

Impact Assessment

ALN and Inclusion Strategy for Powys



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.

Before you begin, please read through the guidance found [here](#) in English, and [here](#) in Welsh.

1. Proposal Information

* Required

Author Name	Simon Anderson
Head of Service	Anwen Orrells
Portfolio Holder	Councillor Pete Roberts
Proposal title	ALN and Inclusion Strategy for Powys
Description of proposal *	<p>The ALN and Inclusion Strategic Plan for Powys aligns closely with the principles of the Sustainable Powys agenda, which aims to create a stronger, fairer, and greener future for the county. The ALN and Inclusion Strategic Plan supports the Sustainable Powys agenda by creating a resilient, equitable, and sustainable education system that benefits all learners and the wider community.</p> <p>The Strategic Plan is also aligned with the Council’s Transforming Education in Powys Strategic Plan 2022 -2032 which is key to creating a Sustainable Powys. This Strategic Plan aims to address these challenges by outlining a comprehensive approach to supporting learners with ALN, fostering inclusive environments, and ensuring equitable access to education and opportunities for all learners. This Strategic Plan for Additional Learning Needs (ALN) and Inclusion is a comprehensive plan for the whole of Powys, designed to be co-created in partnership with Powys Teaching Health Board and NPTC Group. It is essential that this Strategic Plan is developed collaboratively to ensure a seamless and effective approach to supporting learners with ALN throughout their educational journey and beyond. The rationale for change is:</p> <ul style="list-style-type: none"> • Futureproofing and preparing for changes. • Building a resilient system. • Addressing local needs and gaps in provision. • Improving outcomes and reducing inequalities. • Enhancing collaboration and sharing best practices. • Complying with the ALN Act and Welsh Government priorities. <p>The Strategic Plan will be implemented through three key workstreams:</p> <ul style="list-style-type: none"> • Workstream 1: Inclusion for All • Workstream 2: EOTAS (Educated Other Than at School) and the PRU (Pupil Referral Units) • Workstream 3: Develop New Inclusion Hubs and Community Network Model – Including Specialist Learning Centres

2. Savings and Consultation i

* Required

Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
Click or tap here to enter text.	£110k	£79k	£50k	Click or tap here to enter text.	Click or tap here to enter text.	£239k

Further information

Click or tap here to enter text.

Consultation requirements

Consultation required? *	No
Union consultation date	Click or tap to enter a date.
Staff consultation date	Click or tap to enter a date.
Public consultation date	Click or tap to enter a date.

Consultation plan (or justification where no consultation is required)

No consultation is currently required, however, it is likely that a consultation would need to take place in order to implement any changes to the existing Specialist Centres, in accordance with the requirements of the School Organisation Code. .

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

* Required

3a. Impact on other service areas *

Digital Services

- Childrens Services
- Adult Services
- Business Intelligence and Governance
- People
- Finance
- Legal and Monitoring
- Economy and Climate
- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Strategic Partners, e.g PTHB, RPB

If you selected “Strategic Partners”, please specify the strategic partners below

Powys Teaching Health Board (PTHB), Neath Port Talbot Colleges Group (NPTC)

3b. Impact on geographical locations *

- All Powys
- Llanfyllin
- Welshpool and Montgomery
- Machynlleth
- Llanfair Caereinion
- Newtown
- Llanidloes
- Llandrindod and Rhayader
- Knighton and Presteigne
- Builth and Llanwrtyd
- Hay and Talgarth
- Brecon
- Crickhowell
- Ystradgynlais



3c. Data protection impact assessment i

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

If you answered yes to either question above then please ensure you have completed, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the [Information Compliance Team](#).

Further information

Click or tap here to enter text.

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

* Required

4a. A prosperous Wales

Impact *	The proposal outlined within the Strategic Plan is intended to provide outstanding educational provision for vulnerable learners, including those with Additional Learning Needs. The Strategic Plan advocates for Inclusion for All learners in all Powys schools. The Strategic Plan aspires to ensure a more efficient use of resources and allows for closer working relationships between key stakeholders to support children and young people and their families.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4b. A resilient Wales

Impact *	The impact on nature and bio-diversity is not yet known. Further consultation will need to take place in order to decide on Inclusion Hub locations. However, with professionals working in a single hub, this could minimise transport costs and environmental impact with emissions etc. The possible reconfiguration of provision into Inclusion Hubs may result in additional travel for a minority of learners, potentially increasing vehicle emissions if public transport is limited. However, it would also reduce the need for in-day transport of learners. Should the provision be based in purpose-built, modern facilities, they could include energy-efficient technologies, further reducing the carbon footprint. Should the provision be based in existing buildings, there may be opportunities to consider how the buildings could achieve net-zero .
Impact Rating *	Unknown

