

Pecyn Dogfennau Cyhoeddus

Cyngor Sir

Man Cyfarfod
Cyfarfod Hybrid - Zoom - Neuadd y Sir

Dyddiad y Cyfarfod
Dydd Iau, 23 Chwefror 2023

Amser y Cyfarfod
10.30 am

I gael rhagor o wybodaeth cysylltwch â
Stephen Boyd
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Neuadd Y Sir
Llandrindod
Powys
LD1 5LG

Dyddiad Cyhoeddi

Mae croeso i'r rhai sy'n cymryd rhan ddefnyddio'r Gymraeg. Os hoffech chi siarad Cymraeg yn y cyfarfod, gofynnwn i chi roi gwybod i ni erbyn hanner dydd ddau ddiwrnod cyn y cyfarfod

AGENDA

1.	YMDDIHEURIADAU
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Derbyn ymddiheuriadau am absenoldeb.

2.	DATGANIADAU O DDIDDORDEB
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Derbyn unrhyw ddatganiadau o ddiddordeb gan Aelodau yn ymwneud ag eitemau i'w hystyried ar yr agenda.

3.	CYFANSODDIAD - ADRAN 4 - SIARAD AR GYNIGION
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Ystyried adroddiad y Pennaeth Gwasanaethau Cyfreithiol a'r Swyddog Monitro.
(Tudalennau 1 - 4)

4.	STRATEGAETH ARIANNOL TYMOR CANOLIG DRAFFT 2023-2028, RHAGLEN Y GYLLIDEB A CHYFALAF DRAFFT 2023-24 AR GYFER 2023-2028
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Ystyried y Strategaeth Ariannol Tymor Canolig Drafft 2023-2028, Rhaglen y Gyllideb a Chyfalaf drafft 2023-24 ar gyfer 2023-2028.
(Tudalennau 5 - 924)

5.

CYNLLUN CYDRADDOLDEB CORFFORAETHOL A STRATEGOL (2023-2027)

Ystyried y Cynllun Cydraddoldeb Corfforaethol a Strategol 2023 – 2027.
(Tudalennau 925 - 992)

CYNGOR SIR POWYS COUNTY COUNCIL.

Full Council
23rd February, 2023

REPORT AUTHOR: Head of Legal Services and the Monitoring Officer

SUBJECT: Constitution – Section 4 - Speaking on Motions

REPORT FOR: Decision

1. Purpose of Report

- 1.1 Members will recall that on the 13th October 2022 it considered a report from Democratic Services Committee (“ DSC”) in which certain recommendations were made to Council with regard to the speaking times on motions. Those recommendations were not accepted by council who asked that the matter be reconsidered by the Democratic Services Committee.
- 1.2 This issue was reconsidered by the Democratic Services Committee on 9th January 2023 and the purpose of this report is for council to consider the further recommendation recommendations from the Democratic Services Committee.

2. Background

- 2.1 Section 4 of the Constitution currently states in relation to speaking on Motions at Council:

Content and Length of Other Speeches

- 4.47.1 Non aligned Members and a nominated principal speaker from each Political Group will be able to speak on each motion with all Members having a right to speak to raise additional or different issues in the debate.
- 4.47.2 Speeches in accordance with 4.47.1 above must be directed to the motions under discussion or to a personal explanation, point of order or right of reply. The proposer of a motion may speak for no more than **10 minutes**; otherwise no speech may exceed **5 minutes** without the consent of the Chair. ▲ ■

Closure Motions

- 4.54.8.2 if an amendment has been moved and seconded before a closure motion has been passed by Full Council, that amendment must be discussed immediately but will be subject to the following restrictions:
- The debate on the amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair’s discretion.
 - the proposer will have a maximum of **5 minutes** to speak on the amendment;
 - the relevant Portfolio Holder(s) will have a maximum of **5 minutes** to speak on the amendment;
 - the seconder and all other speakers will have a maximum **of 3 minutes** to speak on the amendment;

4.54.8.4 a single new amendment to the substantive motion (as amended if appropriate) will be allowed if properly seconded, but will be subject to the following restrictions:

- the first new amendment proposed and seconded will be considered and no further proposed amendments will be considered;
- The debate on the new amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair's discretion.
- the proposer will have a maximum of 5 minutes to speak on the new amendment;
- the relevant Portfolio Holder will have a maximum of 5 minutes to speak on the new amendment;
- the seconder and all other speakers will have a maximum of 3 minutes to speak on the new amendment;

2.2 The previous Council agreed to undertake a trial reducing the time allowed for speeches from 10 and 5 minutes to 5 and 2 minutes.

2.3 The revised speaking times have been utilised at Council meetings since November 2020, (with the exception of the Annual Meeting and Budget Meetings) and were reviewed by the Democratic Services Committee on 5th September, 2022 who have made a recommendation to Council that the trial times of 5 minutes for proposers and 2 minutes for everyone else should be adopted on a permanent basis. The Democratic Services Committee took the view that the speaking times allowed in the trial period did not appear to have restricted Members' ability to propose the motion, second it or make comments upon it within those timescales.

2.4 The Democratic Services Committee's recommendations were considered by the Council on 13th October, 2022.

2.5 The minute of the Council meeting held on 13th October, is set out below:

"Council considered the recommendations of the Democratic Services Committee on speaking times on motions at Council meetings. For some time the Council had trialled five minutes for proposers and everyone else two minutes and the Democratic Services Committee had recommended that this become a permanent change.

Concern was expressed that two minutes was not long enough to allow for debate and it was proposed that the Democratic Services Committee should look at this again. The Chair of the Committee accepted the point and said that he would be happy for the Committee to look at this again. It was proposed by County Councillor Aled Davies and seconded by County Councillor Elwyn Vaughan and unanimously

RESOLVED to refer this back to the Democratic Services Committee for further consideration."

2.5 It would appear that at the Council meeting on 13th October 2022 was no dissent by Full Council to the speaking time for proposers of 5 minutes and that the issue was only around the speaking time for seconders and other speakers (including Portfolio Holders) (proposed as 2 minutes).

2.6 When the matter was reconsidered by the Democratic Services Committee on 9th January 2023, the Committee agreed that a compromise of five minutes for proposers and three minutes for everyone else (including portfolio holders) would be recommended for consideration by Full Council at the start of the Council meeting on 23rd February 2023 so that the decision of Council could be implemented with immediate effect and used for the remainder of the Council meeting on 23rd February 2023 and thereafter. The Democratic Services Committee took into account the fact that the Chair of Council always had a discretion to be lenient with the times allowed.

3. Recommendations

Democratic Services Committee Recommends to Council the following :	Reason for Recommendation:
<p>1. To amend the Rules 4.47.2 , 4.54.8.2 and 4.54.8.4 of the Constitution with immediate effect to provide for speaking times in relation to motions of five minutes for proposers and three minutes for everyone else (including portfolio holders) on a permanent basis.</p> <p>2. That the Head of Legal Service and the Monitoring Officer be required to amend Section 4 of the Constitution to reflect the decision in 1 above at the earliest opportunity.</p>	To revise the speaking time for motions in Section 4 of the constitution following the trial agreed by Council in November 2020.

Relevant Policy (ies):	
Within Policy:	Y
Within Budget:	Y

Relevant Local Member(s):	N/A
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Person(s) To Implement Decision:	Clive Pinney
Date By When Decision To Be Implemented:	With immediate effect

Contact Officer:	Wyn Richards, Scrutiny Manager and Head of Democratic Services.
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Background Papers used to prepare Report:

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

CYNGOR SIR POWYS COUNTY COUNCIL.

COUNCIL

Date: 23rd February 2023

REPORT AUTHOR: County Councillor David Thomas
Portfolio Holder for Finance and Corporate Transformation

SUBJECT: Medium-Term Financial Strategy 2023-2028, 2023-24 Budget
and Capital Programme for 2023-2028

REPORT FOR: Decision

1. Purpose

- 1.1 To seek approval of the updated Medium Term Financial Strategy (MTFS) for 2023-28, which includes a Financial Resource Model (FRM) for 2023-28, a revenue budget for 2023-24 and a capital programme for 2023-24 to 2027-28.
- 1.2 The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year; the MTFS reports a balanced budget for 2023/24. There is no requirement to set out a balanced position beyond the next year but the five year strategy has been developed to enable longer term planning and transformation.

2. Background

- 2.1 The Medium-Term Financial Strategy sets out the financial strategy for Powys County Council (the Council) for the period 2023 to 2028. The strategy captures the financial, regulatory and policy drivers affecting the Council and sets the direction and approach, providing a framework in which the Council develops its financial plans. It also incorporates the plan for delivering a balanced budget for 2023-24, and indicative budgets for the following 4 years to March 2028.
- 2.2 The financial strategy is the link between the organisation's long term service objectives and its financial capacity. It seeks to ensure that the Council's strategic objectives can be achieved within the confines of the financial resources available.
- 2.3 The Council is developing its financial plans in an extremely challenging economic context. Inflation is at a 40-year high and the UK is entering recession. This wider UK economic context has resulted in significant financial pressures, particularly for public services. The continued impact of the UK's decision to leave the European Union, the legacy of the Covid-19 pandemic, along with a lengthy period of austerity, have eroded the resilience of public services. If the next UK government sticks to the lean spending plans proposed by the current government, future funding settlements are projected to decline and analysts are reporting that this would almost certainly imply a return to an era of spending cuts and above-inflation Council Tax increases.
- 2.4 2022 has brought the two further challenges with a war in mainland Europe, as Russia invaded Ukraine, and the continued cost of living crisis, both of which have driven up prices for individuals, businesses, and services.

- 2.5 Even with the additional resource funding provided through the Settlement from Welsh Government (WG), the high levels of inflation currently being experienced means the funding provided is now worth less in real terms.
- 2.6 Council approved the previous Medium Term Financial Strategy on the 3rd March 2022. Much has changed since that time, both in terms of the changing financial environment and a change in the administration of the Council.
- 2.7 In September 2022 Cabinet considered a report which provided an update on the challenging economic context and how this is impacting on the development of the Council's Budget and the Medium Term Financial Strategy. The MTFS has therefore been reviewed and updated and on the 20th December 2022 Cabinet approved the revised assumptions to be reflected in the plan.
- 2.8 The MTFS presented today has been further developed and reflects the updated funding projections provided through the provisional settlement received by Welsh Government on the 14th December, 2022.
- 2.9 Like other councils across Wales, in addition to the challenges imposed by rising inflation Powys County Council continues to face significant challenges arising from demographic changes, increase service demands, citizen expectations and rising costs, together with the ongoing response to the Covid pandemic.
- 2.10 We anticipate that we will continue to face financial pressures that outweigh the funding available throughout the period of our MTFS. The challenge imposed by the current economic context and the speed in which it has taken effect has again obliged the Council to focus on the short term. It is becoming clear that the Council in its current form is not sustainable for the longer term, and initial plans to reimagine what the Council should look like in the future are currently underway and are critical to ensure that the Council can remain financially stable and provide sustainable services in the long-term.
- 2.11 The updated Strategy captures the financial, regulatory and policy drivers affecting the Council and identifies the Council's service and resource priorities for the next five financial years. It delivers a balanced budget for 2023/24, and indicative budgets for the following 4 years to March 2028.
- 2.12 The proposed Capital Programme reflects the existing commitments made in previous years as well as new schemes already approved.
- 2.13 The setting of our budget, and in turn Council Tax, will need to take account of the full range of funding sources available to us, as well as the pressures we face. Whilst the funding position for 2023/24 is more positive than initially assumed, the overall position both next year and beyond is set in the context of ongoing uncertainty. The opportunity the settlement for 2023/24 provides must be considered in the context of our ongoing financial sustainability. Funding levels for 2024/25 and beyond return to lower levels of increase and we must plan with this in mind and maintain financial resilience wherever possible.

- 2.14 The new Corporate and Strategic Equality Plan 2023-27 reflects the Council's operating environment and its priorities. The Plan is presented to Council for approval today. This will ensure the Corporate Plan and MTFS are aligned, enabling the reader to make explicit links between the Council's priorities and the resources directed to support them.
- 2.15 During 2023 we will focus on our three key equality objectives which are:
- We will improve people's awareness of services, and how to access them, so that they can make informed choices.
 - We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation.
 - We will work to tackle poverty and inequality to support the well-being of the people of Powys.
- 2.16 We are also actively contributing towards creating a Net Zero public service by 2030 and have developed a Biodiversity Action Plan and Climate Change Strategy as part of our ongoing efforts to reduce the negative impact that our activities have on the environment.
- 2.17 The Council's MTFS is set within the context of UK economic and public expenditure plans, WG priorities and legislative requirements. It articulates how the Council plans to use its resources (revenue and capital) to support the achievement of its corporate priorities as well as the management of its statutory and core duties, known pressures and risks. The MTFS helps the Council to work more effectively with partners in other sectors and provides a strategy for the use of reserves to meet changes in resources, risks or unforeseen demands from year to year without impacting unduly on services or council taxpayers.
- 2.18 The MTFS includes the:
- principles that will govern the strategy and a five-year Financial Resource Model (FRM), comprising detailed proposals for 2023-24 and outline proposals for 2024-25 to 2027-28.
 - Capital Financing Strategy and the Treasury Management Strategy; and Capital Programme for 2023-24 to 2027-28.
- 2.19 The Cabinet and the Executive Management Team have developed the MTFS to guide the development of the 2023-24 budget, the FRM and the Capital Programme. At the same time as updating the MTFS, the Council is legally required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year by the 11th of March each year.
- 2.20 Production of the budget for the forthcoming year is dependent on receipt of the provisional local government settlement from the WG which for 2023-24 was published on 14th December 2022. The Welsh Government draft budget will be scrutinised and the final budget will be published on 7th March 2023; if there are any late changes these would need to be made and presented to Council at the meeting

on the 2nd March 2023 for further approval or at a further meeting of Council if required.

3. Advice

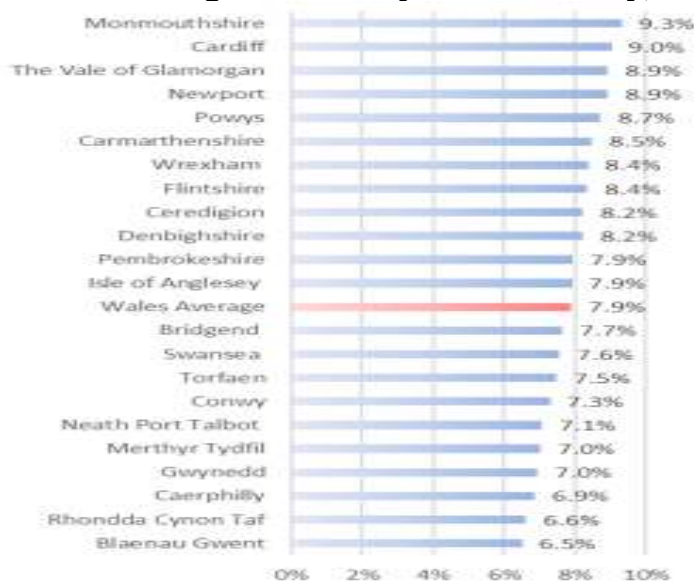
Welsh Government Provisional Local Government Settlement

- 3.1 The Local Government Revenue Settlement comprises Revenue Support Grant (RSG) and redistributed National Non-Domestic Rates (NNDR) revenues and is known as Aggregated External Finance (AEF). In 2023-24, local authorities will receive £5.5 billion from the WG in RSG and NDR to spend on delivering key services.
- 3.2 WG continue with their commitment to local government being at the frontline of delivering a wide range of vital public services. WG recognises that Local Authorities have been affected by the soaring cost of energy and inflation across all services, including in two of their biggest service areas: schools and social care. This is alongside overall increases in demand in many service areas.
- 3.3 Schools in Wales are directly funded by local authorities; funding for schools is provided mainly through the local government settlement. The WG's education budget also supports spending in and on schools, teachers and wider education programmes, including free school meals, the rollout of the new curriculum, teacher training and support to help learners recover post pandemic.
- 3.4 As a result of spending decisions made in relation to education in England, Wales received additional funding in the Autumn Statement. This is being provided in full by WG to local authorities in Wales through increases to the un-hypothecated settlement and through the education budget. The funding provided through this Settlement will therefore cover the costs arising from the 2023/24 pay deal which fall within the 2023-24 Settlement year. WG have again taken the decision to provide all the available funding up front and not hold back funding for in-year recognition of the 2023/24 teachers' pay deal. Local authorities' budget planning must therefore accommodate these costs.
- 3.5 Welsh Government recognises that social care plays a vital role in Wales, supporting people to live independent lives in the community while also supporting the wider health service. Without effective social care, the NHS' ability to function effectively will be swiftly diminished. The demand for social care has increased rapidly and the sector is under intense pressure as it struggles to recruit and retain staff.
- 3.6 In April 2022, WG provided funding to enable the Council to be able to pay the Real Living Wage for social care workers. To maintain this, WG makes a recurrent provision of £70m to meet the Real Living Wage for social care workers, within the allocations to the health and social care budget and the local government settlement.
- 3.7 For Education, in addition to the funding being provided for schools via the local government settlement, WG are allocating an extra £10m for schools via their Education budget in 2023-24. This is made up of an additional £5.5m to support the continuation of the Recruit, Recover and Raise Standards (RRRS) programme in line with the Programme for Government commitment, and a further £4.5m to support implementation of the Additional Learning Needs (Wales) Act as part of the long-term programme of education reform. There will also be an additional £9m to support post-

16 provision, including a review of Renew and Reform funding and other distinct pressures for school sixth form and the Further Education sector.

- 3.8 The Welsh Government remains committed to people in Wales having access to a decent place to live. Funding for housing and homelessness continues to be an area of priority investment, which protects the most vulnerable in society. £10m is allocated to the homelessness prevention budget to boost investment in homelessness prevention and relief interventions across Wales, providing support for local authorities to continue our ‘no-one left out’ approach.
- 3.9 Businesses and other ratepayers in Wales are supported with a package of non-domestic rates support worth more than £460m over the next two financial years. The approach taken in previous years is maintained with the freezing of the non-domestic rates multiplier for 2023-24. This ensures there will again be no inflationary increase in the amount of rates businesses and other ratepayers are paying.
- 3.10 WG are also introducing a £113m, fully funded, transitional relief for all ratepayers whose bills increase by more than £300 following the UK-wide revaluation exercise, which takes effect on 1 April 2023.
- 3.11 Finally, the Non-Domestic Rates support package also provides over £140m of non-domestic rates relief for retail, leisure, and hospitality businesses in Wales. Eligible ratepayers will receive 75% non-domestic rates relief for the duration of 2023-24, capped at £110,000 per business across Wales.
- 3.12 The Graph below shows changes to Aggregated External Finance across the Local Authorities in Wales between 2022/23 and 23/24. The average increase is 7.9% driven by the funding formula. This is largely a reflection of data movements in pupil numbers and free school meal entitlement derived from the schools’ census, as well as the impact of the decennial Census on the population counts/estimates. The lowest increase is Blaenau Gwent with 6.5% and the highest is Monmouthshire with an increase of 9.3%.

Table 1: Changes to AEF by local authority, 2022-23 to 2023-24



Source: WG Provisional LGF Settlement 2023-24

- 3.13 The graph confirms that funding in Powys has increased by 8.7% after adjusting for transfers; this equates to an additional £18.298 million for 2023-24.
- 3.14 WG funding is allocated to unitary authorities using a formula driven by a number of 'indicators' (e.g. population projections, pupil numbers, primary school free school meals and income support, job seekers allowance or pension credits claimants). The movement in these indicators, relative to the movement in the indicator for Wales as a whole, affects Powys' share of the overall funding available. Powys' Settlement reflects more favourable financial re-distributional movements in formula indicators such as free school meals and benefits, whilst there are less favourable financial movements in pupil numbers as shown in the table below.

Table 2: Change in Key Datasets

Dataset ¹	2022-23 Final	2023-24 Provisional	% Difference	Rank	% share 2022-23	% share 2023-24	Change in % share	Rank
Total Population ²	132,538	132,885	0.3%	2	4.18%	4.23%	0.05%	2
Pupil Numbers - Nursery and Primary	9,589	9,572	-0.2%	3	3.68%	3.72%	0.04%	4
Pupil Numbers - Secondary in year groups 7-11	6,452	6,393	-0.9%	22	3.83%	3.75%	-0.08%	22
Free School Meals - Primary	1,147	1,304	13.7%	1	2.37%	2.54%	0.17%	2
Free School Meals - Secondary	719	827	15.0%	4	2.50%	2.65%	0.14%	4
IS/ JSA/ PC/UC (not in employment) claimants - 18 to 64	3,139	4,281	36.4%	2	2.38%	2.60%	0.22%	1
IS/ JSA/ PC claimants - 65+	3,827	3,626	-5.3%	11	4.03%	4.03%	0.00%	11
IS/ JSA/ PC/UC (not in employment) claimants - all ages	7,027	8,017	14.1%	5	3.07%	3.11%	0.04%	4
SDA/DLA/PIP claimants - 18 to 64	4,570	4,735	3.6%	13	3.11%	3.10%	-0.01%	12

Notes:

1. For definitions of the indicators refer to the Local Government Settlement 2023-24 - Local Government Finance (Councils) Report.
2. Population data set used for the 2022-23 final settlement is based on the 2018-based local authority projections for 2022 and for the 2023-24 provisional settlement an average of the 2018-based local authority projections for 2023 and the 2021 census data.

- 3.15 While the un-hypothecated (non-earmarked) settlement is the largest single source of funding available to authorities, it is not the only one. The Council also funds its expenditure by generating income from grants, fees and charges and Council Tax. In setting the budget and Council Tax levels for next year, Welsh Government expects every local authority to take account of all the available funding streams and to consider how to secure best value for Welsh taxpayers through effective and efficient service provision.

