

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Corporate	Head of Service	Dylan Owen	Strategic Director	Phil Evans	Portfolio Holder	Cllr Rosemarie Harris
Proposal	To put in place a Corporate Safeguarding Policy and a Corporate Safeguarding Group						
Outline Summary / Description of Proposal							
To have in place a Corporate Safeguarding Policy which: -							
<ul style="list-style-type: none"> sets out the steps that the Council will take to protect and safeguard children and adults at risk; and provides guidance for all councillors, employees, volunteers and contracted service providers on what to do if they suspect a child or vulnerable adult may be experiencing harm or is at risk of harm. 							
To have in place a Corporate Safeguarding Group which: -							
<ul style="list-style-type: none"> ensures that the Council operates effectively in providing guidance, management and assurance processes and controls for safeguarding children and adults at risk; helps the Council carry out its statutory safeguarding duties at corporate, service and partnership levels; and drives improvements in safeguarding policy and practice. 							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ n/a	£ n/a				

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Consulted with Corporate Management Team. Changes made to the policy and the Safeguarding Group ToR.	Yes

3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Phil Evans	Director of Social Services	18 th January 2018

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The proposal will impact across all service areas as it will take a corporate approach to ensure that all councillors, employees, volunteers and contracted service providers have a responsibility to safeguard and protect children and adults at risk in the course of their duties. There is also a wider society expectation that we safeguard and protect children and adults at risk in our personal and public lives.

Service Area informed: **Contact Officer liaised with:**

Mitigation

Once the approach has been approved, a programme of work will be developed to ensure that the policy is implemented. The Corporate Safeguarding Group will ensure that this work progresses.

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	No impact	Neutral		Choose an item.

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Health and Care We will lead the way in effective, integrated rural health and care	Safeguarding and the protection of children and adults at risk are everybody's responsibility and the Council is committed to ensuring that: - <ul style="list-style-type: none"> • all councillors, employees, volunteers or contracted service providers who are in contact with children and adults at risk as part of their duties promote the welfare of children and adults at risk. • all councillors, employees, volunteers or contracted service providers know what to do if they are concerned about the welfare of a child or adult at risk. • all councillors, employees, volunteers or contracted service providers against whom allegations of harm to children and adults at risk are made, are dealt with in accordance with the relevant legislation, policy and procedures. 	Good		Choose an item.
Learning and skills We will strengthen learning and skills	No impact	Neutral		Choose an item.
Residents and Communities We will support our residents and communities	No impact	Neutral		Choose an item.

Source of Outline Evidence to support judgements
Corporate Safeguarding Policy and Procedure.

6. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	No impact	Neutral		Choose an item.
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	No impact	Neutral		Choose an item.