Mitigation	Sustainable travel plan and active travel routes to be developed to support the model to be implemented
Mitigated Rating	Good

4c. A healthier Wales

Impact *	The ALN & Inclusion Strategic Plan would result in improved provision being available for learners, enabling them to access a wider range of services and interventions, with improved experiences for families. There would be an opportunity to holistically improve wellbeing of learners and families. However, it is acknowledged that there could be a negative impact on some learners in the short term if they would prefer to access to specific interventions within their local school, should any changes mean that the provision is not available locally. There may also be a negative impact on staff well-being in the short term, if there is an impact on their employment / pay, should there be any changes to the current provision in Specialist Centres or the PRU.
Impact Rating *	Good
Mitigation	Engagement with staff and learners to take place as the plans move forward to ensure their views are taken into consideration.
Mitigated Rating	Good

4d. A Wales of cohesive communities

Impact *	The new ALN & Inclusion Strategic Plan would help connect learners to professionals in specialist settings, allowing for families to have a single point of contact and place to attend should it be necessary. This would improve their sense of belonging. There would also be a positive impact on the communities where the provision is to be located, however it is acknowledged that there could be a perceived negative impact on other communities if they do not have an Inclusion Hub.
Impact Rating *	Good
Mitigation	Engagement with communities to take place as the plans move forward, to ensure their views are considered. The Community Network model would ensure communities are able to be self-sufficient.
Mitigated Rating	Good

4e. A globally responsible Wales

Impact *	The aim of the proposal is to provide the best possible opportunities for learners, enabling them to reach their full potential. Learners would have the opportunity to access inclusion services and specialist ALN provision in Inclusion Hubs, where they would be able to access a diverse range of support, ensuring learners receive holistic support to meet their wellbeing and learning needs. The provision would be tailored to meet local, regional and national needs, whilst also incorporating learner and family feedback, ensuring that all stakeholders have the opportunity to be heard. Engagement / consultation with learners will also be carried out as the plans develop, to ensure that they have the opportunity to give their views and influence the plans.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact *	Provision for Welsh speaking ALN learners is currently limited. The introduction of the ALN Act places further responsibilities on local authorities and schools to ensure that additional learning provision and assessments are available equally to learners in Welsh and English. The number of learners currently accessing Welsh-medium specialist ALN provision is low, and the provision available is limited. The new ALN & Inclusion Strategic Plan includes a priority to improve Welsh-medium ALN support, which is aligned with the Council's Welsh in Education Strategic Plan (Outcome 6 and 7).
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh

Impact *	Provision for Welsh speaking ALN learners is currently limited. The introduction of the ALN Act places further responsibilities on local authorities and schools to ensure that additional learning provision and assessments are available equally to learners in Welsh and English. The number of learners currently accessing Welsh-medium specialist ALN provision is low, and the provision available is limited. The plans don't currently consider the language medium of the Inclusion Hubs and Community Network Model, however ensuring access to Welsh-medium provision will be a key consideration going forward, with the intention being that the proposed reconfiguration would improve the opportunities for Welsh-medium learners, ensuring that access can be provided to Welsh-medium learners whilst the Council's Welsh-medium sector continues to develop
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation

Impact *	The ALN & Inclusion Strategic Plan aims to create a more integrated and supportive environment, enhancing opportunities for sports, recreation, and art, and contributing to the overall wellbeing of learners and their family through improved multi-agency working and enhanced community integration.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4g. A more equal Wales

Age

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys up to the age of 25, where it is appropriate.
Impact Rating *	Good

Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Disability

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners in Powys, including those with any disabilities and ALN.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Gender Reassignment

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact *	N/A
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys, regardless of their race.
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Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys, regardless of their religion or belief.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys regardless of their sex.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys, regardless of their sexual orientation.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys, including learners from disadvantaged backgrounds. The intention is to reduce education inequality, by ensuring that all Powys learners have access to the same opportunities.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4h. Evidence

Strategic review, including the multi-agency ALN and Inclusion Strategic Plan for Powys.

5. Impact on key guiding principles & workforce ⁱ

* Required

5a. Sustainable development principles

Long-term ⁱ

Impact *	The ALN & Inclusion Strategic Plan aims to improve the provision for all learners with ALN in Powys, ensuring that future learners will be able to access provision that enables them to thrive.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Collaboration ⁱ

Impact *	The ALN & Inclusion Strategic Plan offers scope for broader and more strategic collaboration with partners including NPTC Group, PTHB and Third Sector providers.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Involvement (including Communication & Engagement) ⁱ

Impact *	The proposed provision will be tailored to meet local, regional and national needs, while also incorporating learner, family and community feedback. Engagement and consultation will take place to inform the plans as this work moves forward, including with learners, staff, parents and other key stakeholders, to ensure that the provision meets their needs, and so that any concerns can be taken into consideration.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.