Revenue Settlement Implications for 2023-27

- 3.16 WG have also provided the indicative Wales-level core revenue funding allocation for 2024-25, which is £5.69 billion, equating to an uplift of £169 million (3.1%). As Powys is receiving uplifts along the line of the average settlement or above, this uplift has been used in the FRM, with an assumed 2% for the final two years.

Provisional Local Government Capital Settlement

- 3.17 Following a review of their capital budgets, WG general capital funding for local government for 2023-24 will remain as indicated in the final 2022-23 budget at £180 million, an increase of £30m over the current year. This will continue for 2024-25.
- 3.18 For Powys, the capital budget is made up of two elements; the un-hypothecated (supported) borrowing element which decreases by £8k, however the General Capital Grant allocation has increased by £113k. The split is:

- Supported borrowing £4.587 million
- General Capital Grant £4.711 million.

3.19 WG recognise the need to maintain focus on responding to the climate and nature emergency and contributing to the Net Zero Wales plan and are providing separately £20 million capital in each year to enable authorities to respond to the joint priority of decarbonisation.

Final Local Government Settlement

3.20 The publication of the Settlement in mid-December has enabled WG to draw on the latest tax-base figures for 2023-24, meaning that there should be no change between provisional and final settlements as a result of updates to the tax base. There is no guarantee that there will be no other changes between the provisional and final settlements, but WG do not intend making any significant changes to the methodology or the data underpinning the distribution of the Settlement. There is one change planned for final budget and that is the intention to transfer funding for the increased employer costs related to Fire and Rescue Authority (FRA) pensions from a grant to the FRAs into the final local government settlement. We also await further information with regard to the recent pay negotiations for teachers and the funding that will be provided by Welsh Government to support the increased pay offer. It is therefore proposed that any additional funding received following publication of the Local Government Final Settlement for these items will be applied as prescribed, with any additional funding for Teachers pay passported to schools increasing the overall level of funding provided.

3.21 Welsh Government is due to publish its Final Budget and Final Local Government Settlement for 2023-24 on 7th March 2023.

Current Year (2022-23) Financial Performance

3.22 The impact of rising inflation and supply chain issues has already had a significant impact on the Councils budget in the current year. Rising costs for fuel, food, and energy together with contractual uplifts linked to inflation have all increased the financial pressure on our budget in 2022-23. Employee Costs have also increased as national pay awards saw Teachers pay increase by 5% from September 2022 and other council employees receive an average increase of 7.25% this year, ranging from 10.5% to 1.29% across the scale points. And as materials and contractor costs increase and the cost of borrowing becomes more expensive pressure is also felt on our Capital Budget.

3.23 The cost of living challenge is also impacting on our local businesses and residents and this creates additional pressure on the Council as demand for our services increases.

3.24 The budget set by council back in March is not now sufficient to meet our costs and the Senior Leadership Team took action to reduce expenditure this year wherever possible and limit the level of projected overspend. This included:-

- Limiting expenditure to that which is absolutely necessary
- Spend control and expenditure analysis
- Maximise the New Ways of Working to deliver cost reductions, e.g. reduced travel
- Challenge and hold/delay staff vacancies

- Utilise alternative sources of funding
- Hold/delay capital projects
- Heating reductions across Council buildings

Even with the support of these actions we will still have to draw on our reserves to support the budget.

3.25 At the end of December 2022 (Quarter three) the projected position for the current year has improved reducing the need to draw on reserves to the extent previously reported. The revised projected position has reduced the budget deficit to £2.4 million, this is after the drawdown of the payroll reserve of £1.2 million, but before the use of £3.3 million of other specific reserves. Further specific reserves were already planned to be utilised within the budget. The overall projected use of reserves in 2022/23 is shown in the table below.

Table 3: Reserves Summary as at 31st December 2022

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	0	9,333
Budget Management Reserve	3,584	0	3,584
Specific Reserves	29,167	(7,424)	21,743
Transport & Equipment Funding Reserve	8,843	(1,914)	6,929
Total Usable Reserves	50,927	(9,338)	41,589
Schools Delegated Reserves	8,982	(5,231)	3,751
School Loans & Other Items	(371)	7	(364)
Housing Revenue Account	4,244	(164)	4,080
Total Ring Fenced Reserve	12,855	(5,388)	7,467
Total	63,782	(14,726)	49,056

3.26 Reserves are held to mitigate unexpected risks and the use of reserves this year will ensure that we meet our statutory responsibility to deliver a balanced budget, however, the challenging environment is not going to end at the end of this financial year, we must ensure that we deliver council services within the resources we are allocated on an annual basis. Holding sufficient reserves to manage the ongoing risk as we move into future years is key to maintain our financial sustainability. The position will continue to be monitored.

Council's Achievements and Improvement Journey

3.27 The Education service continues to go from strength to strength, building on the progress that was seen during the Estyn Monitoring visits in November 2021. As a service we consistently meet corporate deadlines and expectations for both quarter reporting and compliance training. SSMT have worked collaboratively with our finance partners to manage both the service and delegated budgets, as part of this support we have produced a financial toolkit which has been shared with other counties at their request and introduced our benchmarking tool. The Professional Learning Team has successfully delivered face to face cluster training to support the roll out of the Curriculum for Wales (CfW). Further work has begun to support the assessment and progression of the CfW. Following recent Estyn inspections three

Powys primary schools have been identified as best practice and will be included in case studies. Significant progress continues to be made with the Powys Additional Learning Needs (ALN) strategy including the opening of Key Stage 2 provision in the Pupil Referral Units and the launch of the Children Looked After (CLA) virtual school. Powys ALN processes have been identified as sector leading by Estyn and Welsh Government, Powys ALN systems and processes will be referenced in the annual Estyn Report.

- 3.28 Social Services has continued to work under Business Continuity plans for part of the financial and performance year, with Adult Social Care returning to Business Continuity in December 2022. Both Children's Services and Adult Social Care have experienced significant pressures in terms of workforce availability and the level of increased demand on the services. There have been positive regulatory visits from Care Inspectorate Wales and for Youth Justice, which is testament to the hard work of staff and teams. There has been a change in the leadership with temporary arrangements in place, with the Interim Director of Social Services and Housing (overseeing Adult Social Care, Commissioning and Partnerships and Housing), and Director of Education of Education and Children (overseeing Children's Services). There has also been changes at Head of Service level with two interim arrangements in place for Children's Services, and Commissioning and Partnerships.
- 3.29 Amongst other successes the Planning, Property and Public Protection has developed new commercial units at Abermule business park, secured the implementation of energy efficiency works, including, temperature control, LED lighting and solar PV projects. The team has also successfully transferred Heart of Wales Property Services operatives back into the Strategic Property team. The Environmental Health and Commercial & Trading Standards teams have progressed recovery work following their prominent role in managing covid-19 risk. This work includes several successful prosecutions/interventions, which help safeguard Powys residents. Environmental Protection have completed projects across Powys to increase burial capacity within Powys cemeteries thereby improving the sustainability of the facilities. Refurbishment works at Brecon cemetery have been successfully completed. This includes the restoration of the listed gateway. The Planning Service has progressed recovery work following staff retention issues, reducing both the planning application and planning enforcement investigation backlog.
- 3.30 Alongside property colleagues the Housing Service successfully transferred back to the Council the staff and services previously delivered by Heart of Wales Property Services. Since then the backlog of repairs and maintenance work has been reduced by one third, and average void turnaround times also reduced by one third. There remains however a continual challenge in recruiting to both professional and trade roles, which has impacted on both cost and timescales for completion of work and projects. We have increased the choice of affordable, secure homes to rent by completing the development of 61 new homes: 22 units in Llanidloes, 26 units in Newtown and 13 units in Clyro. It is anticipated that an additional 18 units will be completed in Newtown before the end of the financial year.
- 3.31 Within our Community Services team The Libraries, Museums and Arts services are still working towards regaining pre-pandemic levels of participation which have been slower to return in some areas. With measures and restrictions now lifted and customers more comfortable with face-to-face interaction, user numbers are improving which is a positive and a benefit to health and well-being. Some services (especially Catering & Cleaning) have experienced significant issues with recruitment

and staff absences which has caused reduced operational delivery in some geographical areas. However, a good level of service continues despite this challenge and the service is working closely with corporate colleagues to implement solutions where possible. The roll out of Universal Free School Meal provision began in September 2022 and is a significant change to the service with all primary school age pupils entitled to receive a free meal by April 2024. Digital development continues across Archives and Libraries with more opportunities for people to utilise resources available and to develop their own skills and learning. Libraries continue to provide a front-facing customer service 'hub' facility which supports the wider council and enables customers to access services as necessary

- 3 32 As part of a Sport Wales regional initiative, our Leisure and Sports Development team at Powys are in the process of developing a 'Mid Wales Partnership' with their counterparts in Ceredigion which intends to encourage greater collaborative working (across sectors i.e. Education, Social Care, Health), provide and encourage more opportunities for healthy physical activity and attract additional funding into the region. Freedom Leisure continue to delivery leisure services throughout Powys, although leisure provision is being impacted nationally due to the increase of energy costs, inflation and salary increases. Freedom have predicted additional costs of energy in 2023-24 to be over £1m which has necessitated a full review of leisure to be undertaken from early 2023 to consider options to ensure a more sustainable provision in the future.
- 3.33 Economy & Regeneration have secured over £30 million of investment over the next three years from both the UK Government (£27m Shared Prosperity Fund) and Welsh governments (£3m Transforming Towns). The Global Centre of Rail Excellence (GCRE) project has taken a major step forward with the acquisition of the site in Onllwyn near Ystradgynlais. We have co-created 10 town Centre investment plans and purchased land for housing development next to automobile palace in Llandrindod Wells. Utilised additional grant support to ensure the completion of the Riverside Venue (Hafan Yr Afon) in Newtown which hosted a visit from the First Minister Mark Drakeford at its opening and organised local participation in the Women's Cycling Tour end stage in Welshpool.
- 3.34 Highways, Transport and Recycling have successfully trialled seasonal working patterns in Highway operations since April, and a formal review will now assess the success of the working patterns, with a view to extend the trial to other highway operational areas. Recycling performance has improved to at 66.7%, exceeding the Welsh Government target of 64%. The team secured £9.7 million in revenue grants and £3.5 million in Capital grants, including schemes and projects for active travel, local transport, road safety and flood alleviation. A roll out programme for EV (electric vehicle) charging points has continued to improve facilities across the County. There are now 13 car parks where EVs have been installed. New installations commissioned this year are Ystradgynlais, Crickhowell, Rhayader, Hay on Wye and Knighton. A new bus pass system was also introduced in our Home to School transport service which has been nominated for local government awards.
- 3.35 Our New Ways of Working (NWOW) project has progressed and the role and workstyles introduced are becoming firmly embedded, with 1291 staff now designated as flexible workers, 75 as on-the-go and 133 as place-based workers. The benefits of flexible working are also being promoted to support our recruitment initiatives. Furniture and equipment recycling for flexible workers is now underway, as staff leave and new employees join the authority, helping to reduce the costs of

supplying compliant workstation equipment for home workstations. A new system of portable appliance testing (PAT) of electrical equipment has been successfully introduced for flexible workers, to ensure that equipment is safe to use from home. Compliant workstations for co-working have also been set up in 4 libraries as part of digital community hub pilots funded by the UK Community Renewal Fund; these are complemented by facilities for virtual or hybrid meetings/appointments to take place remotely, supporting the digital strategy and climate emergency through reducing the need for travel. NWOW is supporting the transformation of corporate offices, providing equipment for hot desks, and office clearance work to enable a streamlining of the property portfolio and the provision of additional space for meetings and collaborative working.

- 3.36 The Test, Trace, Protect team has seen a significant reduction in resource from 142 to 24 FTE (full time equivalents) in line with the transition of Wales to a Covid Stable state. This transition has seen a shift in focus from breaking all chains of Covid-19 transmission, to protecting our most vulnerable residents. Under current guidance the team only contact trace vulnerable residents (those who are likely to be eligible for Covid-19 treatments) and those employed within the health and social care sector Powys has successfully welcomed a total of 430 Ukrainian arrivals either into hotels, the welcome centre, or into individual homes. There are currently 232 individual guests in hosted accommodation in Powys.
- 3.37 The Mid Wales CJC (Corporate Joint Committee) has successfully been set up and established in accordance with the statutory requirements and is looking ahead to deliver collaborative regional working with Ceredigion County Council in the areas of Economic Wellbeing (including the Growth Deal), Strategic Planning and Transport Planning.
- 3.38 The Mid Wales Growth Deal has continued to progress and a shortlist of 7 projects has been included in the initial programme. The Sites and Premises and Digital Programmes have been also established and developmental work is underway. As part of the Sites and Premises programme a shortlist of sites in Mid Wales has been identified for further exploration by specialist advisors for development potential and joint Strategic Leads for both authorities have been nominated..
- 3.39 The Digital team have continued our digital transformation having introduced AI (artificial intelligence) to assist the online request for winter fuel payments. They also produced a digitally automated Warm Spaces application process and directory. Further improvements were also made to our Council Tax change of circumstance, direct debit and on line billing functions with an online chat facility introduced that is linked to our customer service teams
- 3.40 Corporate Services continue with strong delivery on digital, recruitment and retention, development of the Corporate Plan, and further data developments to help informed decision making. Wrapped around all services is the pro-active communications campaigns and extensive member development programme.

MTFS 2023-28

- 3.41 The MTFS for the next five years is attached at Appendix A, based on the latest information available from the WG. It does not include fixed funding, expenditure or activity projections, but sets out a five-year budget forecast for the resources that are likely to be available. The MTFS is reviewed regularly and will be amended as

additional information becomes available, with the detail for future years being developed over the period of the strategy.

- 3.42 Implementation of the MTFs will continue to be led by Cabinet and Senior Leadership Team (SLT)¹, supported by robust financial and performance data. The Council will seek to ensure that it is widely understood by internal stakeholders (Members, employees and Unions) and external stakeholders (citizens, businesses and partners). As well as linking explicitly to the Council's corporate priorities, the MTFs also links to other internal resource strategies such as the Workforce Plan, the Digital Powys Strategy, the Treasury Management and Capital Strategy, Asset Management Plans and the Council's Transformation Programme.

Engagement, Scrutiny and Challenge

- 3.43 Over the past few years, the Council has sought to engage Powys citizens, local councillors, partners and the workforce in the budget development process. This included providing more information to the public, undertaking specific consultation on proposals and an interactive online budget simulator consultation exercise. These have created the opportunity for residents to influence service delivery and helped define the priorities for the Council.
- 3.44 This year the budget survey closed on the 5th January 2023 and focused on balancing the limited funding against growing demand for our services, and helping us redesign the Council for the future. It allowed the public to provide views on what the council might look in the future.
- 3.45 Members of the Council have engaged in the budget planning process through member budget seminars which have given Councillors the opportunity to review and challenge the process. The Finance Scrutiny Panel (comprising Group Leaders of Non-Executive Groups and Audit Committee representatives) have also been engaged during the process and financial assumptions have been shared with members.
- 3.46 This report presents the detailed budget for 2023-24 and each of the Council's Scrutiny Committees have had the opportunity to consider the implications of the proposed budget for the service areas within their remit. The Committees have provided feedback to Cabinet which has been considered in finalising the MTFs, the revenue budget for 2023-24 and the capital programme 2023-28 being presented to Full Council for approval today. The Scrutiny Committee recommendations and Cabinet responses are provided with this report.

MTFS Principles

- 3.47 The MTFs provides a set of clear principles which will drive the Council's budget and spending decisions over 2023-28 and which Members and others can examine and judge the Council's financial performance against. The ten key principles are to ensure that:
1. The Council will continue to meet its statutory obligations and to demonstrate how its budget supports the Corporate Plan.

¹ SLT comprises the Chief Executive Officer, Corporate Directors and Heads of Service)

2. The Council's financial control system will be sufficiently robust to support the delivery of financial plans and mitigate corporate risks.
3. All Council budgets will be reviewed annually to ensure resource allocations are delivering value money and continue to align to the delivery of priority Outcomes.
4. Financial plans will provide an optimum balance between income and expenditure for both capital and revenue.
5. Reserves will not be used to fund recurrent budget pressures or to keep down council tax rises.
6. The Council's General Fund reserve will be maintained at a minimum of 4% of Net Revenue Expenditure (excluding the Schools Delegated budget) over the period of the MTFS.
7. Capital investment decisions will support the Council's corporate priorities and mitigate any statutory risks taking account of the return on investment and robust business cases.
8. Prudential borrowing will only be used to support the capital programme where it is affordable and sustainable within the Council's overall borrowing limits and the revenue budget over the long term.
9. Decisions on the treatment of surplus assets will be based on an assessment of the potential contribution to the revenue budget and the capital programme.
10. Budgets will be managed by members of SLT in accordance with the Council's Financial Procedure Rules.

Financial Resource Model

- 3.48 The MTFS includes a Finance Resource Model (FRM) which provides a financial plan for the forthcoming five financial years. This is provided at Appendix B. The MTFS sets out a budget proposal for the next five years for the Council's future years' budgets based on the indicative uplift provided by WG and making several assumptions about cost drivers such as pay and price inflation and demographic change. All the scenarios include an annual council tax increase of 5% from 2023-24 onwards.
- 3.49 Table 4 sets out the gap between the Council's net budget requirement and the possible funding available until 2027/28 based on the expected funding as set out in the MTFS. An overall gap of £24.7 million is shown and this will need to be addressed through realigning budgets to match the funding available.

Table 4

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810

3.50 The Table includes recurrent future year cost reductions of £16.5 million already identified. To balance the budget further reductions will need to be found, and/or increase council tax by more than 5% per annum over 2023 to 2028 to balance future years' budgets.

Revenue Budget 2023-28

3.51 Integrated Business Planning continues across the Council and involves all council services for the next five years:

- Reviewing comparative performance data and benchmarking
- Identifying any inescapable cost pressures
- Identifying cost reduction opportunities
- Planning service changes to secure delivery of the priority outcomes in the Council's Corporate Improvement Plan Vision 2025 and statutory obligations
- Identifying any workforce implications of service changes.

3.52 This process is now embedded into the Council's planning framework and ways of working and has been delivered within the planned budget cycle.

3.53 Early assumptions were revised as the impact of the emerging financial pressures began to take hold and the updated budget plan now includes the latest assumptions and the projected changes in inflation expected through 2023. Significant uncertainty remains reflecting the continued volatility. It is in this environment that the setting of a robust base budget based on sound assumptions is fundamental, together with an assessment of the risk that remains. The inclusion of an annual "risk budget" and the holding of sufficient reserves ensures that the council can effectively manage this risk and maintain financial stability.

Levies for Mid and West Wales Fire Authority and the Brecon Beacons National Park

3.54 The council is required to provide funding to support both the Mid and West Wales Fire Authority (MAWWFRA) and the Brecon Beacons National Park via a levy.

3.55 Under the provisions of paragraph 21.2 in part IV of the Mid and West Wales Fire Services (Combination Scheme) Order 1995, as amended, the Fire and Rescue Authority is required, before the 31st December in any year, to submit to each constituent authority an estimate of its expenses for the next financial year. Accordingly the Chief fire Officer has served formal notice that the estimated Net revenue budget requirement for the Mid and West Wales Fire and Rescue Authority for the 2023-24 financial year is £60,821,000. In addition it is now expected that 2

former grants are no longer being provided directly to the Fire authority and the value of these will increase the budget requirement to be levied to £63,257,200 an overall increase of 17.53% on last years figure of £53,823,000.

- 3.56 As reported in section 3.20 above the transfer of one of these grants at circa £267k is to be included in the final settlement.
- 3.57 The budget requirement is levied across the 6 constituent Local Authorities based on population.
- 3.58 The Councils budget includes an estimate of £9,166,841 for 2023-24, an increase of £1,355,336 (17.35%) from that provided in 2022-23, £7,811,505. This amount is funded in part through the local government settlement with the remainder being met from Council Tax.

Year	Base	Change
2020-21	7,323,605	
2021-22	7,524,918	2.7%
2022-23	7,811,505	3.8%
2023-24	9,166,841	17.4%

- 3.59 The levy for the Brecon Beacons National Park is estimated at £646,309.

2023-24 Net Budget Requirement

- 3.60 The net budget requirement is the amount of budget the Council requires to fulfil its functions. It is calculated taking the output of each of the service integrated business plans; these identify the resource requirements for each service to deliver their statutory functions, the Corporate Plan and service improvement objectives offset by budget reduction proposals.
- 3.61 Table 5 below sets out the proposed net budget for 2023-24 at £326.6 million, including the Delegated Schools' Budget.

Table 5: 2023-24 Revenue Budget

£'000	Base Budget	Pay Award 2022/23	Pay Award 2023-24	Non Pay 2023-24	Demography	Pressures	Covid Pressures	Savings	Adjustment	2022/23 Undelivered Savings	Request 2023/24	Variance	% Increase
Delegated	79,491	1,114	2,725	3,879	-185	1,573		(864)	(3,346)	0	84,386	4,895	6.2%
Education	17,329	274	451	87		1,139		(830)		0	18,450	1,121	6.5%
HTR	29,669	829	701	1,940		2,403		(2,988)		0	32,553	2,884	9.7%
H&CD	5,417	304	255	456	0	1,270		(379)		0	7,324	1,907	35.2%
PPPP	5,913	242	199	768		321		(793)		75	6,725	812	13.7%
ASC Commission	3,647	139	97	18		0		(97)		0	3,805	158	4.3%
ASC	73,938	652	596	154	491	8,140	958	(4,648)		0	80,281	6,343	8.6%
Children	27,897	504	466	77	0	2,201	0	(2,796)		1,278	29,626	1,729	6.2%
Finance	6,258	190	167	68		89		(73)		0	6,699	441	7.0%
Transf/Comm	1,461	67	53	2		0		(8)		0	1,576	115	7.8%
WOD	2,399	95	89	9		103		(12)		0	2,683	284	11.9%
Digital	6,312	184	146	69		368		(24)		166	7,220	908	14.4%
Legal	3,561	124	110	7		45		(2)		32	3,877	316	8.9%
Corp	38,580	32	80	13		5,648		(3,003)		0	41,350	2,770	7.2%
Total	301,872	4,750	6,135	7,547	306	23,298	958	(16,517)	(3,346)	1,550	326,554	24,682	8.2%

3.62 Table 5 shows the Council's 2022-23 base budget and proposed changes across each service to provide a base budget for 2023-24, the columns set out the financial pressures falling on each service together with the savings that are proposed.