<p>A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>As a corporate body, the Council has a duty to ensure that it undertakes its functions in a way that safeguards and promotes the welfare of children (Children Act, 2004, section 28). Under section 17 of the Crime and Disorder Act (1998), the Council has a duty to ensure that every reasonable step is taken to protect adults and prevent crime and disorder when it undertakes its functions. Under section 175 of the Education Act 2002, guidance has been issued by Welsh Government directing that local authorities, governing bodies of maintained schools and FE institutions must have regard to the guidance <i>Keeping Learners Safe</i> for the purpose of meeting their duties and that they should exercise their functions in a way that takes into account the need to safeguard and promote the welfare of children. The requirement to ‘have regard’ means that the guidance must be taken into account and any decision to depart from it must be justified.</p> <p>The Social Services and Wellbeing (Wales) Act 2014 contains strengthened and statutory arrangements to safeguard and protect adults at risk. Included in the legislation is a requirement for the local authority to investigate when they suspect an adult with care and support needs is at risk of abuse or neglect. In addition to legislation, there is statutory guidance intended for local authorities and their relevant partners in relation to safeguarding.</p>	<p>Good</p>	<p>The Corporate Safeguarding Board will work to ensure that the Corporate Safeguarding Policy is implemented.</p> <p>Aims of the Group: -</p> <ol style="list-style-type: none"> 1.1 To ensure that the Council has in place and operates effectively guidance, management and assurance processes and controls for safeguarding children and adults at risk. 1.2 To help the Council carry out these duties at corporate, service and partnership levels in order to fulfil in full its statutory responsibilities. 1.3 To drive forward improvements in safeguarding policy and practice. 1.4 To consider matters referred to the Group within its terms of reference. <p>Responsibilities of the Group</p> <ol style="list-style-type: none"> 2.1 To take an overview of the Council’s responsibilities towards safeguarding and dealing with violence against women (including issues such as domestic abuse, stalking, harassment, forced marriage and modern slavery). 2.2 To examine ways in which the Council as a whole can secure the safeguarding and well-being of children and adults at risk in the area. 3.3 To ensure that the Council and its departments are fully compliant with legislation, policy, regulations and guidance in respect of safeguarding roles and responsibilities. 3.4 To monitor and scrutinise the performance of safeguarding activities across the Council, 	<p>Very Good</p>
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	<p>The Act and codes of practice issued under the Act, while making it clear that safeguarding children and adults at risk of abuse and neglect is everyone’s responsibility, specify that the Director of Social Services must show leadership to ensure effective safeguarding arrangements are in place, both within the local authority and by relevant partners. The Director of Social Services must oversee and report to Councillors, on a consistent basis regarding the operation, monitoring and improvement of child and adult safeguarding systems within the local authority. Defined arrangements with other officers must be clear in relation to delegation and reporting arrangements relating to safeguarding issues.</p>		<p>supporting good practice, challenging and holding to account.</p> <p>3.5 To ensure that elected Members are regularly updated on issues relating to safeguarding practice and understand their roles and responsibilities for this area of work.</p> <p>3.6 To develop and oversee implementation of an annual work programme for the Group.</p> <p>3.7 To ensure that positive practices are maintained, lessons are learnt and changes made in the areas that require improvements.</p> <p>3.8 To develop and oversee implementation of a Council-wide safeguarding policy.</p> <p>3.9 To ensure safe recruitment policy and processes are implemented and adhered to across the Council (including schools), with monitoring in respect of new and existing employees, contractors and volunteers on a scheduled basis.</p> <p>3.10 To develop and oversee implementation of a Corporate Safeguarding workforce development strategy and training plan.</p> <p>3.11 To maintain oversight of all developments, plans, policies and strategies for safeguarding and to make appropriate recommendations for action.</p> <p>3.12 To ensure that referrals and investigations under Part 4 of the All Wales Child Protection Procedures (2008) are managed effectively where they involve allegations of abuse (in their private life or working capacity) against staff working for the local authority.</p>	
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		<p>3.13 To produce an annual safeguarding report (linking with the requirement for an annual report through the Regional Safeguarding Board).</p> <p>3.14 To ensure that there are good joint working arrangements between Council departments and partner agencies, including the Mid and West Wales Regional Safeguarding Board and the Powys Local Operational Group (PLOG).</p> <p>3.15 To ensure that thematic safeguarding issues are actively addressed across the Council - e.g. child sexual exploitation, human trafficking, modern slavery, MARAC (the Multi-Agency Risk Assessment Conferences used for high-risk domestic abuse cases) and MAPPA (the Multi-Agency Public Protection Arrangements used for helping in the management of violent and sexual offenders).</p>	
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<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Responsibilities of the Group: - 3.1 To take an overview of the Council’s responsibilities towards safeguarding and dealing with violence against women (including issues such as domestic abuse, stalking, harassment, forced marriage and modern slavery). 3.2 To examine ways in which the Council as a whole can secure the safeguarding and well-being of children and adults at risk in the area. 3.3 To ensure that thematic safeguarding issues are actively addressed across the Council - e.g. child sexual exploitation, human trafficking, modern slavery, MARAC (the Multi-Agency Risk Assessment Conferences used for high-risk domestic abuse cases) and MAPPA (the Multi-Agency Public Protection Arrangements used for helping in the management of violent and sexual offenders).</p>	<p>Good</p>	<p>As above</p>	<p>Very Good</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Opportunities to promote the Welsh language</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Welsh Language impact on staff</p>	<p>The Policy will be translated and will be available to stakeholders in both English and Welsh formats.</p>	<p>Good</p>		<p>Choose an item.</p>

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<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Disability</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Gender reassignment</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Race</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Religion or belief</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Sex</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	The policy is relevant to all Powys citizens.	Neutral		Choose an item.