Mitigated Rating	Choose an item.
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Prevention

Impact *	The Strategic Review of ALN and Inclusion in Powys has identified a number of challenges in respect of providing inclusive services and specialist ALN provision in Powys. The ALN & Inclusion Strategic Plan aims to provide a more economically sustainable model for delivering inclusion and ALN services in Powys, ensuring that future learners will be able to access provision which enables them to thrive. The Plan is underpinned by ensuring learners are supported in safe environments, with a strong commitment to safeguarding and the wellbeing of the whole community
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Integration

Impact *	The ALN & Inclusion Strategic Plan includes a commitment to working in partnerships with key stakeholders such as NPTC Group, PTHB, Third Sector organisations and the wider community, ensuring that a wide range of opportunities can be offered to all learners
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5b. Impact on the workforce

Impact *	Workstream 2 – a change to the current operating model of the Pupil Referral Unit would have an impact on the overall deployment of the workforce, as it would include enhanced collaboration, specialist support, and a holistic approach to inclusion. This will ensure that all learners and their families in Powys receive the support they need to reach their full potential. Workstream 3 – the development of a potential new Inclusion Hub and Community Network model may also have an impact on the current workforce in the Specialist Centres, should the outcome of the feasibility work lead to a change in current provision.
Impact Rating *	Poor
Mitigation	Management of Change processes to be undertaken with support from HR
Mitigated Rating	Neutral

5c. Welsh language impact on Staff

Impact *	It is possible that the plans would impact on some Welsh speaking staff, however the intention is to strengthen Welsh-medium ALN provision as part of the planned reconfiguration, which would provide more opportunities for staff to teach through the medium of Welsh.
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5d. Impact on apprenticeships

Impact *	The plans may result in improved pathways to apprenticeships for learners wishing to access these opportunities due to improved community links.
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5e. Evidence i

Strategic review, including the multi-agency ALN and Inclusion Strategic Plan for Powys.

6. Likelihood and risks i

* Required

Risk 1

Risk 1

Feasibility work is required to explore and further develop any potential new model, including engagement with partners. Following detailed analysis, it may prove that the suggestions presented are not feasible.

Likelihood score	2	Impact score	4	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Early engagement and robust communication strategy with all stakeholders. Consider alternative flexible delivery models.

Residual likelihood score	1	Residual impact score	3	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 2

Risk 2

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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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	The residual risk rating will be automatically calculated when the document is completed
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Risk 3

Risk 3

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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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	The residual risk rating will be automatically calculated when the document is completed
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Risk 4

Risk 4

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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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	The residual risk rating will be automatically calculated when the document is completed
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Risk 5

Risk 5

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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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	The residual risk rating will be automatically calculated when the document is completed
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7. Overall summary and judgement

Outline assessment *

The assessment indicates that the impact of the new ALN & Inclusion Strategic Plan would be positive as it would provide improved inclusion services for Powys learners, ensuring equity of provision for all learners with potential for more financially suitable provision. There would also be benefits to learners in terms of access to enhanced wellbeing support, specialist ALN provision, and a single point of contact for multiagency support for families, providing advice to enable them to thrive. It is acknowledged that implementation of the proposed model may result in additional travel for some learners. To improve access to the provision, there would be an opportunity to develop a sustainable travel plan and active travel routes to support the model's implementation. It is also acknowledged that there could be an impact on communities where inclusion services are currently provided should this not be available in the future. Work on the potential reconfiguration of inclusion services is currently at an early stage, so the impact of the plans will continue to be reviewed as the work moves forward. Engagement and consultation will be a key element of this, to ensure that the views of learners, staff, and other stakeholders can be taken into consideration.

8. Additional evidence

Strategic review, including the multi-agency ALN and Inclusion Strategic Plan for Powys.

9. Monitoring arrangements *

The assessment will be monitored by the Transforming Education Programme Board, and will be reviewed and updated as the work moves forward

Review date *	31/03/2025
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10. Signoff

You can now close this word document down and return to the app or re-open the app by clicking [here](#). From the app you need to sign off the Impact Assessment. You can do this in the 'Manage Assessments' section. Select the Impact assessment you want to mark as complete, and the app will then send to the named Head of Service automatically.

You can view the current signoff status of the document below, but signoff can only be done in the app.

Author signoff	Not signed off by author
Head of Service signoff	Not signed off by head of service
Portfolio Holder signoff	Not signed off by portfolio holder