Inflationary Pressures of £18.43 million and additional services cost pressures of £24.56 million as detailed in Appendix F include:-

- Pay Awards for Teachers and Other Council staff – realignment of the 2022/23 national pay settlement and projected 2023/24 awards – £4.75 million and £6.14 Million respectively, with a further £2.9 million held centrally
- Non- pay general inflation £7.55 million
- Energy cost increases – £5.8 Million across Schools and other Council Services
- Leisure Services Contract - £1.1 million estimate due to increased energy costs across Leisure Centres, a review is underway which will provide options and proposals to determine the longer-term future and sustainability of the leisure facilities in Powys. In addition the annual inflationary update of £0.31 Million is also included
- Demographic changes and Service Demand across Adult Social Care - £4.9 Million,
- Service Demand pressures across Children Services - £1.7 million
- Real living wage to be paid to carers estimated at an additional £4.6 million on current care contracts across Social Care
- Corporate Pressures – Fire levy £1.1 million and Council Tax Reduction scheme - £470,000.
- Contractor and material cost increases across Highways Transport and Recycling Services - £1.2 million
- Additional placement costs for Out of County Pupils and Increased support for pupils with Additional Learning Needs - £530,000.

3.63 Amendments to the budget

Following the Scrutiny Committee feedback Cabinet have further reviewed the budget and propose a series of amendments to the revenue budget they approved on 17th January 2023.

3.64 In proposing these changes, Cabinet have considered further the potential impact on School budgets as they respond to the increase in energy costs, particularly those who are already struggling to balance their budgets. The changes proposed will provide funding to establish a fund to support energy management in schools.

1. The set up of a one off £500k fund to support energy costs and energy efficiency measures in schools. The fund will be held in the Schools Delegated contingency budget.

The above will be funded by the following proposals:-

- I. To reduce the pressure “External providers increase in Travel“ by £22k. This pressure includes provision to fund Adult Social Care providers to move from 45p to 50p a mile allowance for their staff. No agreement has been made to pay more than the 45p so the £22k funding is not required.
- II. To remove the provision to replace the general fund reserve by £287k in relation to funding used to support Freedom Leisure in 2022/23. Cabinet approved the release of reserves in the current financial year to support Freedom Leisure with

increasing energy costs. The Quarter 3 budget monitoring report is reporting an improved projected budget outturn position and the funding can be supported by base budget without the need to draw on reserves. The one off provision in 2023/24 is no longer needed and can be removed or redirected.

- III. To increase the reduction relating to the voluntary revenue contribution to the Vehicle and Equipment Replacement Reserve for one year only, from £1m to £1,191,000. This will make available £191k one off funding for 2023/24. An impact assessment has been undertaken to support this change.
 2. To remove the £120k Older day provision review saving. This estimate is not supported by detailed proposals but is included as a potential savings following a review of the Older Day services review. Until a review has taken place it was felt that this saving was not feasible. The service will manage the removal of this saving within the service and have reduced the estimated pressure relating to demography pressures from new clients in 2022-23 having full year implication in 2023-24 re care costs.
- 3.65 These proposals maintain a balanced budget for 2023-24 and have been incorporated into the budget proposal. All of the tables within this report and the documents that accompany it reflect the amendments.
- 3.66 Schools across Powys are facing significant financial pressure as Pay, energy and other costs increase. The budget proposal includes additional funding of £4.395 million directly into schools delegated budgets, this together with a further £1.1 million for the Education Service, passports all of the additional education funding included in the settlement from Welsh Government. This does not meet all of the costs expected and Governing Bodies, like other council services, will need to consider how they manage these pressures. At the end of last year School Reserves increased by £5.7m due to the additional grant funding received late in the financial year and schools have been able to draw on some of these reserves in the current financial year to manage increased costs and put in additional support for pupils following the pandemic. Further use of the reserves held will be drawn down to support budgets in 2023-24, but other reductions in school budgets will be required to fully mitigate the pressures facing Governing Bodies. The setting up of the £500k Energy Support fund will further support schools and will provide additional funding to support energy costs and energy efficiency measures in Schools. This funding will be allocated using a set of criteria that is currently being developed.
- 3.67 The level of increase across the Councils services cannot be fully supported by Welsh Government funding and increases in Council Tax and in order to bridge the gap in the budget for 2023-2024 significant cost reductions and savings have had to be considered.
- 3.68 The budget plan includes proposals to remove £16.5 million from the revenue budget next year, each proposal is provided at Appendix C. These reductions have focused on delivering services that are more efficient or that can be delivered at a reduced cost, alternative sources of income and increased fees and charges have also been implemented. Limiting the impact on the delivery of front line services wherever possible.

- 3.69 The removal of the National Insurance Increase at a national level saves £1.3 million annually and a reduction in the employers Pension contributions estimated at £1.7 million following the triennial actuarial review of the Powys Pension Fund will further reduce costs.
- 3.70 One off solutions have also been implemented for 2023-24 to provide initial respite as longer term reductions can be planned.
- 3.71 But inevitably there will be some reductions in service, or changes to how or from where services are delivered. Some staffing reductions will have to be made, removing vacant posts where appropriate but some redundancies are also planned.
- 3.72 The impact of each of the proposals has been carefully considered to fully understand the impact on residents and service users and to assess the impact on future generations in line with the duties aligned to the Well-being of Future Generations (Wales) Act 2015. Each Impact Assessment is attached at Appendix I.
- 3.73 Delivery of these cost reductions will be essential to deliver a balanced budget. Assurance must be provided to Council that the budget is robust and that the reductions included in it are deliverable. This will also enable the Council and the Statutory Chief Finance Officer (S151) to sign off the budget with confidence. For the proposed budget, sessions have been held with officers to challenge and test both the service pressures being submitted and the deliverability of each proposal presented. SLT has provided assurance to Cabinet that they can deliver the cost reductions within the required timescales, whilst also reflecting on any risks.
- 3.74 The revenue budget has included a “risk budget” for a number of years to assist in managing the risk around the delivery of cost reductions or additional service pressures that arise, this is assessed alongside the level of reserves that are held. Due to the increased uncertainty and volatility being experienced it is proposed to increase this budget to £3 million for 2023-24.

Financing the Net Budget for 2023-24

- 3.75 The Council’s gross budget reflects the totality of the Council’s costs including salaries and wages, the purchase of goods and services, premises costs and the revenue cost of financing our capital programme. The gross budget is financed by all the Council’s income sources including AEF, council tax, fees and charges, specific grants and contributions from other bodies.
- 3.76 Income from fees and charges makes a significant contribution (£70 million per annum) to the Council’s budget and the Council’s approach to income generation is included in the MTFs.
- 3.77 The budget proposed for 2023-24 includes increasing of fees and charges in line with inflation, where permitted, and where appropriate, the principle of full cost recovery has been applied. The Fees and Charges register has been updated and it, together with an explanatory note, is attached as Appendix D and E.
- 3.78 The financing of the net budget comes from the Welsh Government settlement and Council Tax income. Table 6 summarises the 2023-24 budget requirement and how it will be financed and shows that Council Tax funds 30% of the Councils’ net budget.

Table 6

	2022/23	2023/24	Change
	£'000	£'000	£'000
AEF (RSG and NNDR Allocation)	210,090	228,388	18,298
Council Tax	91,782	98,166	6,384
Total Funding	301,872	326,554	24,682

- 3.79 As can be seen, the balancing of the Council's 2023-24 budget is dependent upon a 5% increase in the Council Tax in 2023-24, generating £4.6 Million, and £1.8 Million delivered through changes to the council tax base. 3.8% of this increase will support Council Services with a further 1.2% to support the £1.1 million increase in the Fire Levy as set out in paragraph 3.47 of this report. In proposing this increase, there has been careful consideration to affordability for Powys residents in light of the cost of living crisis, together with the ongoing need to meet increasing demand and inescapable cost pressures on vital local services upon which they rely.
- 3.80 The setting of Council Tax is not subject to approval as part of this report today however the report recommends the level of Council Tax to be included in the budget. On 2nd March full Council meets to set the Council Tax in line with the final budget. This meeting does not reopen the budget but ensures the Council sets Council Tax for billing purposes.

Capital Programme 2023-28

- 3.81 The Capital and Treasury Management Strategies are fundamental to the effective delivery of the Council's priorities and Vision. The provision of the right assets in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services.
- 3.82 The strategy document at Appendix H provides a high-level, long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services, whilst considering the risks how these will be managed and the implications for future financial sustainability.
- 3.83 Capital schemes across the council have also been impacted by rising costs as materials and contractor costs increase. The cost of borrowing has also become more expensive as interest rates rise.
- 3.84 Maintaining the capital programme has a significant regeneration impact for the economy of Powys alongside the direct effect of better infrastructure to deliver services. Capital investment also has a significant input into the delivery of revenue cost reductions, and it is essential that both budget strategies are developed in tandem.
- 3.85 Broadly, the programme covers three areas of expenditure. These are:
- a core programme of schemes that are regulatory / statutory in nature, and minimise legal challenge or revenue risk, these schemes are related to day-to-day activities that will ensure the Council meets its statutory requirements

- a retained asset programme to improve or enhance the life of existing assets, and
- an investment programme in schemes linked to the Council's strategic priorities.

3.86 The key aims of the Capital Strategy are to:

- Provide a clear context within which proposals for capital expenditure are evaluated to ensure all capital investment is targeted to deliver the Council's priorities.
- Clarity about how the Council identifies and prioritises capital requirements and proposals arising from various strategies Service Improvement Plans, and other corporate strategies, and how they will be managed within the limited capital resources available.
- Challenge our current estate, continue with the programme of asset rationalisation, ensuring that assets retained are effective, efficient and economically sustainable to deliver services.
- Identify and consider options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments.
- Use partnerships, both public and private, more effectively to support our overall strategy.
- Establish effective arrangements for managing capital schemes including assessment of outcomes and achievement of value for money.
- The aim of this capital strategy is to ensure that all elected members fully understand the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

3.87 A Governance Framework is in place for the development of the Capital Programme, based on the Welsh Government Better Business Case approach; each project is developed through a series of gateways ensuring that the business case is robust and fully considers the benefits and costs of the individual project and that they align with the Council's vision. This enables the council to prioritise its capital investment whilst ensuring affordability.

3.88 The Council has moved away from an annual capital cycle and using the new framework will have an ongoing process of projects in development through to approval at Cabinet and Council as needed.

3.89 The Capital Strategy is attached as Appendix F. The strategy sets out the priorities for the next 5 years with the provisional Capital Programme totalling £369 million (including the Housing Revenue Account (HRA)). This is a significant commitment. The Capital Programme is included in Appendix F as part of the Capital Strategy.

3.90 The Council continues to invest in services as follows:

Residents and the Community - We will support our Residents and Communities.

- **Housing** - The Council will continue to maintain, for all the homes it owns, the Welsh Housing Quality Standard (WHQS) with an ongoing capital programme in part funded through Welsh Government Funding and Borrowing. The Housing Revenue Account Thirty Year Business Plan demonstrates an affordable capital strategy alongside delivering the day-to-day landlord service and has key objectives linked to the Council's Corporate Plan. The Council has completed the construction and letting of 61 new homes in 2022-2023 with a further 56 under construction and 142 additional homes under active consideration for future development (dependent upon site acquisitions, viability assessments and resolution of the phosphates issues affecting development of all types). The Council will continue to fund a major programme of Disabled Facilities Grants enabled works and improvements to homes to improve the quality of life for people who need help to live as independently as possible. In addition, Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G. An application has been submitted to the Welsh Government as part of the Empty Homes Grant scheme, which will be in addition to the Council's interest free loans programme for owners of privately owned properties that need works to make suitable for use as homes. Work on bringing into use empty properties as homes will be supported by an Empty Property Officer funded by the Council Tax Premium.

- **Leisure Centres** - The Leisure portfolio contributes to the preventative agenda, supporting the Public Health Wales Long Term Strategy (2018-30) as well as, health interventions such as the NERS program (National Exercise Referral Scheme), in collaboration with Powys Teaching Health Boards and General Practices, within Powys. Since 2019 the Council has approved a five-year programme which has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services. Also, as a collaborative partner to the School's Transformation Programme, enabling learning and development through specific opportunities that the service provides or facilitates. Leisure Services support and contribute to the 'economy' by hosting and delivering local, regional and national events and competitions which draws significant numbers of visitors from across the UK to utilise the facilities we have in Powys – and demonstrates the need for the facilities to be maintained and improved to an appropriate standard.

- **Waste Strategy** - Powys County Council faces a stringent Welsh Government. The delivered recycling rate for 2021/22 was 66.8%, and the forecast for 2022/23 is currently 68.7%, which is well in excess of the current statutory target which remains static at 64% until 2024/25 when it rises to 70%. All of the collected residual waste is now sent to an Energy from Waste plant, with landfill only ever being used in an emergency. There is also a non-statutory WG target to reduce landfill to 10% by 2019/20 reducing to 5% by 2024/25. This has required a step

change in the way all local authorities approach waste and recycling. The continued capital investment in the Waste and Recycling service will ensure that the Council is able to meet the targets whilst obtaining maximum value from the service. A network of assets under the Council's control allows flexibility to adapt to any changing requirements within the industry and Government policy and legislation. Some of these schemes are linked to efficiency savings and service improvements in future years.

Health and Care – We will lead the way in providing effective, integrated Health and Care in a rural environment

- **Social Care** - The capital programme focuses on supporting those who wish to remain in their own home rather than residential care and supports the integrated Health and Care Strategy for Powys. This strategy acknowledges that people in Powys live longer and healthier lives than elsewhere in Wales and that Powys is a place aspiring to help improve the wellbeing of all people. Capital funding mainly focus on accommodation options, including supporting the building and redevelopment of facilities to increase the stock of supported living and extra care housing in collaboration with Powys Teaching Health Board and local Registered Social Landlords. There are also capital funding requirements for the 13 Powys owned care homes.
- **Children's Services** - In order to ensure a sufficient supply of appropriate, safe placements for children in care, as close to home as possible, investment is mostly focused upon small residential homes for children, with accommodation development of a range of placements in County to support the complex needs of young people who remain under the local authority's care. Funding is being utilised to ensure property refurbishment to meet Care Inspectorate Wales registration requirements. Welsh Government have been particularly supportive in offering investment to progress such developments, as mirrored in current Ministerial direction in line with the not for profit care agenda for children in care.

The development of Oldford Family Centre in Welshpool and additional Flying Start childcare provision in Brecon will support the work to expand flying start provision across the County. Phase 1 is complete and Phase 2 of the expansion will continue 23/24 and 24/25.

- **Assistive Technology** - has a key role to play in the modernisation of health and social care. With ever increasing technological advances, it offers a range of possibilities for greater choice, not only of how people can access the support they need, but also where and when they access support. In doing so, assistive technology enables people to take greater control, and to live independently for longer by preventing hospital admissions and premature moves to residential care. Enabling access to better accommodation options is essential in order to support independent living and reduce demand for other types of care.

Learning and Skills – We will strengthen learning and skills.

- **Transforming Education Programme** - The Council has developed a ten-year Strategy to Transform Education in Powys 2020-30 with the implementation of a major capital investment programme that will ensure that schools in Powys have

inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, Additional Learning Needs (ALN), multi-agency support and community and leisure facilities. This will also include developing a reliable, high quality digital infrastructure. The Council is investing £123m over the next five years in its schools through the Welsh Government's Sustainable Communities For Learning Programme (SCLP). The SCLP has a 65% capital intervention rate for mainstream schools, 75% for special schools and it also offers a new and innovative funding route where the intervention rate is 85% for the Mutual Investment Model. Welsh Government has recently confirmed that the SCLP is now a rolling programme, rather than being time-bound, and is expecting local authorities to submit new Strategic Outline Programmes to support new school projects once they are ready to do so. Welsh Government has also issued a directive that all projects need to achieve Carbon Zero in Operation, with additional funding available to support this until 2026. The Council will develop its strategies to ensure maximisation of the potential investment opportunities that may be available via WG funding.

However, to deliver the full Transforming Education Programme in Powys, significant funding sources above what is currently included in the current Capital Programme will be required. That said, the cost of transformation over the lifetime of the schools' assets is cheaper than the status quo in the majority of localities. Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

The Economy – We will develop a vibrant economy.

- **Highways and Environment** - The Council has a statutory duty to maintain the adopted highway, maintained at public expense in a safe condition for the passage of the user. A strategic approach has been used to develop the Highways Asset Management Plan (HAMP) in identifying and allocating resources for the management, operation, preservation and enhancement of the highway infrastructure to meet the needs of current and future customers. Current gross replacement cost of these assets is estimated at £4.4bn.

The highway network includes public rights of way, which are a major attraction to the county for visitors. There are 1,700 recorded bridge structures on the public rights of way network; most are Council assets. Several major bridges (over £100,000 each) need to be replaced within the next 5 years due to age. Additional grant funding is being sought to replace five of these major bridges.

In addition, storm damage with increased rates of riverside erosion and rotting of timber is affecting many small to medium bridges (up to £50,000 each). Over the 2020-21 and 2021-22 financial years, eight of these medium bridges have been replaced using Access Improvement Grant capital funding. A further four are programmed for replacement in 2022-25 under the same grant. Where the locations are logistically challenging to reach or particularly wet with an increased risk of rot, recycled glass reinforced plastic bridges have been installed with a design life of over 30 years and reduced maintenance requirements. Ongoing inspection is required to monitor rates of deterioration in timber bridges and performance of plastic structures.

A county wide inventory of all bridges on the rights of way network is being developed, to record bridge condition and forward plan for their replacement.

Proactive inspection of small bridges is under way with proactive cleaning to reduce the rate of rot in timber structures. Previously, this has been reactive. Outdoor recreation assets are also a significant tourist attraction and can provide valuable opportunities to maintain and enhance biodiversity. There are two remaining building assets under management by the Service; investment is needed in one of them, to enable ongoing lease arrangements. Work has been carried out in autumn 2022 to address the designation of Llandrindod Lake as a reservoir; this structure will require ongoing monitoring. The Llandrindod Rock Park woodland has several bridge structures, not on public paths but on publicly accessible land. The largest of these has just been replaced using grant funding, following a period of closure. Again, steel beams have been included in the design to increase longevity, but timber parts will eventually require replacement.

- **Property** - The vision is to ensure that through the Corporate Landlord initiative, the Council's assets are appropriately managed to provide safe, efficient, sustainable properties in the right locations to support the delivery of services and the achievement of key priorities. The Strategic Asset Board and Asset Management Plans are the mechanisms in place to help deliver these priorities, which will ensure close working and collaboration across all service areas and partner organisations such as Neath Port Talbot College / Powys Teaching Health Board (PTHB). The Property team will be supported in this crucial work with investment provided to procure a new Property Management database which will provide a single point of reference for all aspects of the Council's operational and investment estate. A property disposals programme is being developed.
- **Regeneration, Property and Development** - The Council needs to intervene where the private sector is not able (for economic reasons) to create or facilitate investment in business units in order to keep and attract business to the County. Abermule business park is one such scheme that sees the Authority developing a former Welsh Government site which otherwise would not have been developed in the short to medium term. Capital investment will also form an important part of supporting the regeneration and viability of town centres complementing the Welsh Government's Transforming Towns funding programme. An initial annual allocation of £2 million starting in 2024-25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the investment plans for the deal develop the funding will be released to the relevant projects on completion of the relevant governance and approval processes. Both National and Welsh Government are providing a capital injection in the south of the county for a purpose-built, modern railway infrastructure and rolling stock testing facility. This is expected to form an important addition to the UK rail industry and would be the only test facility in the UK that includes circuits tracks, would offer significantly more efficient testing than shunting facilities, which require trains to change direction of travel at the end of track.
- **County Farms** - It is essential that the Council manages its agricultural estate prudently, efficiently, and professionally. Effective management of County Farms estate will enable the continued opportunities already enjoyed by current tenant farmers and maintain an income stream. The financial demands of the Estate need to be evaluated against the competing demands across the council whilst noting the estate produces an annual surplus in its trading account. The opportunity for capital

receipts will continue to arise as reviews are undertaken at each tenant departure from the Estate. An Invest to Save initiative is being developed which will see investments made to the Farm Estate which should create opportunities for capital receipts and reduced revenue expenditure, for example barn conversions and subsequent sales.

- **Information Technology (IT)** - The service engages with change programmes so that investment and resource meets identified Council priorities. In respect of infrastructure, IT will seek to invest in up-to-date cloud-based technologies including 'Azure' cloud technologies, core infrastructure and improved telephony and mobile systems, Web and share-point and improved wireless as well as further enabling our staff to work in an agile manner. Cyber resilience is also a key programme, since 2017 an active Cyber Security improvement plan has been in place which details improvements required to maintain our Cyber Security resilience and to maintain standards and accreditations such as Cyber Essentials Plus and Public Service Network Accreditation. In order to maintain the council's resilience and standards, this investment and programme of work is key. This includes investment in tools to detect and prevent malicious activity, tools, processes and resources to maintain systems to prevent vulnerabilities from exploitation, systems to enable us to share and collaborate information digitally and securely without risk of unintended exposure and ultimately damage or complete loss of any of the council's data or systems. The funding also ensures that the Council has an effective device refresh programme in place, ensuring that staff have the necessary devices to undertake their work effectively.

