

**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **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	Education	Head of Service	Lynette Lovell	Director	Chief Executive	Portfolio Holder	Cllr Phyl Davies
Proposal		To build into the schools’ delegated funding formula a sum that recognizes of the costs of Teaching and Learning Responsibility Payments for the Secondary Sector					
Outline Summary / Description of Proposal							
<i>Detail of the proposal</i>							
<b>Add into the schools’ delegated budget funding arrangements a sum to recognize that a significant portion of secondary school budgets is paid in TLR payments to teaching staff for providing leadership in subject or pastoral work.</b>							

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

Version	Author	Job Title	Date
V1	Geraint Rees		2.12.19

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation with schools' community closed on 14 <sup>th</sup> November 2019 and meeting of the Formula Review Group has taken place subsequently.

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### 4. Impact on Other Service Areas

<p><b>Does the proposal have potential to impact on another service area? (Have you considered the implications on Health &amp; Safety, Corporate Parenting and Data Protection?)</b></p> <p><b>PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b></p>
<p>No Schools delegated only</p>

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

Council Priority	How does the proposal impact on this priority?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
<b>Health and Care</b> We will lead the way in effective, integrated rural health and care	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.
<b>Learning and skills</b> We will strengthen learning and skills	It will provide the funding for secondary schools so that they can recognize the expertise needed within their staffing to improve education in Powys.	Good	The costs are already carried by schools, but they do not currently receive the revenue to cover it.	Good
<b>Residents and Communities</b> We will support our residents and communities	<i>proposal neither undermines or contributes to this Priority</i>	Neutral		Choose an item.

**Source of Outline Evidence to support judgements**

n/a

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

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A prosperous Wales:</b> 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.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<b>A resilient Wales:</b> 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).	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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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
<b>A healthier Wales:</b> 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. <b>Public Health (Wales) Act, 2017:</b> Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<b>A globally responsible Wales:</b> 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. <b>Human Rights - is about being proactive (see guidance)</b> <b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Welsh Language impact on staff</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<b>A more equal Wales:</b> 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>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Disability</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Gender reassignment</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Race</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Religion or belief</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sex</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Sexual Orientation</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	<i>proposal neither undermines or contributes to this Goal</i>	Neutral		Choose an item.

**Source of Outline Evidence to support judgements**

n/a

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

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Relationships between the local authority and our secondary headteacher community have been challenging over recent years. Recognition that this funding is an essential part of running a secondary school will improve our collaboration with them, as we and they seek to develop options for moving forward with the quality of education in Powys.	Good	Headteachers have already been engaged in the process and recognize the authority's need to act.	Choose an item.
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	The drift towards larger deficits across our secondary sector is partly attributed to the council not providing funding for this core cost of education.	Good	The distribution will be by formula, with the sum capped for 2020 on 2019 figures – therefore not expecting a sudden inflation due to its inclusion in the budget.	Good
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Impact on Powys County Council Workforce</b>	<i>proposal neither undermines or contributes to this Principle</i>	Neutral		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
n/a				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
<b>Mitigation</b>		
n/a		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
<b>Mitigation</b> In order to ensure delivery of this addition to the formula, it is hoped that there will be some additional funding to support it coming from the settlement from Welsh Government before Christmas 2019. If that does not materialise, this funding needs to be recognized as an essential feature of school budgets and in order to support its delivery there may need to be a commensurate 'across the board' top-slice from the total delegated schools' budgets in order to facilitate its recognition and subsequent implementation.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
If a top-slice is put in place across the entire delegated schools' budgets, there will be a risk that some schools (primary in particular) will find it more challenging to balance their budgets from April 2020.	High	The local authority schools' finance team will continue to work with schools to help them with managing their budgets. However, the only real solution is that the authority engages with all stakeholders to put in place an affordable schools' estate. For the secondary sector, the allocation of TLR funding should enable our secondary schools to reduce the risks of their growing budget deficits.	Medium
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		x	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:



The overall judgement of this Impact assessment is **MEDIUM**. In general the move reflects a re-allocation of funding, so overall effect is neutral.

The overall risk identified in this impact assessment is ‘**MEDIUM**’, as long as the authority does make progress with ensuring that it has a viable schools’ estate as quickly as is practically possible. .

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

**What additional evidence and data has informed the development of your proposal?**

Consultation with Schools through the Formula Review Group.

12. On-going monitoring arrangements?

**What arrangements will be put in place to monitor the impact over time?**

Monitoring of funding allocations will be ongoing.

**Please state when this Impact Assessment will be reviewed.**

Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Geraint Rees		2.12.19
Head of Service:	Lynette Lovell		2.12.19
Director:			
Portfolio Holder:	Cllr Phyl Davies		3.12.19

14. Governance

Decision to be made by	Date required
Cabinet	17 <sup>th</sup> December 2019

# FORM ENDS

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