

# Impact Assessment

## Corporate and Strategic Equality Plan April 2025 update



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.



## 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)

Specific consultation on the April 2025 update is not required as full consultation was carried out at the start of the plan by the following means: \*Previous engagement undertaken by the Council, such as the Well-being Assessment and other engagement activity outlined on Have Your Say was used during planning workshops \*Local Members engaged with Residents during the Summer period to understand their views surrounding potential objectives \*Online engagement (Corporate Plan Survey) asking a series of questions surrounding the plan was undertaken during the Autumn/Winter.

Specific consultation and engagement exercises have continued over the last 2 years which add to the original feedback in consideration of this update.

## 3. Impact on other service areas, geographical areas, and data protection <sup>i</sup>

\* Required

### 3a. Impact on other service areas \*

- Digital Services
- Childrens Services
- Adult Services
- Business Intelligence and Governance
- People

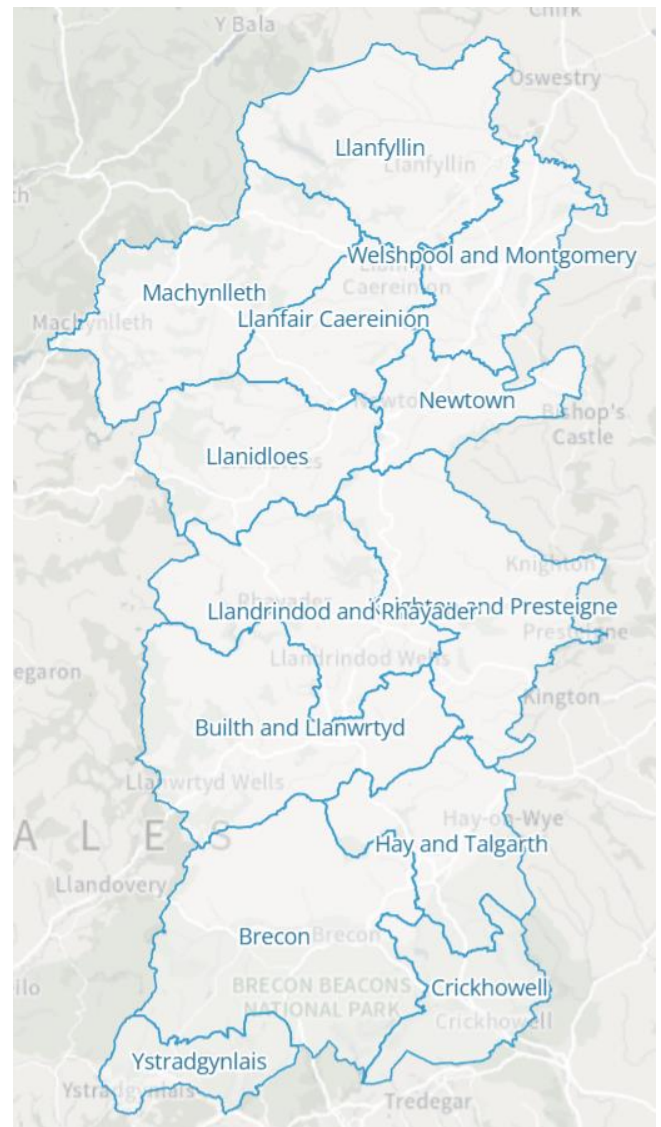
- Finance
- Legal and Monitoring
- Economy and Climate
- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Strategic Partners, e.g PTHB, RPB

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

Click or tap here to enter text.

### 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

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

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

<b>Impact *</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener"</p> <ol style="list-style-type: none"><li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices.</li><li>2. We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation.</li><li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li></ol> <p>While all objectives will positively influence this well-being goal, the second objective specifically focuses on prosperity, directly aligning with this goal. Of residents that participated within the launch survey, 61% of residents felt that these objectives would contribute towards achieving a "Prosperous Powys". As one of the largest employers and contractors within the County, the pursuit of Real Living Wage accreditation, whilst providing worthwhile work and sustainable careers (within the Council) should have a positive impact for the many residents that work for the Council, or contractors it works with.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4b. A resilient Wales

<b>Impact *</b>	<p>The Plan does not include direct activities that contribute to this well-being goal. However, it acknowledges the importance of ongoing work and the need to enhance decision-making within the Council to consider climate and nature.</p> <p>A key theme of the plan is supporting the Council's declarations of a Climate Emergency in September 2020 and a Nature Emergency in October 2022. We aim to become a net-zero Council by 2030 and support Powys in becoming a net-zero County by 2050. Additionally, we strive to be a national leader in protecting and enhancing nature, aligning with our commitment to the United Nations' 30x30 target to protect 30% of land and sea for nature in Powys by 2030. To achieve this, the Plan references the existing Climate Strategy and Nature Recovery Plan. However, 59% of survey participants were unsure or did not believe this would support a resilient Powys.</p> <p>The impact is currently identified as 'Unknown' because, despite our efforts to improve the environment through the Council's work, numerous external factors may affect our ability to deliver on this goal.</p>
<b>Impact Rating *</b>	Unknown
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4c. A healthier Wales