- 3.91 The Capital Programme also identifies £12 million over the next five years of unallocated investment which has been set aside to meet the costs of current pipeline projects and programmes currently being progressed through the Outline Business Case gateway. Also included is initial estimated funding for the Mid Wales Growth Deal.

Treasury Management Strategy

- 3.92 A Treasury Management Strategy which is included within the attached Appendix H sets out how the Council will ensure that it has enough funding available to fund its revenue and capital requirements and an appropriate strategy for borrowing and investing for the financial year 2023-24 and details the expected activities of the Treasury function. The Treasury Management Strategy and Annual Investment Strategy is recommended to Full Council for approval.

Prudential Indicators

- 3.93 The objectives of the Prudential Code are to ensure, within a clear framework, that the capital investment plans of the local authority are affordable, prudent and sustainable. The statutory Prudential Indicators are shown in full within the Capital and Treasury Management Strategy Appendix H. The tables include the revised estimate for 2022-23, as well as the indicators through to 2027-28.
- 3.94 The key indicator of affordability is the estimate of the ratio of financing costs to net revenue stream, in section 3.17 of Appendix H. The ratio of financing costs for the

council fund is 3.8% in 2022-23, peaking at 4.3% in 2024-25 and then falling back to 4.0% in 2027-28. The amount of HRA income required to pay for financing increases is 16.7% in 2022-23 rising to 24.6% in 2027-28.

- 3.95 The capital financing requirement (CFR) is shown at section 2.36 of the Appendix H and is the measure of the authority's underlying need to borrow for a capital purpose. It is the amount of capital expenditure that has not yet been financed by capital receipts, capital grants or contributions from revenue. The CFR is estimated to be £331 million in 2022-23 and will rise to £389 million by the end of 2027-28, and £108 million increasing to £177 million for HRA debt.
- 3.96 The operational boundary, in Appendix H section 3.28, and authorised limits for external debt in section 3.31 both reflect the Treasury Management policy and are set at a level to be affordable and prudent.
- 3.97 The authorised limit for 2023-24 will be the statutory limit under Section 3(1) of the Local Government Act 2003. It is recommended that the level for the authorised limit is set at £490 million and the Operational Boundary is set at £476 million.
- 3.98 The Minimum Revenue Provision (MRP) Policy Statement is included at Section 2.41 in Appendix H.
- 3.99 MRP is an annual charge that Councils are required to pay for their debt liability in respect of capital expenditure funded by borrowing, for both the general fund and the Housing Revenue Account debt. This capital expenditure is set out as part of the CFR calculation and updated regularly to reflect borrowing need changes and the resultant costs; it is important to ensure that the debt is repaid over a period commensurate with that over which the capital expenditure provides benefit.
- 3.100 MRP Overpayments - A change introduced by the revised Welsh Government MRP Guidance was the allowance that any charges made over the statutory MRP, voluntary revenue provision (VRP) or overpayments, can, if needed, be reclaimed in later years if deemed necessary or prudent. For these sums to be reclaimed for use in the budget, this policy must disclose the cumulative overpayment made each year. On the 31st of March 2022 the total balance of previous voluntary revenue provision (VRP) stands at £7.11 million, of which £1.41 million relates to the HRA. There is no intention to reclaim any of this at this point.

Reserves

- 3.101 The Council's reserves are key to our financial planning; maintaining these at an appropriate level is central to our financial resilience and sustainability. They provide a safeguard against risk, unusual events and future financial pressures.
- 3.102 In assessing the appropriate level of reserves, the Authority will ensure that the reserves are not only adequate, but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.
- 3.103 The holding of reserves has been critical to managing our budget this year faced with the unprecedented rise in inflation and the impact this has had on the Council's budget. This has reiterated the need to hold sufficient reserves to provide the financial resilience the Council needs.

- 3.104 The Reserves Policy (Appendix G) establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.
- 3.105 The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's Budget setting process.
- 3.106 There is no statutory minimum regarding the level of reserves that should be held. Instead, decisions should reflect the individual position of each council. Reserves are a finite resource and so their use to fund ongoing commitments creates a gap in the finances of future years and erodes our financial sustainability. Benchmarking shows that Powys' reserves are not excessive but are nearer the minimum level of acceptability; we must not plan our budget based on utilising our reserves, they must remain at a level that provides a reasonable level of financial resilience in an ever-challenging environment.
- 3.107 The level of reserves held, and their forecast use is reported to Cabinet as part of the budget monitoring report and Table 7 below reports the opening and projected balance of the reserves at year end. This is based on the position as at 31st December 2022.

Table 7 – Reserves as at 31st December 2022

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	0	9,333
Budget Management Reserve	3,584	0	3,584
Specific Reserves	29,167	(7,424)	21,743
Transport & Equipment Funding Reserve	8,843	(1,914)	6,929
Total Usable Reserves	50,927	(9,338)	41,589
Schools Delegated Reserves	8,982	(5,231)	3,751
School Loans & Other Items	(371)	7	(364)
Housing Revenue Account	4,244	(164)	4,080
Total Ring Fenced Reserve	12,855	(5,388)	7,467
Total	63,782	(14,726)	49,056

- 3.108 MTFS Principle 6 is to maintain a minimum general reserve provision of 4% of net revenue expenditure over the period of 2023-28. The projected balance as at 31st March 2023 will be 4.3% in line with this principle.
- 3.109 The level of reserves held has been assessed alongside the overall budget proposal.
- 3.110 At the end of the 2021/22 financial year a number of specific reserves were created due to the emerging financial pressures projected at that time as inflationary pressures began to take hold, this strategy increased our financial resilience as we moved into an unprecedented period of volatility. At this stage £14.726 million of reserves is forecast to be relied upon to support the budget this year.

- 3.111 With School budgets representing more than 26% of the Council budget the increase to their ring fenced reserves last year of £5.7 million ensured that funding was available to meet the additional costs they too have faced. The funding the council has been able to provide to schools for 2023/24 does not fully meet the pressures Governing Bodies face particularly energy costs and schools will once again have to rely on the reserves they have set aside to manage these costs through 2023/24.
- 3.112 The financial position of our schools has been a concern for several years, but progress continues in strengthening financial management arrangements. The “Team around the School” approach, supportive guidance, additional training and the appropriate use of warning notices, recovery planning and removal of financial delegation have all strengthened financial management at schools causing most concern. This support will again be crucial to support our schools as they manage the increased costs of running their schools. The school reserves are ring fenced but ultimately represent a potential Council risk. It is essential that this compliance work continues to be undertaken to ensure that school budgets are managed in accordance with regulations by Governing Bodies.
- 3.113 In the context of the need to maintain financial stability and flexibility moving forward on the advice of the Section 151 Officer, it is Cabinet’s intention not to make any use of the General Reserve to fund the 2023-24 Budget.
- 3.114 The use of the Councils reserves will continually be reviewed, particularly considering the continued uncertainty arising from the ongoing economic volatility. The reserves position will be monitored carefully as the financial year progresses. Under Section 26 of the 2003 Local Government Act, an appropriate person (S151 Officer) must determine the minimum amount of General Fund Reserve.

Impact Assessment

- 3.115 The Well-being of Future Generations Act (Wales) Act 2015 requires Local Authorities to apply the five ways of working to their financial planning to ensure that short term priorities and administrative process do not overtake longer term interests. The Act requires that the Council takes every reasonable step to meet the wellbeing objectives and act in accordance with the sustainable development principle.
- 3.116 Integrated Impact Assessments have been undertaken for each of the service cost reduction proposals, attached at Appendix I. An impact Assessment for the whole 2023-24 budget has also been completed and scrutinised as part of the budget process.

4. Resource Implications and Section 151 Officer Opinion

- 4.1 The Local Government Act 2003 requires an authority’s Section 151 officer to give a formal opinion as to the robustness of the budget estimates and the level of reserves held by the Council. This section of the report provides the Section 151 Officer’s formal opinion.
- 4.2 Under Section 26 of the 2003 Act, it is not considered appropriate for the balance of the Council’s General Fund Reserves to be less than the minimum amount determined by an appropriate person, in this case, the Head of Finance and Section 151 Officer.

- 4.3 The budget has been produced within the framework of the MTFs. The continued use of scenario planning has ensured that the budget is developed in a prudent and flexible way, highlighting the risk faced by the Council as a result of changes in funding and increasing financial pressures, and offering some choice in how our resources are prioritised and the risk mitigated.
- 4.4 The process continues to be strengthened with further development of Integrated Business Plans for each service, these plans capture the services' objectives and highlight their roles and responsibilities in supporting the Council's Corporate Improvement Plan, along with the intended outcomes for service users and/or residents.
- 4.5 The Integrated Business Plans ensure that all elements of delivering the service are considered in a holistic way. Statutory obligations, pay and price pressures, income streams, demographic changes and the impact on service demand, new responsibilities and changes in regulation are all considered. Services assess options for service delivery, their workforce and capital requirements and the cost reductions that can be achieved in submitting their calculated budget requirement. The impact and risk associated with their proposals is explained.
- 4.6 The Council's MTFs guides the development of these plans, and the 2023-24 implications are set out in the budget and 2023-28 Capital Programme. A process of challenge and review undertaken with Cabinet, each Head of Service, and the Executive Management Team provided assurance on the completeness and robustness of the estimates, whilst highlighting the risks associated with its deliverability.
- 4.7 This strategic approach to allocating resources ensures that our financial plans consider the delivery of the corporate plan, the transformation programmes we need to deliver and ensures that service improvement and appropriate levels of statutory provision are all included. Revenue and Capital budgets are aligned and ensure that our limited resources are prioritised to achieve maximum effectiveness in securing outcomes.
- 4.8 The significant impact of current inflation, rising costs and additional service pressures have all added substantial financial pressure to the Council's budget and the level of cost reduction required in 2023-24 is again a significant challenge. When this is coupled with the ongoing need for improvement and the identification of further potential pressure in some services, a prudent approach must continue to be adopted to support financial stability. Against that background, the budget continues to include a risk management allocation which has been increased for 2023-24, and the removal of prior years' unachievable savings adds resilience and robustness to our budget plan.
- 4.9 A series of documents and policies constitute the budget framework, including the Reserve Policy. The need to hold an appropriate level of Reserves has been brought to the fore over the last year and with continued economic uncertainty our reserves remain crucial to our financial stability.
- 4.10 The position going forward will require reserves to be maintained at a prudent level. It is evident that, given the continued level of inflation, future cost pressures and lower funding settlements indicated, we will continue to need to deliver savings in the

years ahead. The minimum level of General Fund Reserve remains at 4% of the Net revenue budget. On this basis the level of revenue reserves held is appropriate to deal with known and unknown risks.

- 4.11 The financial position of many of our schools was strengthened last year with the receipt of additional funding from Welsh Government, this resulted in an increase in schools ring fenced reserves to £8.9 million. This coupled with the strengthening of financial management in our schools has maintained a reduction in the number of schools in an unlicensed position, and the cumulative balances across schools has improved. The budget plan proposed sees additional funding allocated to schools delegated budgets in line with the increase provided through the Welsh Government settlement and further Welsh Government grant funding is also planned to support schools, this funding will support the increased energy and pay costs falling on schools, but Governing Bodies like other Council services will have to make changes and cost reductions to fully mitigate their financial pressures. The support provided by the “Team around the School” approach will be vital to assist Governing Bodies in addressing this challenge and it is essential that compliance work continues building on the progress made to date to further reduce the deficit balances held.
- 4.12 The Council has well established budget monitoring and internal control arrangements and these act as an effective early warning system in identifying potential problems and for managing potential areas of risk. This ongoing regular review highlights problems and risks early so that corrective action can be put in place, and this is supported by a clear virement process which provides some flexibility to adapt expenditure patterns to meet changing needs and objectives.
- 4.13 The Councils financial management arrangements are clearly defined within the Constitution. Senior Leadership Team oversight and quarterly reporting together with Internal Audit reviews and Scrutiny Committee challenge ensures that officers across the council are held accountable for the expenditure headings that they are responsible for. Additional training, delivery of audit recommendations and further development of financial and performance benchmarking data will strengthen these arrangements.
- 4.14 The Capital Strategy contained within this report sets out the current investment plans across council assets and the funding arrangements that are in place. The Capital Programme continues to grow as new schemes are developed and delivered, rising costs and increased borrowing rates add further pressure on the programme. Any additional schemes are subject to robust business cases and are set in the context of overall affordability regarding our Prudential Indicators. Regular reporting of performance against these indicators confirms that the current and planned programme continues to operate within the limits set. Clearly, this position will be kept under constant review, where the later years of the programme are refined as further information becomes available.
- 4.15 Changes to our MRP policy in recent years provided an opportunity to plan for the future to support key transformational activity across Schools and other Council Services, this remains a key element of our capital financing strategy and will limit the impact on future revenue budgets supporting the council’s financial resilience.
- 4.16 The updated MTFs ensures that the Council understands the impact of the economic climate and considers the financial pressures this brings to our financial planning.

Updating the assumptions in response to the changing environment and modelling different funding scenarios helps us plan in a more resilient way.

- 4.17 The Provisional Settlement provides the Council with an additional £18.298 million of funding for 2023-24. This is welcomed and will go some way to help fund the significant pressures we face whilst the proposed increase in Council Tax will help mitigate the position. Wales Fiscal analysis suggests funding levels will be less generous in the future, the Council must act quickly to tackle the projected budget gap from 2024-25 onwards and there will still be some difficult decisions to make.
- 4.18 We anticipate that we will continue to face financial pressures that outweigh the funding available throughout the period of our MTFS. The challenge imposed by the current economic context and the speed in which it has taken effect has yet again seen the Council focus on the short term. It is becoming clear that the Council in its current form is not sustainable for the longer term, and initial plans to reimagine what the Council should look like in the future are currently underway and are critical to ensure that the Council can remain financially stable and provide sustainable services in the long-term.
- 4.19 Taking all the above into account, the Section 151 Officer concludes the estimates used in the budget proposal for 2023-24 are adequately robust but a heightened level of risk remains. Based on the assessment of reserves, the overall level is adequate but remains at the lower end of acceptability given the ongoing economic challenge and the scale of savings required and the financial uncertainty facing the Council over the medium term.

5 Legal Implications

- 5.1 The Solicitor to the Council (Monitoring Officer) has commented as follows:
- 5.2 The Report has been prepared in accordance with the requirements of the Local Government Act 2003 and the Local Government Finance Act 1992. In accordance with Section 25 of the 2003 Act, the Council must have regard to the advice of the Head of Finance (Section 151 Officer), as the Chief Finance Officer, regarding the robustness of the budget estimates and the adequacy of the financial reserves. This advice must be taken into account when considering the proposals in the Report and the recommendations from the Cabinet regarding the budget and the Council Tax rate. In accordance with the Functions and Responsibility Regulations, agreeing the budget and setting the Council Tax rate under the 1992 Act is a matter for full Council. In accordance with Section 30 of the 1992 Act, the Council is required to set the Council tax for the next financial year on or before 11th March.

6 Members' Interests

- 6.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest, they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
That Council approves the:	

1. MTFS for 2023-2028 as set out in Appendix A to the report be agreed in principle.	To aid business planning and development of the budget over a five-year period
2. Revenue Budget for 2023-24 with the inclusion of a 5% increase in Council Tax in 2023-24 shown in the Financial Resource Model in Appendix B and Table 4 of this report.	Statutory Requirement
3. That any additional funding received following publication of the Local Government Final Settlement will be applied in the budget as prescribed.	To comply with Councils Financial Procedure rules
4. Fees and Charges Register in Appendices D and E.	To comply with Powys County Council Income Policy
5. Capital Strategy and Capital Programme for 2023-28 shown in Appendix H.	Statutory Requirement
6. Minimum Revenue Provision Statement as set out on Appendix H.	Statutory Requirement
7. Treasury Management Strategy and the Annual Investment Strategy in Appendix H.	Statutory Requirement
8. Authorised borrowing limit for 2023-24 as required under section 3(1) of the Local Government Act 2003 is set at £490 million and the Operational Boundary is set at £476 million as set out in section 3.84 of this report.	Statutory Requirement
9. Prudential Indicators for 2023-24 as set out in section 3.80 to 3.87 of the report and Appendix H.	Statutory Requirement

Relevant Policy (ies):	
Within Policy:	Y
Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Chief Executive
Date by When Decision to Be Implemented:	1st April 2023

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597 827789	jane.thomas@powys.gov.uk

Background Papers used to prepare Report:

Provisional Welsh Government Local Government Settlement 2023-24
WLGW Welsh Government Draft Budget and Provisional LGF Settlement 2023-24
Office for Budget Responsibility Economic and Fiscal Outlook November 2022
Welsh Government Draft Budget December 2022
Welsh Budget Outlook 2022 – Wales Fiscal Analysis December 2022

List of Documents

Appendix A Medium Term Financial Strategy
Appendix B Financial Resource Model
Appendix C Cost Reductions Proposals
Appendix D Fees and Charges Report
Appendix E Fees and Charges Register
Appendix F Council Pressures
Appendix G Reserves Policy
Appendix H Capital & Treasury Management Strategy
Appendix I Impact Assessments
Appendix J Residents Survey Report

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Powys County Council's Medium Term Financial Strategy

2023 to 2028



Contents

	Page
1. Introduction	
1.1 Purpose	3
1.2 Overview	3
1.3 Approach	4
1.4 Principles	5
2. Key Drivers	
2.1 Council Priorities	6
2.2 Key Demands	7
2.3 Economic and Fiscal Outlook	9
2.4 Local Context	15
3. Medium Term Financial Plan	
3.1 Five Year Projections	17
3.2 Cost Assumptions in the FRM	17
3.3 Funding and other Support	20
4. Risk and Sensitivity Analysis	
4.1 Sensitivity Analysis	25
4.2 Funding the Uncertainty	27
4.3 Risk Management Framework	28
4.4 Key Risks	29
5. Resilience	
5.1 Financial Resilience	30

1. Introduction

1.1 Purpose

The Medium-Term Financial Strategy (MTFS) sets out the financial strategy for Powys County Council for the period 2023 to 2028. It has been developed as part of the overall strategic planning process and aligned with the Council's Corporate Plan. It captures the financial, regulatory and policy drivers affecting the council and sets the direction and approach. It also incorporates the plan for delivering a balanced budget for 2023/24, and indicative budgets for the following 4 years to March 2028. This means the Council has an ongoing financial plan to:

- Enable service transformation within the funding levels available.
- Prepare for the challenges in setting a balanced budget in future years.
- Allows decision makers to consider the allocation of resources, helping to ensure they are directed towards delivering core responsibilities alongside corporate priorities.
- Understand the Council's financial resilience, helping to protect the Council's long term financial health and viability.
- Considers affordability in decision making. It is a live document so will change as estimates and assumptions are confirmed.
- Align revenue and capital to ensure that our limited resources are prioritised to achieve maximum effectiveness and based on securing outcomes that matter to our residents.

The MTFS includes all Council services activity funded by the revenue budget, the Housing Revenue Account, and the Capital programme. This information is presented in a 5-year budget model and a 5-year Capital Programme.

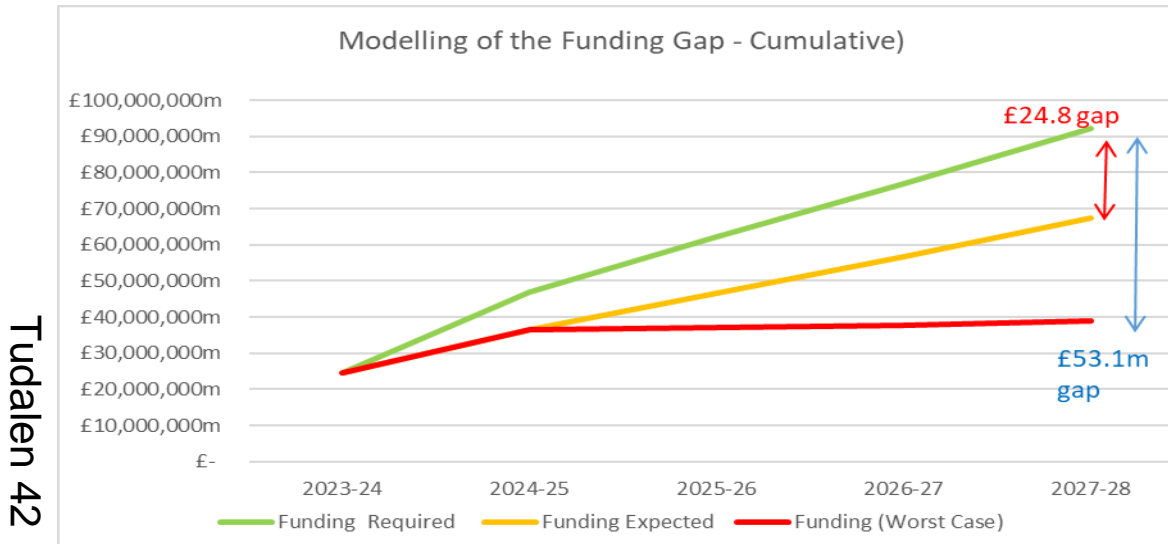
1.2 Overview

Over the last two years the Council has faced an unprecedented challenge supporting the demands of the Covid 19 pandemic, addressing the implications post Brexit and more recently the implications of the events in Ukraine and the national economic situation. These challenges have created significant financial pressures, albeit partially supported by positive Welsh Government (WG) grants and settlements. For 2022-23 a 9.5% increase was given to Powys covering the cost of some pressures, the real living wage implementation and pay inflation. But the ever-increasing costs and continued rising inflation means this increase is not sufficient to fund the demands as we move into 2023.

