

Click or tap here to enter text.

<b>Likelihood score</b>	Choose an item.	<b>Impact score</b>	Choose an item.	<b>Risk rating</b>	Choose an item.
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#### Mitigation

Click or tap here to enter text.

<b>Residual likelihood score</b>	Choose an item.	<b>Residual impact score</b>	Choose an item.	<b>Residual risk rating</b>	Choose an item.
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## 7. Overall summary and judgement

### Outline assessment

As a result of the ongoing development of the Service, the deletion or limited restructure of posts / hours does not impact on service delivery and will allow the associated budget to be released. The proposal will ensure that the staffing structure is line with service priorities, ensures value for money and avoids duplication

**Cabinet reference**

Click or tap here to enter text.

## 8. Additional evidence

Click or tap here to enter text.

## 9. Monitoring arrangements

Should the proposal be approved, monitoring arrangements will be part of our ongoing self-evaluation processes.

**Review date**

31/03/2025