<b>Impact *</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices.</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation.</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li> </ol> <p>While all objectives will positively influence this well-being goal, the first objective specifically focuses on access to services and supporting people to live within communities, directly aligning with this goal. These objectives aim to enhance opportunities for individuals to access support and services when needed. Making services more accessible—when and where people need them, and in a way that best suits them—should positively impact residents' health whenever possible.</p>
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<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4d. A Wales of cohesive communities

<b>Impact *</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices.</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation.</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li> </ol> <p>While all objectives will positively impact this well-being goal, the first objective specifically focuses on access to services and supporting people to live within communities, directly aligning with this goal. This objective aims to enhance opportunities for communities to access support and services when needed. It emphasises making services more accessible, available when and where people need them, and in a manner that best suits their needs.</p>
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<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.



#### 4e. A globally responsible Wales

<p><b>Impact *</b></p>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices.</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation.</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li> </ol> <p>The primary focus of the plan is to achieve the following outcomes equitably for all individuals and communities within Powys:</p> <p>Stronger - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient.</p> <p>Fairer - We will be an open, well-run, Council where peoples' voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</p> <p>Greener - We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and nature emergencies is at the heart of everything we do.</p> <p>The Plan also recognises and supports the declaration of the Climate Emergency and Nature Emergency, which is a global issue, in looking to achieve Net-Zero.</p>
<p><b>Impact Rating *</b></p>	<p>Very good</p>
<p><b>Mitigation</b></p>	<p>Click or tap here to enter text.</p>
<p><b>Mitigated Rating</b></p>	<p>Choose an item.</p>

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

##### Using Welsh

<b>Impact *</b>	<p>We recognise the of benefits treating Welsh no less favourably than English makes to our residents' lives. We work to ensure we comply with our legal obligations under the Welsh Language Standards. This means we plan Welsh language services that are of high quality and easy to use. We also give conscientious consideration to the effects of our policies on opportunities for the people of Powys to use Welsh. We are working to be more proactive so we offer a Welsh language service without people having to ask for it.</p> <p>We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

##### Promoting Welsh

<b>Impact *</b>	<p>We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sports, Art & Recreation i

<b>Impact *</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices.</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation.</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li> </ol> <p>Whilst all the above have a positive influence upon this well-being goal, the first objective focuses upon access to services (which has the potential to include Sports, Art and Culture) and supporting people to live within communities, which directly collates to this well-being goal.</p> <p>The totality of the plan's is around achieving the better outcomes for all individuals and communities equitably within Powys. Although there is no obvious link to Sports, Art and culture, this plan is inclusive of Sports, Arts and Recreation services where possible.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 4g. A more equal Wales i

### Age i

<b>Impact *</b>	<p>Within this plan, we have taken the approach of integrating with the Strategic Equality Plan, so that all objectives are delivered equitably to the residents of Powys. Further detail of this can be found within the document.</p> <p>Emphasising child poverty ensures that young people have the best possible start in life.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Disability

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Gender Reassignment

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Marriage or Civil Partnership

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Race

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Religion or belief

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sex

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sexual Orientation

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Pregnancy and Maternity

<b>Impact *</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Socio-economic Duty

<b>Impact *</b>	<p>The following objectives form the foundation of the Corporate and Strategic Equality Plan, ‘Stronger, Fairer, Greener’:</p> <ul style="list-style-type: none"> <li>• We will enhance people’s awareness of services and how to access them, enabling informed choices.</li> <li>• We will promote high-quality, sustainable employment by providing training opportunities and pursuing Real Living Wage employer accreditation.</li> <li>• We will address poverty and inequality to support the well-being of the people of Powys.</li> </ul> <p>While all objectives will positively impact this well-being goal, the third objective specifically targets poverty and inequality, directly aligning with this goal.</p>
<b>Impact Rating *</b>	<p>Good</p>
<b>Mitigation</b>	<p>Click or tap here to enter text.</p>
<b>Mitigated Rating</b>	<p>Choose an item.</p>

## 4h. Evidence

Data and evidence from the following sources have been considered when forming the 2023-2027 plan:

\*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022.

\*Powys Well-being Assessment.

\*Powys Well-being Information Bank.

\*Powys Population Needs Assessment.