The receipt of the provisional local government funding settlement for 2023-24 provided certainty on funding levels for 2023-24 and this has now been factored into our budget model and the revised budget gap to 2028 is £24.8 million based on the indicative settlement from WG for 2024/25 and forward settlement assumptions, this rises to £53.1 million for the worst-case scenario based on a 2% reduction to

the WG settlement. Figure 1 below provides the overall gap between the estimated cost of service delivery taking into account a level of inflation, demand and pressures against the funding we are likely to receive.

Figure 1



1.3 Approach

The MTFS is based on an approach which brings together all elements of the Council activity to deliver the Corporate Plan, a programme of transformation, and delivers appropriate levels of statutory service. The process of modelling future budget assumptions uses pay and price pressures and changes in service demand, alongside expected funding, from which the budget gap is identified for each year of the plan.

To bring together Service Plans and the resourcing demands, the use of Integrated Business Planning (IBP) process has been implemented and highlights service objectives that support the Corporate Plan and transformation underpinned by the financial plans to deliver and benefit from the objectives. The IBP incorporates a level of service evaluation on performance, cost analysis, benchmarking, regulatory recommendations, proposals for improvement and Service User / Resident Feedback.

1.4 Principles

As well as consideration of future income and expenditure scenarios, the MTFS provides a set of clear principles which will drive the Council's budget and spending decisions and which Members and others can examine and judge the Council's financial performance against. The ten key principles are to ensure that:

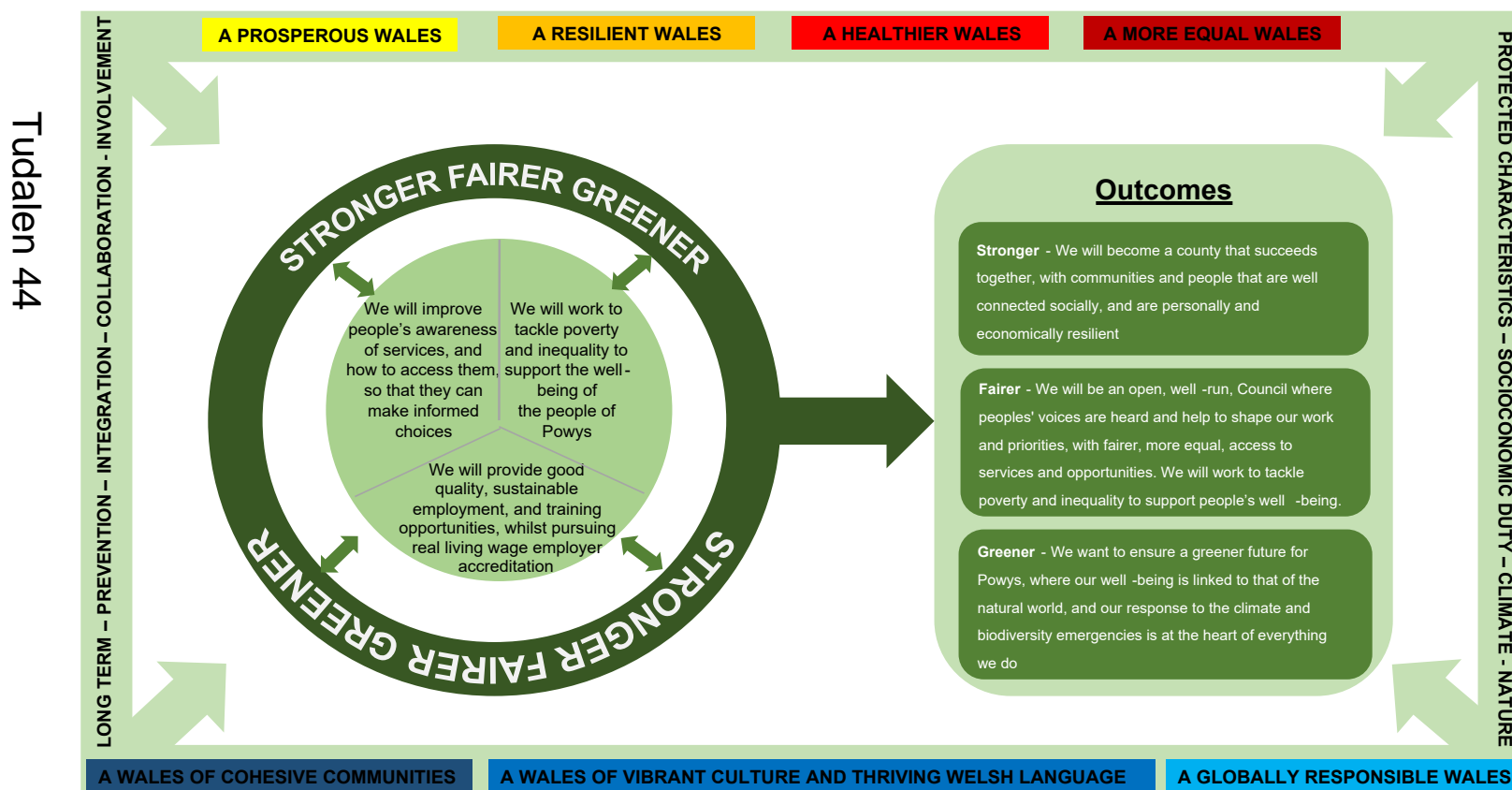
1. The Council will continue to meet its statutory obligations and to demonstrate how its budget supports the Corporate Plan.
2. The Council's financial control system will be sufficiently robust to support the delivery of financial plans and mitigate corporate risks.
3. All Council budgets will be reviewed annually to ensure resource allocations are delivering value money and continue to align to the delivery of priority Outcomes.
4. Financial plans will provide an optimum balance between income and expenditure for both capital and revenue.
5. Reserves will not be used to fund recurrent budget pressures or to keep down council tax rises.
6. The Council's General Fund reserve will be maintained at a minimum of 4% of Net Revenue Expenditure (excluding the Schools Delegated budget) over the period of the MTFS.
7. Capital investment decisions will support the Council's corporate priorities and mitigate any statutory risks taking account of the return on investment and robust business cases.
8. Prudential borrowing will only be used to support the capital programme where it is affordable and sustainable within the Council's overall borrowing limits and the revenue budget over the long term.
9. Decisions on the treatment of surplus assets will be based on an assessment of the potential contribution to the revenue budget and the capital programme.
10. Budgets will be managed by members of SLT in accordance with the Council's Financial Procedure Rules.

2. Key Drivers

2.1 Council Priorities

The Councils' new administration is in the process of finalising its ambitious five-year plan and their priorities are set out in Figure 2:

Figure 2



The priorities align to the 5 ways of working and the 7 Well-being goals of The Well-being of Future Generations (Wales) Act 2015) and meet statutory requirements and legislative changes are defined. In finding sustainable solutions for service delivery objectives broadly align to any 1 of the following requirements:

- Objectives to redesign services to deliver them more efficiently, effectively or in an alternative manner.
- Objectives that identify key delivery partnerships or outsourcing opportunities
- Objectives that contribute positively to support Climate Change
- Objectives that realise opportunities to stop delivering services because requirements or priorities have changed, allowing the planned release of resources.
- Objectives that realise opportunities to generate additional income.

It is essential that the Council priorities are funded through either revenue or capital to ensure that they can be delivered over the short to medium term.

2.2 Key Demands

Education – investment in schools transformation programme as part of the WG 21st century schools band B programme, a cycle of building and modernising the estate with the reduction in the asset base to deliver affordable, energy efficient buildings that improve learner entitlement.

Social Care - The priority in social services is to increase early help in order to enable and support as many children and adults who need help as possible to live in and engage with their own communities. This requires increased investment into universal services and early help and/or edge of care services, along with increased investment in in-house and commissioned not-for-profit services, while reducing investment in out of county and for-profit service provision.

Housing – The Council has in place a strategy to build social housing properties through the capital programme, as well as buy and bring back into use empty properties and to prioritise improving the energy efficiency of its least efficient homes. These investments are funded through the ring-fenced Housing Revenue Account (HRA), funded primarily by rental income received from tenants, with government support limited to new development and maintaining the Welsh Housing Quality Standard. The Council has more than 4,700 households registered with *Homes in Powys* for secure, affordable homes.

Homelessness – There has been an increase in households presenting as homeless. Homelessness service demand has increased from 383 households in 2016-2017, to 833 households in 2021-2022. The Welsh Government implemented the ‘Everyone In’ policy during Covid-19, which is now remaining as a permanent feature of homelessness policy and practice in Wales. There has been a substantial increase in the number of homeless single person households, whose housing options are limited by the lack of smaller sized accommodation regardless of tenure in Powys. Homelessness is a statutory service funded through the general fund.

Demography The total number of people living in Powys has remained static over recent years with a slight increase projected over the next few decades. There is a challenge of a decreasing working age population combined with a rapidly increasing older people population. This is leading to issues regarding recruitment and retention of workforce. The population across Wales has increased and the change across other authorities has an impact on Powys and the distribution in funding.

Deprivation – Poverty statistics - 4,088 families live in absolute poverty in Powys, 31% (1,248) of these were lone parent households (Department for Work and Pension, 2019-20).

The average household income in Powys is **£33,458** (Wales: £34,700, UK: £40,257).

- 55% (33,149) of households earn below the Wales average household income of £34,700, 37% 22,162 earn above, and
- 70% (42,107) of households earn below the UK average household income of £40,257 (24% earn above) (CACI, 2021).

Employment – Powys has a low unemployment rate, but also is a low waged economy. With the current inflation levels set to rise it is likely there will be more unemployment and demands for access to CTRS, benefits advice and levels of arrears in council tax, housing etc increase

Real Living Wage (RLW) – The Council is a Real Living Wage Employer and an advocate of RLW. In 2022 Welsh Government announced that it would provide financial support for Local Authorities, to support the payment of the Real Living Wage in the Care Sector and this has been implemented across Powys with a wider aspiration to become accredited for both its employees and those who provide services to the council. To implement this across providers and contracts would cost in excess of £1m and be a competing priority in the FRM.

Climate Change – The pledge to address the Climate Change emergency and reduce carbon emissions to zero by 2030. This will require significant capital investment, alongside a change in key policies and procurement. Activities include building sustainable homes, greater active travel, Electric Vehicle replacement, green energy such as solar, sustainable procurement, energy efficiency works and carbon offsetting.

2.3 Economic and Fiscal Outlook

The current economic context is challenging. On 17th November 2022 the Office for Budget Responsibility (OBR) published its report “Economic and fiscal outlook”. The report provided an analysis and forecast of the UK’s public finances based on the budget statement released by the Chancellor of the Exchequer on the same day.

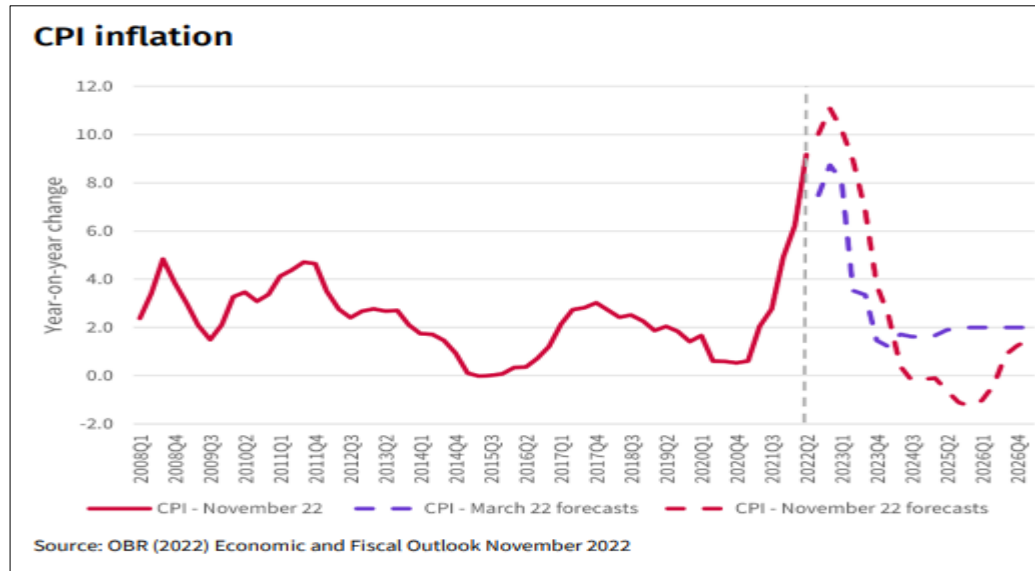
Over the past six months, the global energy and food supply shocks emanating from Russia’s invasion of Ukraine have intensified. The further curtailment of Russian imports saw European wholesale gas prices rise ten-fold from pre-pandemic levels, and markets now expect prices to remain four times higher in the medium term. Rising energy, food, and other goods prices have pushed up the interest rates set by inflation-targeting central banks to levels not seen since the 2008 financial crisis. This has taken much of the wind out of the global economic recovery from the pandemic and ratcheted up the financial pressure on governments that emerged from it with higher debt and are again being called upon to help households and businesses through this latest crisis.

As a net energy importer with a high degree of dependence on gas and oil to meet its energy needs, higher global energy prices will weigh heavily on a UK economy that has only just recovered its pre-pandemic level. Petrol prices are already up a fifth since their October forecast and household energy bills were set to jump by 54 per cent in April.

CPI inflation is set to peak at a 40-year high of 11 per cent in the current quarter, and the peak would have been a further 2½ percentage points higher without the energy price guarantee (EPG) limiting a typical household’s annualised energy bill to £2,500 this winter and £3,000 next winter. Rising prices erode real wages and reduce living standards by 7 per cent in total over the two financial years to 2023-24 (wiping out the previous eight years’ growth), despite over £100 billion of additional government support. The squeeze on real incomes, rise in interest rates, and fall in house prices all weigh on consumption and investment, tipping the economy into a recession lasting just over a year from the third quarter of 2022, with a peak-to-trough fall in GDP of 2 per cent. Unemployment rises by 505,000 from 3.5 per cent to peak at 4.9 per cent in the third quarter of 2024.

Inflation is expected to drop sharply over the course of next year and is dragged below zero in the middle of the decade by falling energy and food prices before returning to its 2 per cent target in 2027, as is projected in Figure 3 below. The resulting recovery in real incomes, consumption, and investment sees GDP return to growth in 2024 and output recover its pre-pandemic level in the fourth quarter of that year.

Figure 3



Higher borrowing pushes underlying debt (excluding the Bank of England) up sharply, from 84.3 per cent of GDP last year to a 63-year high of 97.6 per cent in 2025-26. Tax rises, spending cuts and a pick-up in GDP growth are then sufficient for it to fall modestly in 2026-27 and 2027-28. The Government's two legislated fiscal targets to balance the current budget and get underlying debt falling in 2025-26 are on course to be missed by £8.7 billion and £11.4 billion respectively.

Given the scale of the energy shock and the recession it has induced, the Government has announced new targets: to get borrowing below 3 per cent of GDP and underlying debt falling in five years' time, which it achieves, respectively, with £18.6 billion and £9.2 billion to spare. But the near tripling of interest rates since March means the share of revenues consumed by servicing that debt rises from under 5 per cent in 2019-20 to 8½ per cent in 2027-28, leaving the public finances more vulnerable to future shocks or swings in market sentiment.

UK Government's Autumn Statement : Implications for Wales

As part of the Autumn Statement on 17 November, the UK government announced additional departmental spending on the NHS, social care, and schools in England – the first top-ups to spending plans since the Spending Review in October 2021. It also announced business support measures through the Business Rates system in England. This triggered consequential funding for the Welsh Government worth £1.2 billion in 2023-24 and 2024-25.

Unforeseen higher inflation has significantly eroded the real terms value of the Welsh Government’s plans for day-to-day spending from 2022–23 to 2024–25. Additional UK government funding announced at the Autumn Statement will allow the Welsh Government to top-up its spending plans at the Draft Budget for 2023–24 and support businesses through the Non-Domestic Rates system. However, even after these additional allocations, the losses from higher inflation since budgets were set last year could amount to approximately £800 million in 2023–24 and £600 million in 2024–25.

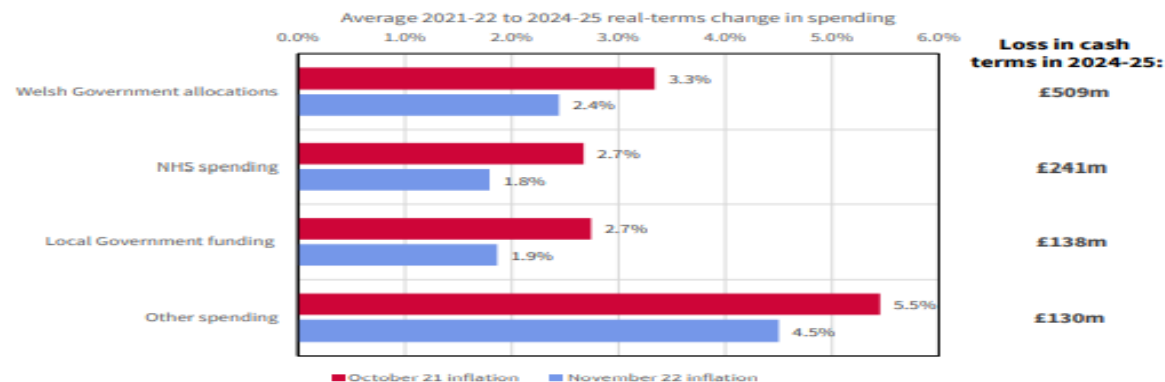
Estimated funding for day-to-day spending would increase by 1.2% per year in real terms from 2024–25 to 2027–28 after the UK government pencilled in slower growth in departmental spending following the current Spending Review period. This could imply cuts to non-NHS spending averaging 0.5% per year in real terms.

Beyond the end of the spending review period, public service spending is growing less quickly than previously planned (about £21.5 billion of fiscal tightening), also capital spending is cut in real terms after 2025 (£14.8 billion of tightening).

Using October 2021 inflation forecasts, the implied average real-terms growth over three years is 3.3% for WG, and for local authorities 2.7%, Higher inflation (as measured by the GDP deflator) suggests that falls to 2.4% in real terms, as set out in Figure 4 below.

Tudalen 49
Figure 4

Welsh Government Final Budget plans – average annual real terms change in day-to-day spending from 2021-22 to 2024-25



Source: OBR (2022) Economic and Fiscal Outlook March 2022; Welsh Government (2022) Final Budget 2022-23; and authors’ calculations. • Notes: Total day-to-day spending allocations refers to fiscal resource allocations and redistributed non-domestic rate revenues

Welsh Government's Budget and Outlook

The Welsh Government was provided with expenditure limits for 2022-23 to 2024-25 following the UK Government's Spending Review in Autumn 2021. These limits were reflected in the Welsh Government's Final Budget for 2022-23 alongside indicative spending plans for 2023-24 and 2024-25, which were published in March 2022. The UK Government's recent Autumn Statement provided additional revenue of £666m in 2023-24 and £509m in 2024-25. The limits for the Welsh Government Resource Departmental Expenditure Limit (DEL) are now £18,916m and £19,152m for 2023-24 and 2024-25 respectively, before block grant adjustments. The Capital DEL did not change as a result of the Autumn Statement, remaining at £2,610m and £2,594m in 2023-24 and 2024-25 respectively. This also contains ring-fenced amounts of £96m and £90m for Financial Transactions. This provides a constrained outlook for capital, with the budget in 2024-25 8% lower in real terms than in 2022-23.

Even with the additional resource funding outlined above, the high levels of inflation currently being experienced mean the Welsh Government's settlement is now worth less in real terms than when the spending envelopes were set. Depending on the inflation measure used, the settlement could be worth up to £3bn less in real terms over the three years covered by the Spending Review and £1bn less in 2023-24 alone.

As a result of decisions announced in the Chancellor's Autumn Statement, the UK Government provided £1.2bn of additional funding to the Welsh Government over the next two years. Despite that, the Welsh Government's budget for day to day spending will only increase by 0.4% a year per person in real terms over the two years, on a like for like basis.

Welsh Government recognise and value public services and the important role they play in local communities as a source of support, help and employment. Through the draft budget they continue to invest in public services to support them through these hard times and will make additional funding available to the NHS, to local government and to education to help protect frontline services

The additional funding provided to Welsh Government in the Autumn Statement is being provided in full to local government through increases to the unhypothecated settlement and through the education budget. WG are providing an additional £227m in 2023-24 and £268m in 2024-25 to the local government settlement; this builds on the funding outlined as part of the 2022 Spending Review, now providing £1bn up to 2024-25.

The Welsh Government and Plaid Cymru December 2021 Co-operation agreement pledges to review Council Tax reform in Wales during the next three years. Clearly, from a financial planning perspective, this is an area that will be kept under close review.

The Local Government Revenue Settlement

The Local Government Revenue Settlement comprises Revenue Support Grant (RSG) and redistributed National Non-Domestic Rates (NNDR) revenues and is known as Aggregated External Finance (AEF). In 2023-24, local authorities will receive £5.5 billion from the Welsh Government (WG) in RSG and NDR to spend on delivering key services.

WG continue with their commitment to local government being at the frontline of delivering a wide range of vital public services. Recognising that Local Authorities have been affected by the soaring cost of energy and inflation across all services, including in two of their biggest service areas: schools and social care. This is alongside overall increases in demand in many service areas.

Schools in Wales are directly funded by local authorities; funding for schools is provided mainly through the local government settlement. The Welsh Government's education budget also supports spending in and on schools, teachers and wider education programmes, including free school meals, the rollout of the new curriculum, teacher training and support to help learners recover post pandemic.

