

# 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

<b>Author Name</b>	Gwilym Davies
<b>Head of Service</b>	Gwilym Davies
<b>Portfolio Holder</b>	Cllr Berriman
<b>Proposal title</b>	Reduce cleaning frequency in corporate offices
<b>Description of proposal</b>	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

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

<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### 1f. A healthier Wales

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### 1g. A Wales of cohesive communities

<b>Impact</b>	None
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None
<b>Mitigated Rating</b>	Neutral

### 1h. A globally responsible Wales

<b>Impact</b>	None
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None
<b>Mitigated Rating</b>	Neutral

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

#### Using Welsh

<b>Impact</b>	None
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<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Promoting Welsh

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Sports, Art & Recreation

<b>Impact</b>	None
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

## 1j. A more equal Wales

### Age

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Disability

<b>Impact</b>	None.
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<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Gender Reassignment

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Marriage or Civil Partnership

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Race

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Religion or belief

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral

<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Sex

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Sexual Orientation

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Pregnancy and Maternity

<b>Impact</b>	None
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

### Socio-economic Duty

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.

<b>Mitigated Rating</b>	Neutral
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## 1k. Evidence

Officer judgement.
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## 5. Impact on key guiding principles & workforce

### 1l. Sustainable development principles

#### Long-term

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

#### Collaboration

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

#### Involvement (including Communication & Engagement)

<b>Impact</b>	None
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Poor



## Prevention

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

## Integration

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

## 1m. Impact on the workforce

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

## 1n. Impact on payroll

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

## 1o. Welsh language impact on Staff

<b>Impact</b>	None.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	None.
<b>Mitigated Rating</b>	Neutral

## 1p. Impact on apprenticeships

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

## 1q. Evidence

Officer judgement.

## 6. Likelihood and risks

### Risk 1

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 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.

<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

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.

<b>Cabinet reference</b>	Click or tap here to enter text.
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## 8. Additional evidence

Officer judgement.

## 9. Monitoring arrangements

To be monitored periodically.

<b>Review date</b>	31/12/2024
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