These have also formed the basis of the data and evidence for the 2025 update. Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

## 5. Impact on key guiding principles & workforce i

\* Required

### 5a. Sustainable development principles

Long-term i

<b>Impact *</b>	<p>The Corporate and Strategic Equality Plan and the well-being objectives contained within are long-term in nature, and if their intended outcomes are achieved, they will further the long-term future of the County.</p> <ul style="list-style-type: none"> <li>We will improve people’s awareness of services, and how to access them, so that they can make informed choices.</li> </ul> <p>The above objective is based upon the aspiration of running an open and democratic Council that regularly engages with people and communities to understand their needs in the short and long term, and working to ensure that the people of Powys understand what services the Council provides, with people being able to access services and live happily in their communities for longer.</p> <ul style="list-style-type: none"> <li>We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation.</li> </ul> <p>The above objective is focused upon providing good quality sustainable employment and training opportunities, which by nature are long term around the notion and developing the skills of the workforce. Pursuing real living wage accreditation will help support people longer term, as individuals pay awards will be updated to reflect wider socioeconomic factors.</p> <ul style="list-style-type: none"> <li>We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li> </ul> <p>The above objective is based around the notion of preventing causes of poverty to improve individuals longer term well-being. The emphasis on child poverty aims to ensure that young people achieve the best possible start in life.</p>
<b>Impact Rating *</b>	Very good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.



## Collaboration

<b>Impact *</b>	<p>While the Council's Corporate Plan is central, it has been developed within the context of partnership working and highlights the importance of collaborating with key stakeholders. The Council cannot achieve all its ambitions for the County alone. This includes working with the Regional Partnership Board, Public Service Board, and Growing Mid Wales.</p> <p>Additionally, the Plan outlines the Council's efforts to support climate and nature emergencies, emphasising the importance of collaborating with key partners such as communities, Bannau Brycheiniog National Park, and Natural Resources Wales to maximise impact.</p> <p>The Plan also embraces the concept of co-production, with a core ambition to work collaboratively with individuals and communities. This approach aims to ensure that people can access services that enhance their well-being."</p>
<b>Impact Rating *</b>	Very good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Involvement (including Communication & Engagement) i

<b>Impact *</b>	<p>A significant amount of engagement activity was undertaken to inform the development of the 2023-27 plan. This included considering public responses from previous engagements over the past year on specific topics through the Have Your Say portal, as well as the ‘Well-being in Powys’ survey, which is part of the well-being assessment.</p> <p>The Plan was developed collaboratively, with input, insight, and feedback from a range of Councillors across the political spectrum and the diverse geography of Powys, based on what their residents shared during the electoral campaign period. Following the early development of this Plan, Councillors engaged with their local communities during the summer recess and provided feedback, which was incorporated into the plan.</p> <p>As the Plan was further developed, an online consultation was held during the Winter to gather additional views.</p> <p>As part of the Plan’s annual review cycle, residents will have the opportunity to provide specific feedback, helping to shape its future direction. Additionally, ongoing resident feedback through our feedback tool forms a key element of evidence for this plan. As well as specific consultation and engagement exercises that have taken place since which add to the original feedback in consideration of this update. The draft plan has also been shared with the unions for feedback.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Prevention

<b>Impact *</b>	<p>The Corporate and Strategic Equality plan and the well-being objectives within it are preventative in nature, aiming to secure the long-term future of the County if their intended outcomes are achieved.</p> <p>We will improve people’s awareness of services and how to access them, so that they can make informed choices. This objective aspires to create an open and democratic Council that regularly engages with people and communities to understand their needs. It ensures that the people of Powys are aware of the services the Council provides, enabling them to access these services and live happily in their communities for longer, without their needs escalating.</p> <p>We will provide good quality, sustainable employment and training opportunities, while pursuing Real Living Wage employer accreditation. This objective focuses on offering high-quality, sustainable employment and training opportunities, which are inherently preventative in securing the workforce’s long-term future. Pursuing Real Living Wage accreditation will help shield people from broader socioeconomic challenges by ensuring their pay reflects this standard.</p> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys. This objective aims to prevent the causes of poverty and wider socio-economic disadvantage, thereby improving individuals’ long-term well-being. An preventative example of a ‘socio-economic disadvantage’ work we are actioning is building new energy-efficient homes for social rent. Emphasising child poverty ensures that young people have the best possible start in life.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Integration

<b>Impact *</b>	<p>The Corporate and Strategic Equality Plan is highly integrated, with dependencies between the objectives and their impact on individual well-being. It is designed to create conditions that support individuals and communities in remaining as prosperous as possible, while also collaborating with Strategic Partners when necessary.</p> <p>The objectives are intricately connected. For example, access to fair and good work can lead to reduced poverty and improved well-being in the long term.</p> <p>Additionally, the Plan aligns with existing workstreams, such as the Climate Strategy and Nature Recovery Action Plan, recognising their impact on the Plan's ambitions rather than duplicating efforts.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 5b. Impact on the workforce