The additional consequential in the Autumn Statement is being provided in full to local government through increases to the unhypothecated settlement and through the education budget. The funding provided through this Settlement will therefore cover the costs arising from the 2023/24 pay deal which fall within the 2023-24 Settlement year. WG have again taken the decision to provide all the available funding up front and not hold back funding for in-year recognition of the 2023/24 teachers' pay deal. Authorities' budget planning must therefore accommodate these costs.

Welsh Government recognises that social care plays a vital role in Wales, supporting people to live independent lives in the community while also supporting the wider health service. Without effective social care, the NHS' ability to function effectively will be swiftly diminished. The demand for social care has increased rapidly and the sector is under intense pressure, as it struggles to recruit and retain staff.

In April 2022, Welsh Government provided funding to enable the Council to be able to pay the Real Living Wage for social care workers. To maintain this WG makes a recurrent provision of £70m to meet the Real Living Wage for social care workers, within the allocations to the health and social care budget and the local government settlement.

For Education, in addition to the funding being providing for schools via the local government settlement, WG are allocating an extra £10m for schools via the Education budget in 2023-24. This is made up of an additional £5.5m to support the continuation of the Recruit, Recover and Raise Standards (RRRS) programme in line with the Programme for Government commitment; and a further £4.5m to support implementation of the Additional Learning Needs (Wales) Act as part of the long-term programme of education reform. There will also be

Tudalen 51

an additional £9m to support post-16 provision, including a review of Renew and Reform funding and other distinct pressures for school sixth form and FE sector.

The Welsh Government remains committed to people in Wales having access to a decent place to live. Funding for housing and homelessness continues to be an area of priority investment, which protects the most vulnerable in society. £10m is allocated to the homelessness prevention budget to boost investment in homelessness prevention and relief interventions across Wales providing support for local authorities to continue our 'no-one left out' approach.

Businesses and other ratepayers in Wales are supported with a package of non-domestic rates support worth more than £460m over the next two financial years. The approach taken in previous years is maintained with the freezing of the non-domestic rates multiplier for 2023-24. This ensures there will again be no inflationary increase in the amount of rates businesses and other ratepayers are paying.

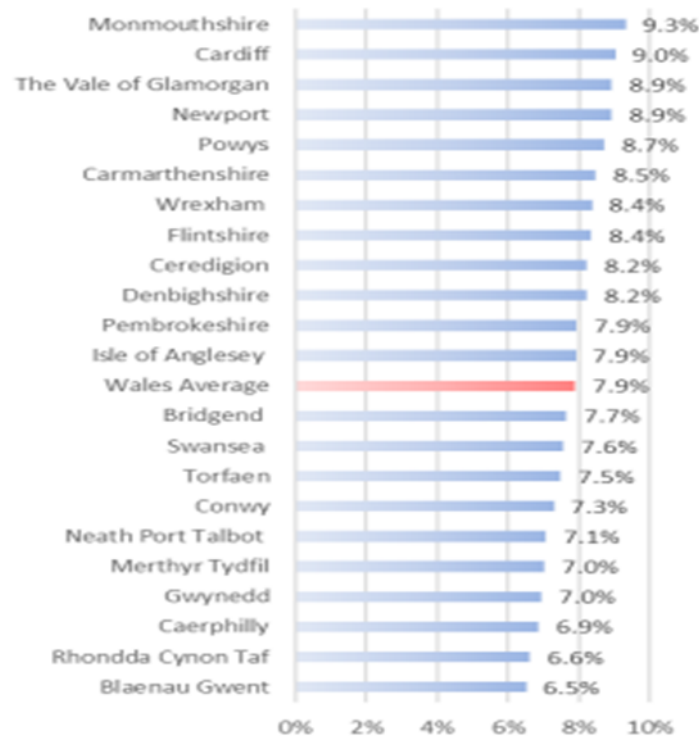
WG are also introducing a £113m, fully funded, transitional relief for all ratepayers whose bills increase by more than £300 following the UK-wide revaluation exercise, which takes effect on 1 April 2023.

Finally, the NDR support package also provides over £140m of non-domestic rates relief for retail, leisure, and hospitality businesses in Wales. Eligible ratepayers will receive 75% non-domestic rates relief for the duration of 2023-24, capped at £110,000 per business across Wales.

The Graph at Figure 5 below shows changes to the AEF across the Local Authorities in Wales between 2022/23 and 23/24. The average increase is 7.9% driven by the funding formula. This is largely a reflection of data movements in pupil numbers and free school meal entitlement derived from the schools' census, as well as the impact of the decennial Census on the population counts/estimates.

The graph confirms that funding in Powys has increased by 8.7% after adjusting for transfers, this equates to an additional £18.298 million for next year.

Figure 5



Tudalen 53

Welsh Government have also provided the indicative Wales-level core revenue funding allocation for 2024-25 is £5.69 billion, equating to an uplift of £169 million (3.1%). As Powys is receiving uplifts along the line of the average settlement or above, this uplift has been used in the FRM, with 2% for the final two years.

2.4 Local Context

The local context affecting our funding and demand for services is well recognised and heavily influenced by Powys being sparsely populated with a wide geographic area requiring services. Powys has a higher-than-average older population that is predicted to increase at a faster rate than the national average. This statistic can largely be attributed to people living longer because of better healthcare and improved lifestyles together with an inward migration of people above retirement age to the County. Conversely, the county's younger

population is declining with a reducing birth rate and a sizeable outward migration of young people. Further and higher education and career opportunities are the main contributors to this trend.

These factors in combination present significant challenges to the Council. As evidenced in the updated Rural Cost Analysis the provision of services to a dispersed and relatively small population is expensive as a result of greater transport costs and the demand for facilities to be delivered locally or within a commutable distance.

This Council understands its legal obligation to set and deliver a balanced budget each year and has a significant transformation programme underway to improve the quality of key services such as education, social care, highways, transport and recycling while also reducing our operating costs over the medium term.

Uncertainty around funding continues and in order to manage this uncertainty revised modelling continues to be based on a number of scenarios with a 2%, 0% and -2% uplift as well as the 3.1% provided as indicative funding for 2024/25.

Tudalen 54

On the current modelling, to deliver a balanced annual budget between April 2023 and 2028 the Council will need to reduce its spending by more than £19.5 million in addition to the assumption to increase council tax by 5% each year. This will be achieved through transformational change and cost efficiencies but reductions in some services offered will also be inevitable.

Since 2012, £109 million has been achieved through reduced spending as a response to cuts in government funding and the need to meet inescapable additional costs. There has been a reduction in staffing of 11% and there are 557 less FTE's. This coincided with a period of challenging financial settlements, including negative (i.e., cash reduction) settlements which has had a lasting impact. It is more challenging to continue to deliver savings over the medium term, even though savings requirements are still required to support the demand and price pressures. In the last five years alone, the largest budgets in the Council increased by £22.4 million as seen at Figure 6 due to demographic demand and inflationary pressures.

Figure 6: Budget Changes

	Net Budget - £			%
	2018/19	2022/23	Change	
Childrens	18,842,414	27,899,704	9,057,290	48.07%
Adults	64,038,521	73,864,171	9,825,650	15.34%
Education	93,356,950	96,830,257	3,473,307	3.72%
	176,237,885	198,594,132	22,356,247	12.69%

3. Medium Term Financial Plan

3.1 Five Year Projections

Based on the modelling assumptions (settlement 8.7% reducing to 3.1% and then 2% for the follow three years), the five-year financial projection is summarised at Figure 7, with the detailed Financial Resource Model (FRM) shown at Appendix A.

Figure 7: Five Year Summary

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	-27,494
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	-39,791
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810

3.2 The FRM and Cost Assumptions

Figure 8 provides the summary position by service for 2023-24.

Figure 8 2023-24 Service Budgets

£'000	Base Budget	Pay Award 2022/23	Pay Award 2023-24	Non Pay 2023-24	Demography	Pressures	Covid Pressures	Savings	Adjustment	2022/23 Undelivered Savings	Request 2023/24	Variance	% Increase
Delegated	79,491	1,114	2,725	3,879	-185	1,573		(864)	(3,346)	0	84,386	4,895	6.2%
Education	17,329	274	451	87		1,139		(830)		0	18,450	1,121	6.5%
HTR	29,669	829	701	1,940		2,403		(2,988)		0	32,553	2,884	9.7%
H&CD	5,417	304	255	456	0	1,270		(379)		0	7,324	1,907	35.2%
PPPP	5,913	242	199	768		321		(793)		75	6,725	812	13.7%
ASC Commission	3,647	139	97	18		0		(97)		0	3,805	158	4.3%
ASC	73,938	652	596	154	491	8,140	958	(4,648)		0	80,281	6,343	8.6%
Children	27,897	504	466	77	0	2,201	0	(2,796)		1,278	29,626	1,729	6.2%
Finance	6,258	190	167	68		89		(73)		0	6,699	441	7.0%
Transf/Comm	1,461	67	53	2		0		(8)		0	1,576	115	7.8%
WOD	2,399	95	89	9		103		(12)		0	2,683	284	11.9%
Digital	6,312	184	146	69		368		(24)		166	7,220	908	14.4%
Legal	3,561	124	110	7		45		(2)		32	3,877	316	8.9%
Corp	38,580	32	80	13		5,648		(3,003)		0	41,350	2,770	7.2%
Total	301,872	4,750	6,135	7,547	306	23,298	958	(16,517)	(3,346)	1,550	326,554	24,682	8.2%

Employee Costs – At this time pay awards for 2022/23 have now been agreed, with NJC employees all received £1,925 regardless of grade. Teachers have been awarded 5% with increases to TLR for those part time staff. These assumptions will require an additional £4.7 million to fund the base budget gap. The FRM in 2023/24 pay assumptions are that NJC will increase by 5% and Teachers 5.5%, then 2% then on . The service budgets hold £6.1 million with an additional £2.9 million held centrally.

Pension Costs – Powys Pension Fund’s actuarial review will be finalised in March 2023; however the majority of the review has been completed and the Council will see a reduction in its contribution rates, this change is now reflected in the Councils Budget Plan with a saving of £1.7 million now proposed. There are no expected changes to the Teacher Pension Scheme.

Redundancy Costs – The Council has an annual base budget set aside to meet the costs of any transformation redundancies. Services must manage other redundancies within base budget.

Price Inflation – 2% inflation has been factored in across all services for each year, with exceptional increases in:

- Utilities - Electricity by 145% and Gas by 283%, an estimated increase of £5.8 million (including schools)
- Fuel – this has increased by 32% which amounts to an additional cost of £463k
- Food – overall average food costs have gone up by 10% amounting to £176k

Utility prices are being kept under review for this and the next two years. Currently the gas wholesale commodity market is experiencing unprecedented increase in prices due to shifts in global demand, uncertainty surrounding future supply to Europe (partly due to the war in Ukraine), and poor electricity production from renewables.

CPI Inflation currently stands at 10.5% and has reduced by 0.2% since December and expected to gradually over the next two years, this will impact on many supplier contracts that are linked to CPI / RPI. Where known, these increases are being added as pressures into the FRM.

Capital Financing Costs – Required to achieve the Capital and Treasury Management Strategy, reflects the five-year capital programme and the cost of commitments made in previous years. The capital programme assumptions are:

- Supports Schools Transformation as part of 21st Century schools and building social housing
- Ongoing support to highways improvements
- Delivering the asset management plan to secure capital receipts for future investment
- Borrowing is assumed at 4.2% in 2023/24 and is expected to fall slightly in the following years, although this may need to be raised depending on future bank rates
- One pool of debt for both the General Fund and HRA
- Continue to remain under borrowed and utilise cashflow before committing to long term borrowing

- Borrowing to cover the future capital programme costs will be considered against the cost of carry.
- That the capital expenditure plans of the council remain affordable, prudent and sustainable.

Levies – The council is required to provide funding to support both the Mid and West Wales Fire Authority (MAWWFRA) and the Brecon Beacons National Park via a levy. The Chief Fire Officer has served formal notice that the estimated net revenue budget requirement for the Mid and West Wales Fire and Rescue Authority for the 2023-24 financial year is £60,821,000. In addition it is now expected that 2 former grants are no longer being provided directly to the Fire Authority and the value of these will increase the budget requirement to be levied to £63,257,200 an overall increase of 17.53%. For Powys, the Councils budget includes an estimate of £9,166,841 for 2023-24, an increase of £1,355,336 (17.35%) from that provided last year. This amount is funded in part through the local government settlement with the remainder being met from Council Tax.

Apprenticeship Levy - The Apprenticeship Levy is a government levy payable by larger employers at 0.5% of annual pay bill. As our pay bill is set to increase, we will have to make a greater contribution into the levy next year.

Demographic Pressures – these have been estimated over the next five years

- Adults – numbers are based on those learning disability clients already in the system, mainly from transitioning from children to adult services, a net increase of £0.5 million assumes increased cost of activity.
- Childrens – next year the service proposes to manage demography through the risk budget
- Schools – Pupil number projections show a small decrease in primary and increase in secondary pupils, with a reduction of £185k factored in next year.

Council Tax Reduction Scheme - This budget reflects the payment of Council Tax Support to eligible recipients. At over £11.5 million, future demand on this budget is a key consideration in medium term planning. The impact of the pandemic, rising inflation and an economic recession now being projected will all impact on the number of eligible claimants. Any changes to Council Tax levels also impact on this budget. In recognition of this, within the MTFP, modelled council tax increases are shown net of their impact on CTRS.

COVID - The pandemic had a significant impact on the council and our financial position in previous financial years. The Welsh Government put in place a COVID-19 Hardship Fund to support Local Authorities with additional costs and income loss directly resulting from the pandemic. During the financial years 2020/21 and 2021/22, we received £32 million support from the fund. This direct funding to support the financial impact of the pandemic ceased on 31st March 2022 and we are now managing these costs and lost income within our Revenue Budget from 2022/23. This year we have supported services with £1.7 million from the funding that we set aside thus far this year. We must clearly understand how the pandemic could continue to impact on our services, our costs and our levels of income into 2023/24 and beyond and factor this into our plans.

3.3 Funding and other Support

The Council's budget reflects the totality of the Council's costs including salaries and wages, the purchase of goods and services, premises costs and the revenue cost of financing our capital programme. The budget is financed by all the Council's income sources including AEF, council tax, fees and charges, specific grants and contributions from other bodies.

The financing of the net budget comes from the Welsh Government settlement and gross Council Tax income. Figure 9 below summarises the current assumptions.

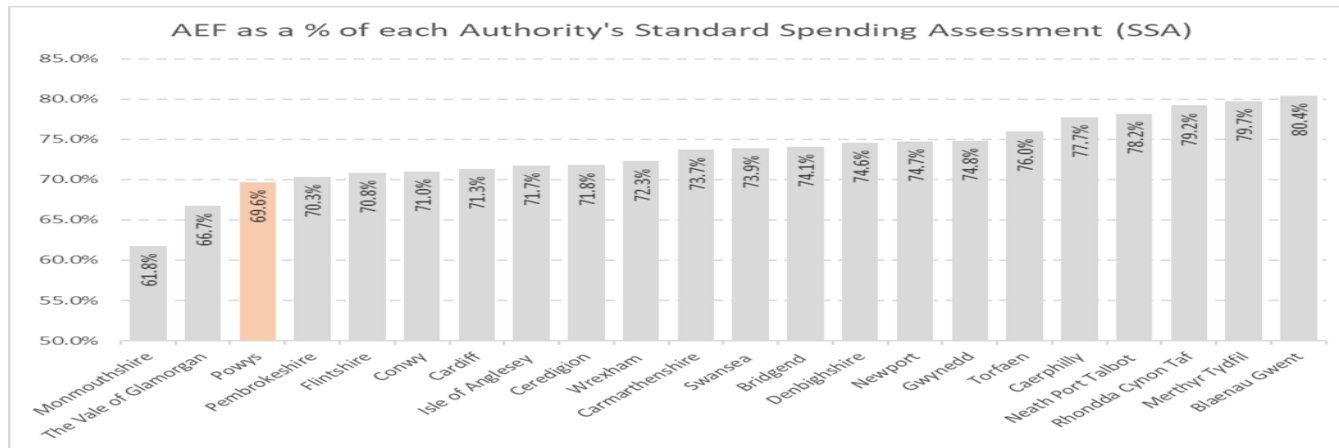
Figure 9

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
Council Tax increase - 5% and tax base increase	- 6,384,046	- 4,897,801	- 5,142,692	- 5,399,826	- 5,669,817	- 27,494,183
Settlement (8.7%, 3.1%, 2% then on)	- 18,298,015	- 7,080,034	- 4,709,365	- 4,803,552	- 4,899,623	- 39,790,590
Total Funding	- 24,682,062	- 11,977,836	- 9,852,056	- 10,203,378	- 10,569,441	- 67,284,773

Tudalen 58

Council Tax - Council Tax represents around 30.4% of the Council's Net Revenue Budget. Powys' Council Tax contribution is proportionally greater than other Authorities, an authorities' ability to raise Council Tax is calculated on the Council Tax base and Powys has a higher Council Tax base than most of the other authorities. The below graph shows the percentage of each Local Authority's Standard Spending Assessment covered by central funding (AEF).

Figure 10: AEF as a percentage of SSA



Tudalen 59

The 'gearing effect' for example to raise overall income by 1%, council tax would have to increase by over 3% as it is 1/3rd of total income. If we wanted to increase net budget by 1%, £3 million, this would mean an increase of just over 3%. In our FRM, we are modelling an increase in Council Tax each year of 5% for future years.

The total Council Tax households will have to pay will be affected by decisions from public bodies, including Community Councils and the Police Authority. Figure 11 indicates the additional permanent funding from Council Tax increases ranging from 1% to 10%.

Figure 11: Council Tax Funding

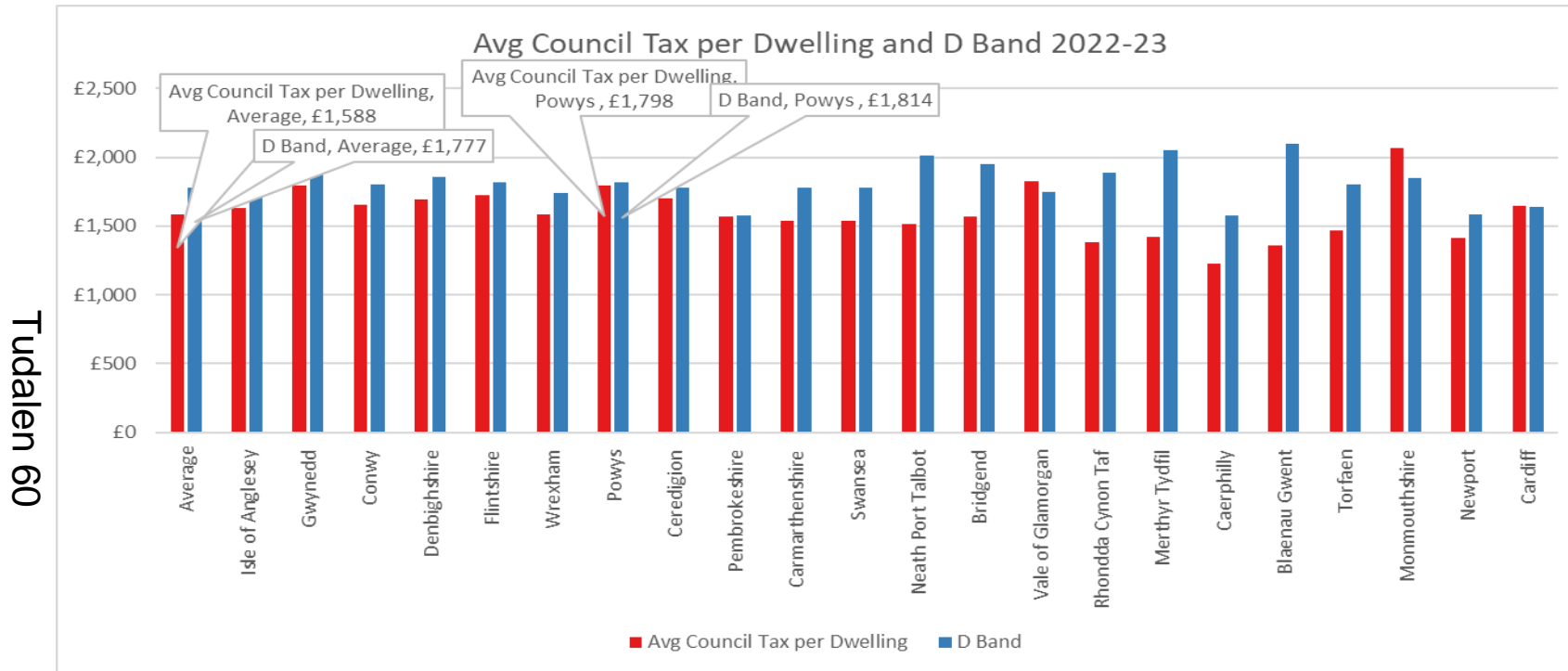
2023/24							
% Change Council Tax	1.00%	2.00%	3.00%	4.00%	5.00%	7.00%	10.00%
£'000	£916	£1,832	£2,748	£3,664	£4,580	£6,412	£9,160
Council Tax Less CTRS	£815	£1,631	£2,446	£3,261	£4,076	£5,707	£8,153

Council Tax income comes from residents but not all residents pay full Council Tax. Around 48% of Powys' 65,000 households pay the full amount, while just over 52% would receive partial or total exemption from payment.

A balance needs to be struck between the ability to raise enough money to fund important services to the right level and the impact increasing taxation has on the residents of the County. This balance will be even more difficult this year due to the high level of inflation falling both on our residents and the Council.

Average council tax per dwelling in Powys for 2022-23 was the 4th highest in Wales, this is particularly sensitive in a county with one of the lowest average wage levels in Wales. Figure 12 compares Powys against Welsh Local Authorities in terms of council tax average cost per dwelling and the Band D average (these figures include all precepts).