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Source of Outline Evidence to support judgements
Social Services & Well-being Act Corporate Safeguarding Policy and Procedure

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The policy works to keep people safe at the earliest point, therefore avoiding escalation of abuse, neglect and violence.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	The Corporate Safeguarding Group will be made up of representatives from all parts of the Council. We will work with PAVO and related organisations in relation to the expectations around safer recruitment of volunteers.	Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	No impact	Neutral		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The policy works to keep people safe at the earliest point, therefore avoiding escalation of abuse, neglect and violence.	Good		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Working together within the Council, to safeguard adults and children at risk, will be improved.	Good		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Neutral		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No impact	Neutral		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	<p>1.1 To have in place a Corporate Safeguarding Policy which: -</p> <ul style="list-style-type: none"> • sets out the steps that the Council will take to protect and safeguard children and adults at risk; and • provides guidance for all councillors, employees, volunteers and contracted service providers on what to do if they suspect a child or vulnerable adult may be experiencing harm or is at risk of harm. <p>1.2 To have in place a Corporate Safeguarding Group which: -</p> <ul style="list-style-type: none"> • ensures that the Council operates effectively in providing guidance, management and assurance processes and controls for safeguarding children and adults at risk; • helps the Council carry out its statutory safeguarding duties at corporate, service and partnership levels; and • drives improvements in safeguarding policy and practice. 	Very Good		Choose an item.

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Impact on Powys County Council Workforce	The policy affects: - <ul style="list-style-type: none"> all councillors, employees, volunteers or contracted service providers who are in contact with children and adults at risk as part of their duties and are concerned about their welfare. all councillors, employees, volunteers or contracted service providers who are concerned about the welfare of a child or adult at risk resulting from the action/inaction of other Powys councillors, employees, volunteers or contracted service providers. This may be done via a discussion with the relevant manager or via the Council's Whistleblowing Policy. The policy will help everyone to understand their responsibilities for safeguarding.	Good		Choose an item.
Source of Outline Evidence to support judgements				
Corporate Safeguarding Policy. Corporate Safeguarding Group Terms of Reference.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Low
Mitigation		
The Corporate Safeguarding Group will be chaired initially by the Chief Executive, and there are representatives already nominated from relevant parts of the Council.		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
None	Low		Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Report to Cabinet	30/01/2018	The Council adopts the draft Corporate Safeguarding Policy and Procedure. The Council agrees to establish a Corporate Safeguarding Group, as set out in the draft terms of reference. Relevant Scrutiny Committees and the Cabinet receive six-monthly reports from the Corporate Safeguarding Group.	
First meeting of the Corporate Safeguarding Group	30/01/2018	Relevant Scrutiny Committees and the Cabinet receive six-monthly reports from the Corporate Safeguarding Group.	
Develop a programme of actions for the Group	31/05/2018	The Council adopts the draft Corporate Safeguarding Policy and Procedure.	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Yes	Date required	30/01/2018
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
To be confirmed												

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12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>Safeguarding is a priority for the Council. The proposal aligns with the Current objective in the Corporate Improvement Plan of Supporting People to Live Fulfilled Lives and aligns with the Health and Care wellbeing objective set out in Vision 2025.</p> <p>Although there are no direct resource implications arising from this report, it is likely that the Council will incur expenditure which may not be covered by existing budgets. Increased awareness of safeguarding issues and new responsibilities for responding to concerns are likely to generate additional pressures and capacity issues. Other areas, such as additional training for all those affected by the new corporate policy and responsibilities for overseeing compliance with safer recruitment are not cost neutral. However, safeguarding is one of the paramount and most high profile of all the responsibilities undertaken by the Council. There is a risk to its reputation and an increased likelihood of additional external intervention if it is not seen as adopting best practice models in this area of work.</p>	

13. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
n/a

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Monitoring will be carried out the Group and will be reported to Scrutiny committees and Cabinet.
Please state when this Impact Assessment will be reviewed.
31 st January 2019

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Phil Evans		18 th January 2018
Head of Service:	Dylan Owen		
Strategic Director:	Phil Evans		18 th January 2018
Portfolio Holder:	CLlr Rosemarie Harris		

16. Governance

Decision to be made by	Date required
Cabinet	30 th January 2018

FORM ENDS