<p><b>Impact *</b></p>	<p>The Corporate and Strategic Equality Plan will positively impact both the current and future workforce. Specifically, well-being objective 2, 'We will support good quality, sustainable employment, providing training opportunities, and pursuing Real Living Wage employer accreditation,' will have a significant effect. The actions supporting this objective include training and development opportunities to build a strong future workforce.</p> <p>The proposed approach, which includes focusing on training, Real Living Wage accreditation, and improving recruitment and retention both internally and externally, will help develop a workplace that offers meaningful work and sustainable careers for all Council employees.</p> <p>Additionally, the plan addresses our response to the Gender Pay Action Plan, which will guide us in developing equitable pay for employees regardless of gender.</p> <p>The plan also sets the strategic direction for the organisation in the coming years and influence individual work plans, impacting the transition from the existing Corporate and Strategic Equality Plan.</p> <p>Staff have had opportunities to contribute to the development of this plan through their Leadership teams at various workshops and frequent internal engagement activities. They were also encouraged to participate in the online consultation to ensure their views were considered.</p>
<p><b>Impact Rating *</b></p>	<p>Good</p>
<p><b>Mitigation</b></p>	<p>Click or tap here to enter text.</p>
<p><b>Mitigated Rating</b></p>	<p>Choose an item.</p>

## 5c. Welsh language impact on Staff

<p><b>Impact *</b></p>	<p>The Corporate and Strategic Equality Plan will have a positive impact upon the current and future workforce, and the usage of the Welsh language. In particular, well-being objective 2, "We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a significant impact, as the actions which underpin this objective include training and development opportunities to secure a strong workforce for the future, which would be through bilingual provision as much as practicable, and also encourage the development of the Welsh speaking workforce.</p>
<p><b>Impact Rating *</b></p>	<p>Neutral</p>

<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 5d. Impact on apprenticeships i

<b>Impact *</b>	<p>This proposal will positively impact apprenticeships. One of the well-being objectives is: 'We will provide good quality, sustainable employment and training opportunities, while pursuing Real Living Wage employer accreditation.'</p> <p>The actions outlined in the plan include attracting and developing the right skills for the workforce, ensuring we have the appropriate workforce to support the Council in achieving its ambitions, with apprenticeships being a critical component.</p>
<b>Impact Rating *</b>	Very good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 5e. Evidence i

Data and evidence from the following sources have been considered when forming the 2023-2027 plan:

\*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022.

\*Powys Well-being Assessment.

\*Powys Well-being Information Bank.

\*Powys Population Needs Assessment.

These have also formed the basis of the data and evidence for the 2025 update. Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

## 6. Likelihood and risks i

\* Required

## Risk 1

<b>Risk 1</b>					
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>	
<b>Mitigation</b>					
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>	

## Risk 2

<b>Risk 2</b>					
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>	
<b>Mitigation</b>					
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>	

## Risk 3

<b>Risk 3</b>					
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>	

### Mitigation

Click or tap here to enter text.

**Residual likelihood score**

Choose an item.

**Residual impact score**

Choose an item.

**Residual risk rating**

## Risk 4

### Risk 4

Click or tap here to enter text.

**Likelihood score**

Choose an item.

**Impact score**

Choose an item.

**Risk rating**

### Mitigation

Click or tap here to enter text.

**Residual likelihood score**

Choose an item.

**Residual impact score**

Choose an item.

**Residual risk rating**

## Risk 5

### Risk 5

Click or tap here to enter text.

**Likelihood score**

Choose an item.

**Impact score**

Choose an item.

**Risk rating**

### 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>	e residual risk rating will be automatically calculated when the document is completed
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## 7. Overall summary and judgement i

### Outline assessment \*

It is proposed that the Corporate and Strategic Equality Plan update for 2025 be approved for publication and implemented from 01 April 2025, as it is expected to positively impact the well-being of the people of Powys, as highlighted in the impact assessment.

Once approved, the Plan must be reviewed annually to ensure that the objectives and supporting activities remain relevant for delivering improved outcomes for the people and communities of Powys. This review will also ensure the Plan remains realistic and achievable within the challenging financial climate.

The Plan has been aligned with the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards shared outcomes for the people of Powys."

## 8. Additional evidence i

Click or tap here to enter text.

## 9. Monitoring arrangements \* i

In order to monitor the impact of this Corporate and Strategic Equality Plan, the following arrangements will be in place:

In-year scorecard reporting, considering "how much? how well? what difference?" performance measures and updates around activity that contributes towards the plan.

An annual summary will be considered as part of the annual self-assessment process (as required by the Local Government and Elections Act 2021).

The plan will be reviewed on an annual basis with Service areas, Senior Leadership Team, Corporate Leadership Team and Cabinet. As well as go scrutiny committee.

Review date \*

31/03/2026

## 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.

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Portfolio Holder signoff	Councillor James Gibson-watt