

# 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.**

<b>Service Area</b>	Business Services	<b>Head of Service</b>	Mark Evans	<b>Strategic Director</b>	David Powell	<b>Portfolio Holder</b>	Cllr Wynne Jones
<b>Policy / Change Objective / Budget Saving</b>	Living Wage Increase						
<b>Outline Summary</b>							
<p>The Living Wage Foundation rate was adopted by the Council with effect from 1 April 2015. The Living Wage Foundation rate is independently-calculated based on the cost of living in the UK, and any change to the rate is announced in November of each year. The Council has opted not to apply for accreditation, instead retaining its own discretion on applying any annual increase.</p> <p>The proposal is for the Council to approve the November 2016 increase, from £8.25 per hour to £8.45 per hour, effective from 1 April 2017. In doing so, the Council will continue with its commitment to address low pay for employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community.</p>							

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

Version	Author	Job Title	Date
1	Graham Evans	Professional Lead – Employment Services	06/02/2017

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective 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	Source of Outline Evidence to support judgement
<b>Services delivered for less</b>	Continuing to deliver services, however with an increased wage bill.	Poor	The Council remains committed to the principles of the Living Wage Foundation but have not opted to apply for accreditation therefore retaining its own discretion on applying any annual increase.	Poor	Living Wage Foundation
<b>Supporting people in the community</b>	No direct impact.	Neutral		Choose an item.	

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Council Priority	How does the policy / change objective 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	Source of Outline Evidence to support judgement
<b>Developing the economy</b>	Adopting the Living Wage Foundation rate ensures that the Council is more appealing as an employer of choice, increase in staff retention levels and benefits lower paid employees.	Good		Choose an item.	
<b>Learning</b>	Budget being funded corporately so no impact on Schools delegated budget, ensuring Learning can continue unaffected.	Neutral		Choose an item.	

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3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute 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	Source of Outline Evidence to support judgement
<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.	Making Council more appealing as an employer of choice, staff retention and benefits lower paid employees.	Good		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).	No impact	Neutral		Choose an item.	
<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.	Making Council more appealing as an employer of choice, staff retention and benefits lower paid employees.	Good		Choose an item.	
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	No impact	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.	No impact	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</i>	No impact	Neutral		Choose an item.	

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<i>Treating the Welsh language no less favourable than the English language</i>	No Impact	Neutral		Choose an item.	
<i>Opportunities to promote the Welsh language</i>	No Impact	Neutral		Choose an item.	
<i>Welsh Language impact on staff</i>	No Impact	Neutral		Choose an item.	
<i>People are encouraged to do sport, art and recreation.</i>	No impact	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>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Disability</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Gender reassignment</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Marriage or civil partnership</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Race</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	

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<i>Religion or belief</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Sex</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Sexual Orientation</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	
<i>Pregnancy and Maternity</i>	Policy applied to all staff remunerated at spinal column point 12 and below, increasing annual salary to a minimum of £16,303 FTE. No analysis has been undertaken to identify specified groups.	Unknown		Choose an item.	

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

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4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective 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	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle (5 ways of working)</b>					
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	To continue with the commitment to address low pay for council employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community, whilst mitigating financial risk by integrating the level of National Living wage up to 2020. This will retain the discretionary decision making on Powys Pay Scale levels	Good		Choose an item.	
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	No impact	Neutral		Choose an item.	
<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	Increase being funded corporately, however all affected Service Areas are aware of costs and will have the opportunity to comment on Cabinet report.	Good		Choose an item.	
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	To continue with the commitment to address low pay for council employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community.	Good		Choose an item.	
<b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	No impact	Neutral		Choose an item.	

# Cyngor Sir Powys County Council

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The integrated approach to support effective decision making



Principle	How does the policy / change objective 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	Source of Outline Evidence to support judgement
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	To continue with the commitment to address low pay for council employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community.	Good		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.	No impact	Neutral		Choose an item.	
<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	No impact	Neutral		Choose an item.	
<b>Impact on PCC Workforce</b>	To continue with the commitment to address low pay for council employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community.	Good		Choose an item.	

### 5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Risk to delivery of Policy / Change Objective / Budget Saving	Inherent Risk
Low	Low	Low

### 6. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks
Increase in overall pay bill, however the 17/18 increase is corporately funded so not directly impacting on delegated budgets. Could increase corporate savings targets, which may indirectly impact on staff costs in future.

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<b>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>
			<b>X</b>
<b>Mitigating Actions</b>			<b>Residual Risk (after mitigation)</b>
Continue to review on an annual basis			Low
			Choose an item.
			Choose an item.
<b>Does the Policy / Change Objective / Budget Saving have potential to impact on another service area? PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b>			
Increase being funded corporately however all affected Service Areas are aware of costs and will comment on Cabinet report.			



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7. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
The proposal will contribute towards what is considered to be the root cause of most issues of inequality – low pay. It will also contribute indirectly towards the Council’s Strategic Equality Plan 2016-2020 which specifically targets assisting people on low income as well as the gender pay gap.		

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

<b>What additional evidence and data has informed the development of your proposal?</b>
No further evidence.

9. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Living Wage Foundation rate to be monitored annually.
<b>Please state when this Impact Assessment will be reviewed.</b>
Annually – Living Wage Foundation announced in November of each year.

10. Sign Off

Position	Name	Signature	Date
<b>Service Manager:</b>	Graham Evans		
<b>Head of Service:</b>	Mark Evans		
<b>Strategic Director:</b>	David Powell		
<b>Portfolio Holder:</b>	Cllr Wynne Jones		

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