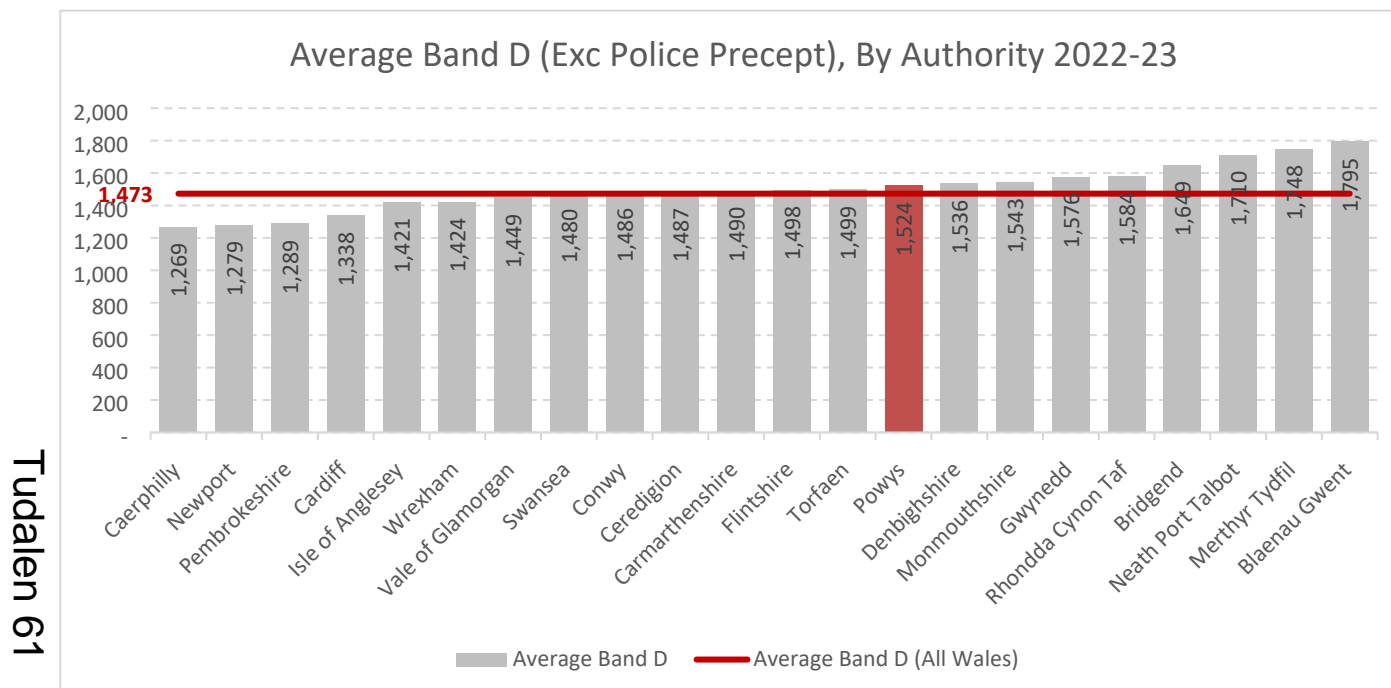
Figure 12: Average Council Tax per Dwelling



For 2022-23, the average annual Council tax bill for a Band D property in Powys was £1,814 (including community council and police precept). This is above the Wales average for Band D properties of £1,777.

Figure 13 shows the Band D Council Tax level for each of the local authorities in Wales (excluding all precepts)

Figure 13: Average Band D by Authority



Tudalen 61

Council Tax collection rate for 2021-22 was 97.30% (0.3% increase on previous year) which compares with an average of 96.3% for all unitary authorities in Wales. The highest collection rate in Wales for 2021/22 was 98.0%

Council Tax premiums are applied to periodically occupied and empty properties. Currently the premium is set at 50% for both categories. Following a Cabinet decision in February 2022 the premium applied to Properties that are periodically occupied will be increased from 50% to 75% from April 2023. This increase may generate additional income for the council, but the level is uncertain due to the options available, for example, if owners choose to transfer to Business Rates or occupy or sell their property moving it out of the premium and reducing council tax collected. Cabinet has recently approved an increase to the long-term empty premium from 50% to 100% effective from 1 April 2023.

Fees and Charges - Income from fees and charges makes a significant contribution (£74 million per annum) to the Council's budget and the Council's approach to income generation is set out the Councils Income Policy, fees and charges will be reviewed in line with this policy will be presented in the updated Fees and Charges Register, which will be presented with the budget papers annually for approval. The council's policy is based on the principle of full cost recovery and inflationary uplifts will be considered to ensure that the Council can continue to recover its costs for the services it provides.

Specific Grants In addition to the AEF, Councils also receive specific grants which are accompanied by specific terms and conditions as to how they can be used. We will receive around £55 million of grant funding next year. These grants can change year on year and where a grant has been reduced or withdrawn, the Council's policy is that the service funded by the grant also reduces or ceases. This creates uncertainty and risk within financial planning.

Budget Reductions – The following strategies will continue to be used to address the gap where feasible: -

- The transformation of service provision.
- Improved efficiency and a “Right First Time” ethos.
- Undertaking service reviews using the information to change
- Identification of investment opportunities and income.
- Capital Programme – reviewed, opportunity to invest.
- Cross Cutting Themes.
- Income generation/fees and charges.
- Reconsider the levels of Council Tax increase.
- Some service reductions – ceasing or reductions to levels of service.
- The use of the Spend to Save reserve to support transformation.
- The raising of capital receipts to support capital investment.

When considering how we transform our services the following principles will apply: -

- Moving from an organisational focus (supporting our own internal requirements and functional silo's) to a focus that looks to meet our residents and communities' needs.
- Management ethos focuses on improving the outcomes for residents and communities by removing barriers.
- Moving from functional silos to services that effectively meets our residents and communities' demand.
- Decision making is based on a clear set of principles, experience, knowledge, robust evidence and is taken as close to the frontline as possible.
- Continuous improvement informed by timely data which will measure how well we are delivering outcomes for residents and communities.

- Accountable for activities and accepting responsibility, resulting in transparent delivery of effective outcomes.
- We challenge everything we do and will realise the right outcomes using our transformation methodology.
- Partnerships are outcome focused, based on collaboration and strong relationships (working together, stronger together).

Reserves - In the interests of financial resilience, reserves should not be relied upon as general budget funding. This is because:

- It creates a gap in the finances of the following year as reserves are cash sums.
- Earmarked reserves are set aside for a particular purpose.
- Reserves are an important part of financial resilience, providing a cash buffer.
- Cash in reserves is not idle; it generates investment income in line with the Treasury Management Strategy and avoids the need for short-term borrowing.

4. Risk and Sensitivity Analysis

4.1 Sensitivity Analysis

The MTFs is prepared using the best inflation at this point in time, but as a working document will continue to be updated through until the budget is agreed in February 2023. The volatile economic environment affecting inflation and prices and demands on services means further modelling will take place. The impact of a 1% change on headline figures is shown at Figure 14.

Figure 14

Modelling and impact of changes - £	1%	2%	3%
Council Tax (before CTRS)	- 915,720	- 1,831,440	- 2,747,160
WG Settlement	- 2,102,610	- 4,205,219	- 6,307,829
Pay (Teachers)	570,894	1,141,788	1,712,682
Pay (NJC)	1,073,167	2,146,334	3,219,501
Non-Pay (excluding utilities)	1,083,070	2,166,140	3,249,210

Figure 15 provides the most recent modelling based on the known funding next year of 8.7% and 3.1% the following year, with the future funding expectations from 2% to a worst-case scenario of -2%. The cumulative gap is shown between £19.9 million and £48.1 million.

Figure 15

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810
Additional Funding						
Council Tax increase - 5% yr 1, 5% the	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement 8.7%, 3.1%, 0%,	-18,298	-7,080	0	0	0	
Net Gap / (surplus)	0	10,322	9,951	9,301	9,649	39,223
Additional Funding						
Council Tax increase - 5% yr 1, 5% the	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement 8.7%, 3.1%, -2,	-18,298	-7,080	4,713	4,619	4,526	
Net Gap / (surplus)	0	10,322	14,664	13,920	14,175	53,080

Tudalen 64

In previous years' service demography risk has been supported by identified reserves, as this is an estimate of increase rather than a precise figure, in addition this demand occurs throughout the year and only needs part year funding.

Adult Social Care demographics are based on a percentage increase for the 75-79 age group, based on current average packages and equates to one Residential/Nursing placement and one Domiciliary Care package per shire per month, net of any client income. In addition, Learning Disabilities Transitions are based on a known list of service users attaining age of eighteen and the likely placement for their care. £1 million has been estimated for next year, this could increase or decrease depending on demand.

Childrens services have assumed an additional 59 Children Looked After totaling £1.2 million, these are new placements and assumed at the usual foster care rates.

4.2 Funding the Uncertainty

Availability of Reserves - The **Reserves Policy** establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used. This is a key component of the MTFS as a sound reserves policy is essential to underpin the financial sustainability of the Council. It is for this reason that we have developed our approach to reserves through an effective policy.

The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's budget setting process following a risk-based assessment. The approach is supported by the policy around the use of reserves. In the main reserves are held corporately rather than service based, except where specific reserves and their use have been agreed.

The reserves held must be at an appropriate level to mitigate this risk and any unexpected events that may arise: -

- Civil emergencies, Natural Disasters and Pandemics.
- Failure to deliver statutory duties – failure to deliver, including safeguarding activity in relation to adults, children, health and safety or public health could result in possible negligence claims.
- Increased threat of legal litigation in respect of service delivery standards and regulations and multiple insurance claims. This risk is the likelihood of needing to replenish the insurance fund immediately from reserves because of several claims above our excess.

As has been previously explained, reserves use is not a long-term solution to addressing general budget recurrent problems such as increasing costs. But in the short-term reserves may be a mechanism to address demand and price risk.

At the end of December 2022 (Quarter three) the projected position for the current year has improved reducing the need to draw on reserves to the extent previously reported. The revised projected position has reduced the budget deficit to £2.4 million, this is after the drawdown of the payroll reserve of £1.2 million, but before the use of £3.3 million of other specific reserves. Further specific reserves were already planned to be utilised within the budget. The overall projected use of reserves in 2022/23 is shown in the table below.

Figure 16: Usable Reserves as at 31st December 2022

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	0	9,333
Budget Management Reserve	3,584	0	3,584
Specific Reserves	29,167	(7,424)	21,743
Transport & Equipment Funding Reserve	8,843	(1,914)	6,929
Total Usable Reserves	50,927	(9,338)	41,589
Schools Delegated Reserves	8,982	(5,231)	3,751
School Loans & Other Items	(371)	7	(364)
Housing Revenue Account	4,244	(164)	4,080
Total Ring Fenced Reserve	12,855	(5,388)	7,467
Total	63,782	(14,726)	49,056

Tudalen 66

4.3 Risk Management Framework

At a time when the Council is facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the Corporate Plan and deliver services more efficiently, using innovative and cost-effective means.

A **Risk Management Framework** is in place to ensure that at all levels of the organisation we can identify risks which would prevent us from achieving our objectives (including failing to take advantage of opportunities). There is clear guidance on the terminology associated with risk management and the process itself, along with a set of practical tools and techniques to help us manage risks, deliver objectives, meet targets, and maintain resilience.

We must not lose sight of the fact that risk is inextricably linked to opportunities and innovation. The Council cannot be risk adverse, and it needs to take full advantage of opportunities for improving services therefore we need to be proactive in the way that we identify and manage our risk.

Having a better understanding of the importance of, and fully implementing, risk management will make a huge contribution to the Council. Better identification of risks and their management will mean that better use of resources is achieved. If we use the resources available to us more efficiently and effectively then the service to our customers can only be improved.

4.4 Key Risks

a. **Budget Delivery Risks**

Change Delivery Capacity - sufficient capacity and resource to deliver and implement change projects

Delivery of Cost Reductions - The level of cost reductions required in 2023/24 is significant at £16.5 million. Any unforeseen delays in implementation will impact on the achievement of the reductions required. Progress on the delivery of approved reductions will be reported to Cabinet monthly. Slippage on the delivery of proposals presents a risk to the budget plan and any resulting overspend would ultimately fall on the council's general fund reserve. However, the emphasis is placed on ensuring reductions are delivered. Plans within service areas need to be managed robustly, to limit any underachievement and monthly budget monitoring and savings delivery monitoring ensures Cabinet has visibility of financial performance and can take corrective action if necessary.

Political Approval of Budget - The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year, and this must be approved by Full Council.

Demand - rising demand, particularly post covid has been seen within Social Care and ALN services, modelling future demand is complex and any sensitivity analysis can have high value for small numbers of service users.

Economic Impact – Inflation: increasing costs and pressures for increasing pay awards. Interest Rates : increasing the cost of borrowing and impact on affordability of the Capital Programme.

COVID – Continuing impact of the pandemic, additional costs in response to ongoing measures and impact, Provider and supplier viability, impact on demand.

b. **Funding Risks**

Variations to Settlement Assumptions - The Council makes every effort to ensure that its assumptions about budget settlements for future years are based upon the best available evidence. However, future settlements cannot be predicted with absolute accuracy and can be influenced by political and economic policy changes.

Grants – we rely on specific grants to support core activity, if these cease, we have to address the implications. Continued rising inflation will erode the value of the funding provided.

Income - The budget is supported by generated income and therefore services need to constantly review their income levels and develop creative plans to ensure that they are sustained. This risk is being mitigated by an overall strategy for income and a move to full cost recovery wherever appropriate.

Debt recovery – Cost of living crisis impact on residents, impacting on their ability to pay council fees and Council Tax.

Treasury Management - The revenue budget and capital programme are supported by daily cash movement managed within our borrowing and investment strategies. The financial climate has a significant impact on these activities. We continue to monitor these daily. Any variation in the cost of borrowing is being mitigated by a proactive approach to refinancing our borrowing wherever possible. This ensures that, wherever possible, our long-term borrowing for our capital projects takes advantage of the historically low level of debt interest.

c. **Mitigation, Review and Monitoring**

Monitoring and Managing Risk - As part of the impact assessment process, the author of the assessment is asked to identify mitigation to any negative impacts that have been identified. The risks and the identified mitigation must be managed within the appropriate project risk register to ensure continual monitoring and management of the risks

5. Resilience

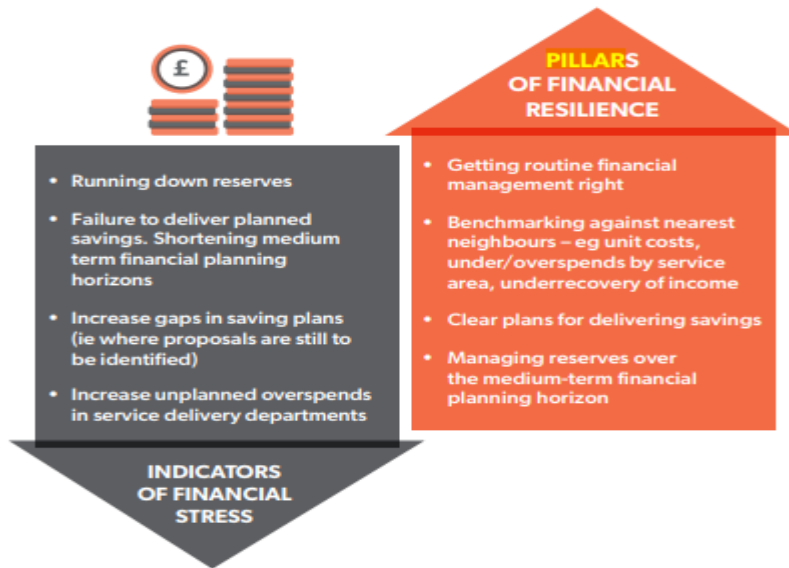
5.1 Financial Resilience

The Council continues to put financial resilience at the forefront of its financial activities and draws upon the support from Audit Wales who undertake regular pan Wales assessments on councils' financial sustainability. In 2021 an assessment concludes the financial sustainability assessment work during 2020-21 and identified that financial sustainability was a key risk to councils' arrangements before the pandemic occurred. The focus of their report included arrangements to secure value for money in the use of resources and the general trend of decreasing resources for local government combined with rising demand for some services.

The findings of the Powys Financial Sustainability review published in July 2021 set out three proposals for improvements - addressing the medium-term budget gap, ensuring that the ambitious capital strategy is affordable and continues to ensure that it monitors whether its budget planning processes are having the desired effect and helping to prevent significant overspends in key service areas. The delivery of these is monitored through the Regulatory Tracker.

The Council draws upon CIPFA's pillars of financial resilience and indicators of financial stress (Figure 17) as a framework for improvement within its Finance Transformation plan. Symptoms of stress and pillars of resilience are shown in the diagram below:

Figure 17 CIPFA Pillars of Financial Resilience



Tudalen 69

Significant progress has been made to improve financial resilience and is evidenced in the Audit Wales review and documented as part of our Financial Management (FM) Code Assessment. One of the key areas covered by the Code is medium to longer term financial management, with the MTFP being an important factor in this regard. The code emphasises that a robust MTFP should have clear links to Service Plans and Capital Strategy. It should also contain a sound assessment of drivers of cost and demand, with associated sensitivity analysis.

Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

FINANCE RESOURCE MODEL 2023-2028

REVENUE EXPENDITURE	2023/24	2024/25	2025/26	2026/27	2027/28
	£	£	£	£	£
Base Budget (Prior Year)	301,872,000	326,554,301	348,854,157	363,947,626	378,648,466
Pay Award inflation 2022-23 Impact	4,750,475	0	0	0	0
Pay Award inflation 2023-24 onwards	6,134,717	4,151,736	3,797,482	3,873,410	3,950,877
Non pay Inflation	7,547,318	1,103,990	1,130,244	1,157,205	1,184,961
Grant Changes & Transfers into RSG (+)	0	214,000	0	0	0
Total Covid Pressures to be Addressed	958,064	(206,652)	(206,652)	(107,652)	(107,652)
Total Demography	305,913	721,830	734,270	734,270	734,270
Total Corporate Pressures	1,719,904	897,464	922,139	948,048	975,252
Total Service Pressures	21,578,241	15,656,036	9,441,225	8,295,219	8,946,671
Schools Reserves and Movements	(3,345,961)				
Total Cost Reductions	(16,516,570)	(690,467)	(1,358,040)	(576,890)	(579,800)
Undelivered Savings	1,550,200	(549,000)	0	0	0
Total Capital Financing	0	1,000,920	632,800	377,230	214,130
Total FRM Revenue Net Exp	326,554,301	348,854,157	363,947,626	378,648,466	393,967,176
	2023/24	2024/25	2025/26	2026/27	
	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554,301	348,854,157	363,947,626	378,648,466	393,967,176
Current Year Budget	301,872,000	326,554,301	348,854,157	363,947,626	378,648,466
GAP - each year	24,682,301	22,299,856	15,093,469	14,700,840	15,318,710
Additional Funding					
Council Tax increase - 5% and tax base increase	(6,384,285)	(4,897,801)	(5,142,692)	(5,399,826)	(5,669,817)
Settlement (8.7%, 3.1%, 2% then on)	(18,298,015)	(7,080,034)	(4,709,365)	(4,803,552)	(4,899,623)
Funding Shortfall each Year	0	10,322,020	5,241,412	4,497,462	4,749,269
Funding Shortfall Cumulative		10,322,021	15,563,433	20,060,895	24,810,164

Council Tax Increase	5.0%	5.0%	5.0%	5.0%	5.0%
Welsh Government Settlement AEF	8.7%	3.1%	2.0%	2.0%	2.0%

Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

Appendix C Cost Reductions Proposed 2023-28							
Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
109	Adults	Full year effect of the part year savings from 2022/23 in 2023/24	(500,000)	(500,000)	0	0	0
110	Adults	Direct Payments - Identifying the level of domiciliary care packages (average of 14 hours/week) is critical to finding efficiencies and the use of Direct Payments a solution if linked to the new strength based approach in Social Work practice.	(200,000)	0	0	0	0
111	Adults	Where people live - This is an approach to support people to live within their own community, or as close to their community as possible. This means a reduction in the number of people who live in care homes and specialist homes outside of Powys and to support people to return to their home community. This includes the shared lives service, repatriating out of county placements, canary systems (Technology Enabled Care) to identify where it is possible replace through the night care etc'	(100,000)	0	0	0	0
N/A	Adults	Extra Care from 2023/24 - divert from Residential Care/traditional domiciliary care, delays in current builds	0	(147,000)	(108,000)	0	0
113	Adults	Funding Body Review	(750,000)	0	0	0	0
114	Adults	Care and Support Transformation Project: Managing Demand - Strengths Based Reviews, through our dignity with care approach, reduce the number of double handed care packages, thereby reducing cost of those care packages and to deploy (TEC) Technology Enabled Care	(1,000,000)	0	0	0	0
116	Adults	Travel efficiency target 10%	(64,280)	0	0	0	0
117	Adults	Mobile phone 10% target reduction	(6,320)	0	0	0	0
118	Adults	Disability Day Opportunity redesign - future remodelling required, need time to consult and develop Work, Leisure & Learning	(10,185)	(10,185)	0	0	0
119	Adults	In House Supported Housing redesign of night time hours	(27,000)	0	0	0	0
125	Adults	Advocacy - Independent Professional	(39,780)	0	0	0	0
126	Adults	Respite for learning disabilities (short stay house)	(50,000)	0	0	0	0
127	Adults	Void Management - supported living providing people with the option to move elsewhere and reduction in spot residential contracts	(123,395)	(24,000)	(24,000)	(22,000)	0
129	Adults	Income from additional clients if 2022/23 Demography and full year costs expenditure funded, then associated income	(250,000)	0	0	0	0
131	Adults	Increase fees for 'appointee and deputyship' services	(27,000)	0	0	0	0
132	Adults	Funding Body Review back dated one off savings; however the budget reduction will need to be reinstated the following year	(1,000,000)	1,000,000	0	0	0
133	Adults	Direct Payment refunds one off saving; under utilisation due to the pandemic, budget will need to be reinstated the following year	(500,000)	500,000	0	0	0
138	ASC - Commission	Reduce Live Well Commissioning Support Officer (Scale 5) - currently vacant	(29,180)	0	0	0	0
139	ASC - Commission	Reduction in travel (from £15k- £5k)	(10,000)	0	0	0	0
140	ASC - Commission	Manage via staff slippage and recruitment	(7,826)	0	0	0	0
141	ASC - Commission	Realign a Grade 10 part time hours to a grant	(13,228)	0	0	0	0
142	ASC - Commission	Reduction in travel (from £15k)	(10,000)	0	0	0	0
143	ASC - Commission	Redivert additional grant funding to support 0-11 Family & Behaviour Support	(3,000)	0	0	0	0
144	ASC - Commission	Redivert additional grant funding to support Other Services/Third Parties	(14,030)	0	0	0	0
145	ASC - Commission	Redivert additional grant funding to support Incredible Years Training	(10,000)	0	0	0	0
95	childrens	Placements - Closer to Home (step down in provision)/Reduction in Children Looked After. Linked to increase in Foster carers investment above.	(1,050,000)	0	0	0	0
96	childrens	Placements - Leaving Care/Post 18 - Closer to Home (step down in provision)/ 16+ Commissioned.	(1,000,000)	0	0	0	0
97	childrens	Special Guardianship Order (SGO) Project - Conversion of Independent Fostering Agency (IFA) placement to SGO placement	(90,200)	(90,200)	0	0	0
98	childrens	Cost Saving from using permanent Social Workers once qualified instead of Agency (based on "grow your own" project - Masters Students and 50% Open University Students) plus Market Supplement. 3 Agency Workers 6 Months	(139,000)	0	0	0	0
99	childrens	Reduction in staffing expenses/family time expenses due to "closer to home"	(10,000)	(10,000)	(10,000)	0	0
100	childrens	Adoption - growth 2022/23 to increase contribution to the NWW region, already Powys make highest contribution	(40,000)	0	0	0	0
101	childrens	Therapy external commissioned - saving from using RIF therapeutic team implemented	(45,000)	0	0	0	0

Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
102	childrens	Utilising additional Income effectively	(200,000)	0	0	0	0
104	childrens	Young Carers - Third Party Contract	(17,510)	0	0	0	0
108	childrens	Staffing- transformation/ service redesign- posts frozen that are vacant and to be reconsidered including reviewing current market supplement	(170,000)	(394,366)	0	0	0
105	childrens	VAWDSW - Third Party Contracts	(34,520)	0	0	0	0
159	Corp	Savings to be identified	(4,370)	0	0	0	
160	Corp	Pension actuarial review	(1,700,000)	(500,000)	(400,000)	0	0
161	Corp	NI reduction as per mini budget	(1,299,000)	0	0	0	0
2	delegated	2 degree reduction in heating	(411,390)	(21,351)	0	0	0
3	delegated	Laptops / devices off fully at night	(34,966)	(1,949)	0	0	0
4	delegated	Turn off lighting when not needed, amend sensors etc	(174,831)	(9,741)	0	0	0
5	delegated	No Photocopying (lease & consumables)	(242,982)	0	0	0	0
146	Digital	a - Increased income through system development sales	0	(50,000)	0	0	0
150	Digital	Careline service contact costs - increased income 22-23	(24,450)	0	0	0	0
6	Education	Curriculum for Wales Savings to use grant to offset base funded staff	(50,000)	0	0	0	
7	Education	Primary SIA vacant post	(44,000)	0	0	0	0
8	Education	Income Generation across service - Training to other LA's and Estyn Inspections	(5,000)	(5,000)	0	0	0
9	Education	Reduction in Secondary Strategy Support	(50,000)	(50,000)	0	0	0
10	Education	Post 16 transition to be managed within service	(150,000)	0	0	0	0
11	Education	HIVI Team vacant hours removed	(14,470)	0	0	0	0
12	Education	Autism Teacher vacant hours removed	(32,500)	0	0	0	0
13	Education	Transformation of Specialist Centre Provision (Part year Year 1, Full Year Year 2)	0	(363,920)	(259,940)	0	0
14	Education	Transformation Stage 1 Pupil Referral Units	(50,000)	0	0	0	0
15	Education	Third Sector Spend - Action for Children expenditure review (further review being undertaken)	(70,000)	0	0	0	0
17	Education	Grant funded staff to manage pay inflation	(100,000)	0	0	0	0
18	Education	Realignment of union costs to be funded by delegated contingency	(22,340)	0	0	0	0
19	Education	Restructure in areas of the service	(56,480)	0	0	0	0
20	Education	EIG retained to offset Foundation learning base funded staff	(100,000)	0	0	0	0
21	Education	Consultancy budget removed (replaced by SIA's)	(50,000)	0	0	0	0
16	Education	VAWDSW contribution	(35,000)	0	0	0	0
151	Finance	Transformation savings	(64,000)	(50,000)	0	0	0
154	Finance	Additional savings to be agreed	(8,630)	0	0	0	0
26	hcd	H&CD 10% General Reduction in Business Miles	(4,480)	(6,790)	0	0	0
30	hcd	NPTC increased income Y Gaer	(35,000)	0	0	0	0
31	hcd	10p school meals increase	(187,310)	0	0	0	0
35	hcd	Arts Service Re-design	(60,000)	0	0	0	0
36	hcd	Reduce Libraries Book Budgets	(56,770)	0	0	0	0
37	hcd	Sports Development remove core budget	(35,000)	0	0	0	0
69	htr	Inflation awarded for pay and non pay - element of this will be able to be recovered through trunk and capital schemes charges	(310,890)	(327,270)	(344,440)	(362,600)	(381,720)
70	htr	Concessionary fares inflation to be funded from concessionary fare grant	(88,270)	(96,220)	(34,960)	(36,010)	(37,090)
71	htr	Inflation on materials and contractors used by highways Operations expected to be funded from an increase in trunk and capital income	(341,540)	(371,380)	(134,930)	(139,010)	(143,210)
72	htr	Inflation on materials and contractors used by Highways & Property Consultancy services expected to be funded by an increase in trunk and capital income	(24,370)	(25,920)	(16,770)	(17,270)	(17,780)
73	htr	Mitigation to Newtown De-trunked streetlights - conversion of lights to LED to reduce energy costs.	(23,100)	0	0	0	0
74	htr	Street Lighting - Part Night / Part Night Dimming	(43,250)	(43,250)	(25,000)	0	0

Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
75	htr	Route optimisation of Waste and Recycling Collections	(52,500)	(52,500)	0	0	0
76	htr	Increased income as set out in the Fee Register	(50,000)	0	0	0	0
85	htr	Cost pressure relating from inflation increases above forecast on public transport	(517,500)	517,500	0	0	0
88	htr	Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)	(100,000)	0	0	0	0
91	htr	Reduction in the revenue contribution to the transport reserve - amended to £1,100,091 on 02 02 2023	(2,589,000)	2,589,000	0	0	0
91	htr	Reduce level of reduction for Sweat Assets from £2.589m to £1m - 1 year break on paying depreciation to vehicle replacement programme, delay replacement of vehicles by one year 16/12	1,398,000	(1,398,000)	0	0	
94	htr	Street Works Income	(246,000)	0	0	0	0
N/A	htr	Closure of one HWRC? (estimate)	0	(200,000)	0	0	0
155	legal	Reduce legal Travel Budget from £3k pa	(1,500)	0	0	0	0
42	pppp	Training, travel and other services & books and publications - budget line reductions	(19,800)	0	0	0	0
43	pppp	Staffing reduction - Environmental Health Officer (1 FTE, Grade 12)	(73,751)	0	0	0	0
46	pppp	Staffing reduction - Closed landfills & Contaminated land (1 FTE, Grade 10)	(50,480)	0	0	0	0
54	pppp	Energy efficiency measures - Offices	(26,000)	0	0	0	0
55	pppp	Reduce energy management budget	(5,000)	0	0	0	0
56	pppp	Staffing reduction - Strategic Property (1 FTE, Grade 12 & 2.4 FTE, Grade 5)	(131,500)	0	0	0	0
57	pppp	Reduce maintenance budget - Offices	(100,000)	0	0	0	0
58	pppp	Reduce maintenance budget - Depots	(28,000)	0	0	0	0
59	pppp	Corporate landlord - Recovery of costs of implementing remedial work from Education	(46,710)	0	0	0	0
60	pppp	Corporate Landlord - Recovery of costs of undertaking fire risk assessments	(27,200)	0	0	0	0
61	pppp	Income from undertaking fire marshal and fire extinguisher training	(5,000)	0	0	0	0
62	pppp	Rent Park Office, Newtown	(47,925)	(47,925)	0	0	0
63	pppp	Reduce building cleaning budget	(60,000)	0	0	0	0
64	pppp	Increase income - Commercial Estate	(15,000)	0	0	0	0
65	pppp	Staffing reduction - Building Control	(54,940)	0	0	0	0
66	pppp	National Trading Standards Estate & Letting Agency - Management income	(10,000)	0	0	0	0
67	PPPP	Increasing burial fees	(42,810)				
68	pppp	Income secured from 10% increase in income lines selected by Finance (£123,560) minus lines that are outside PCC control	(48,558)	0	0	0	0
69	T & C	APSE subscription fees	(3,612)	0	0	0	0
70	T & C	General Office Expenses (Democratic Services)	(4,360)	0	0	0	0
71	WOD	Travel efficiency target 10%	(2,890)	0	0	0	0
72	WOD	Mobile phone 10% target reduction	(190)	0	0	0	0
73	WOD	DBS inflationary increase	(8,500)	0	0	0	0
	TOTAL		-16,516,570	-190,467	-1,358,040	-576,890	-579,800
1	delegated	Above reduced by £500k as per cabinet 2/2/23		-500,000	0	0	0
			-16,516,570	-690,467	-1,358,040	-576,890	-579,800

Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

SCHOOLS

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Home to School Transport	Vacant Seat charge, pre 16 per term	£ 180.00	£ 154.00	£ 170.00	10.39%
	Vacant Seat charge, post 16 per term	£ 205.00	£ 200.00	£ 220.00	10.00%
School Houses Rent per Year (Peppercorn)	Wayleaves and Leases	£ 677.83	£ 690.88	£ 690.88	Increase in line with the electric board
School Houses Rent per Month	Various	£ 654.41	£ 667.50	£ 735.58	10.20%

WATER SAMPLING FEES

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Sampling Fees	Risk Assessment for single dwelling supplies (by req. only)	£220.00	£220.00	TBC	TBC	statute
	New risk assessment	£220.00	£220.00	TBC	TBC	
	Revised risk assessment	£135.00	£135.00	TBC	TBC	
	Sampling of single supplies (by req. only)	£100.00	£100.00	TBC	TBC	statute
	Sampling of statutory supplies (each visit)	£100.00	£100.00	TBC	TBC	statute
	Investigation (each supply)	£110.00	£110.00	TBC	TBC	
	Small shared domestic property only	£100.00	£100.00	TBC	TBC	statute

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
GAMBLING	Small Lotteries - New Registration	40.00	40.00	£ 40.00	0.00%	Set by statute
	Small Lotteries - Renewal	20.00	20.00	£ 20.00	0.00%	
	Notification of Gaming Machine	50.00	50.00	£ 50.00	0.00%	
	Betting Premises Annual Fee	480.00	480.00	£ 480.00	0.00%	
	Betting Premises Application	2,400.00	2,400.00	£ 2,400.00	0.00%	
	Licensed Family Entertainment Centre Application	1,600.00	1,600.00	£ 1,600.00	0.00%	
	Licensed Family Entertainment Centre Annual Fee	600.00	600.00	£ 600.00	0.00%	
	Unlicensed Family Entertainment Centre permit (10 year permit)	300.00	300.00	£ 300.00	0.00%	
	Club Gaming Machine - New Permit	200.00	200.00	£ 200.00	0.00%	
	Club Gaming Machine - Renewal	100.00	100.00	£ 100.00	0.00%	
	Club Gaming/Machine Permit Annual fee due in the first month of applying	50.00	50.00	£ 50.00	0.00%	
ANIMALS	INITIAL APPLICATION					Consulted and approved by Licensing Committee process in Febraury 2023
	Riding Establishments Cat 1	£ 374.00	£ 356.00	£ 407.00	14.33%	
	Riding Establishments Cat 2	£ 416.00	£ 400.00	£ 458.00	14.50%	
	Commercial Kennels/Cattery	£ 303.00	£ 279.00	£ 318.00	13.98%	
	Pet Shops	£ 303.00	£ 375.00	£ 429.00	14.40%	
	Dog Breeding Cat 1	£ 315.00	£ 411.00	£ 471.00	14.60%	
	Dog Breeding Cat 2	£ 345.00	£ 460.00	£ 529.00	15.00%	
	Dog Breeding Cat 3	£ 375.00	£ 499.00	£ 572.00	14.63%	
	Dangerous Wild Animals	£ 730.00	£ 622.00	£ 708.00	13.83%	
	Zoo (4 year)	£ 1,496.00	£ 1,717.00	£ 1,973.00	14.91%	
	Home Boarder	£ 268.00	£ 254.00	£ 290.00	14.17%	
	RENEWAL OF LICENSE					
	Riding Establishments Cat 1		£ 328.00	£ 375.00	14.33%	
	Riding Establishments Cat 2		£ 366.00	£ 419.00	14.48%	
	Commercial Kennels/Cattery		£ 253.00	£ 288.00	13.83%	
	Pet Shops		£ 282.00	£ 322.00	14.18%	
	Dog Breeding Cat 1		£ 328.00	£ 374.00	14.02%	
	Dog Breeding Cat 2		£ 375.00	£ 429.00	14.40%	
	Dog Breeding Cat 3		£ 421.00	£ 483.00	14.73%	
	Dangerous Wild Animals		£ 575.00	£ 656.00	14.09%	
Zoo (6 year)		£ 2,341.00	£ 2,597.00	10.94%		
Home Boarder		£ 186.00	£ 213.00	14.52%		
Advisory Visit at request of License		£ 101.00	£ 112.00	10.89%		

Tudalen 79

OTHER LICENCES

Tudalen 80

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	Duplicate License			£ 22.00		
TAXI	Private Hire Operator: Admin charge for consideration of the Application	£ 405.00	£ 387.00	TBC	TBC	Calculated using the All Wales toolkit and approved by Licensing Committee in normal years. Fees proposed for 23/24 are out to consultation as legally required and will be approved by committee if there are no objections. If there are any objections then they will be going back to licensing committee for their consideration.
	Private Hire/Hackney Carriage Drivers: Administration Charge for consideration of a New Application	£ 260.00	£ 248.00	TBC	TBC	
	Private Hire/Hackney Carriage Drivers: Administration Charge for Renewal	£ 260.00	£ 248.00	TBC	TBC	
	Driver Licence (1 year – on request)	£ 150.00	£ 140.00	TBC	TBC	
	Private Hire Vehicle	£ 148.00	£ 130.00	TBC	TBC	
	Hackney Carriage Vehicles	£ 148.00	£ 130.00	TBC	TBC	
	Plate Bracket	£ 11.30	£ 11.30	TBC	TBC	
	Pair of door stickers	£ 7.50	£ 7.50	TBC	TBC	
	Driver test	£ 40.00	£ 40.00	TBC	TBC	
PETROLEUM	Less than 2,500 litres (550 gallons)	£ 45.00	£ 45.00	TBC	Not yet known	Set by HSE
	Between 2,500 litres (550 gallons) and 50,000 litres (11,000) gallons	£ 61.00	£ 61.00	TBC	Not yet known	
	More than 50,000 litres (11,000 gallons)	£ 128.00	£ 128.00	TBC	Not yet known	
	Transfer of Licence	£ 8.00	£ 8.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 1 year	£ 189.00	£ 189.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 2 year	£ 248.00	£ 248.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 3 year	£ 311.00	£ 311.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 4 year	£ 382.00	£ 382.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 5 year	£ 432.00	£ 432.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 1	£ 88.00	£ 88.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 2	£ 150.00	£ 150.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 3 year	£ 211.00	£ 211.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 4 year	£ 272.00	£ 272.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 5 year	£ 333.00	£ 333.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 1 year	£ 111.00	£ 111.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 2 year	£ 144.00	£ 144.00	TBC	Not yet known	

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments	
EXPLOSIVES	Licence to store explosives <=0m separation - 3 year	£ 177.00	£ 177.00	TBC	Not yet known	Set by HSE	
	Licence to store explosives <=0m separation - 4 year	£ 211.00	£ 211.00	TBC	Not yet known		
	Licence to store explosives <=0m separation - 5 year	£ 243.00	£ 243.00	TBC	Not yet known		
	Renewal of Licence to store explosives <=0m separation - 1 year	£ 55.00	£ 55.00	TBC	Not yet known		
	Renewal of Licence to store explosives <=0m separation - 2 year	£ 88.00	£ 88.00	TBC	Not yet known		
	Renewal of Licence to store explosives <=0m separation - 3 year	£ 123.00	£ 123.00	TBC	Not yet known		
	Renewal of Licence to store explosives <=0m separation - 4 year	£ 155.00	£ 155.00	TBC	Not yet known		
	Renewal of Licence to store explosives <=0m separation - 5 year	£ 189.00	£ 189.00	TBC	Not yet known		
	Any other kind of variation	Cost of carrying out work					
	Licence Variation: Amending name of licensee or address of site	£ 37.00	£ 37.00	TBC	Not yet known		
	Licence Variation: Transfer of licence or registration	£ 37.00	£ 37.00	TBC	Not yet known		
	Licence Variation: Replacement of Licence or registration if lost	£ 37.00	£ 37.00	TBC	Not yet known		

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
MISCELLANEOUS	Sexual Entertainment Venue/Sex Establishment	£ 1,161.00	£ 1,185.00	£ 1,312.00	10.72%	
	Street Trading Consents	£ 457.00	£ 467.00	£ 517.00	10.71%	
	Skin Piercing, Tattooing, special procedures	£ 234.00	£ 239.00	£ 265.00	10.88%	
	Scrap Metal Site - New	£ 270.00	£ 270.00	£ 330.00	22.22%	Scrap reviewed every 3 years and calculated using an All Wales toolkit to account for full cost recovery. Last reviewed and approved in Aug 22 in
	Scrap Metal Site - Renewal	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Scrap Metal Collector - New	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Scrap Metal Collector - Renewal	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Mobile Home Site	£1054/£781	£1054/£781	£1054/£781	TBC	Mobile homes licences renewable every 5 years and calculated using an All Wales toolkit to account for full cost recovery.
	Variation of licence conditions (no visit)	£ 67.00	£ 67.00	£ 67.00	0.00%	
	Variation of licence conditions (visit)	£ 127.00	£ 127.00	£ 127.00	0.00%	
	Depositing site rules	£ 39.00	£ 39.00	£ 39.00	0.00%	
	Replacement licence	£ 21.00	£ 21.00	£ 21.00	0.00%	
Environmental Search Enquiry	£ 76.50	£ 76.50	£ 84.10	9.93%		

FOOD & H&S

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
FOOD HYGIENE	Request for re-rating	£ 180.00	£180.00	TBC	TBC	Nationally set
	Food advisory service	£ 150.00	£150.00	Suspended	TBC	Fee for 2 hours plus £55 plus vat per hour for any further hours based on actual costs. (although currently service suspended)
	Food export health certificates	£ 95.00	£97.00	£107.00	10.31%	
	Voluntary surrender of foods	£ 95.00	£97.00	£107.00	10.31%	Fee for first hour, plus £55 per additional hours and actual costs of food disposal.
	Food hygiene training	£ 55.00	Suspended	Suspended	TBC	suspended
	Primary Authority Arrangements for food hygiene		Fee will be based on actual cost	Fee will be based on actual cost	Fee will be based on actual cost	fee will be based on actual cost
HEALTH AND SAFETY	Safety Certificate for Sports Ground	£ 565.00	£577.00	£639.00	10.75%	

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Measuring Instruments Directive	Automatic discontinuous totalisers, automatic rail weighbridges, automatic catchweighers, automatic gravimetric filling instruments and beltweighers. <u>Cold water meters</u>	£90.34	£93.86	£103.25	10.00%
	Measuring instruments for liquid fuel and lubricants	10% surcharge	10% surcharge	10% surcharge	TBC
	Measuring instruments for liquid fuel delivered from road tankers	10% surcharge	10% surcharge	10% surcharge	TBC
	Capacity serving measures	25% surcharge	10% surcharge	10% surcharge	TBC
	Material measures of length	25% surcharge	10% surcharge	10% surcharge	TBC
	Equipment designed to weigh loads in motion	£90.34	£93.86	£103.25	10.00%
	Bulk fuel measuring equipment tested following a Regulation 65 or 66 occurrence under the 1983 Regulations or Regulation 23 or 24 occurrence under the 1988 Regulations	£90.34	£93.86	£103.25	10.00%
	Weighing or measuring equipment tested by means of statistical sampling	£90.34	£93.86	£103.25	10.00%
	The establishment of calibration curves from templates	£90.34	£93.86	£103.25	10.00%
	Templates graduated in millilitres	£90.34	£93.86	£103.25	10.00%
	Testing or other services in pursuance of a Community obligation other than EC initial or partial verification	£90.34	£93.86	£103.25	10.00%
Weights (per hour)	Full hourly rate for the first hour, thereafter £56.32 ph	£90.34 per hour (N.B. discount)	93.86 Discount £56.32	£103.25 Discount £61.95	TBC
Measures (ea)	Linear measures not exceeding 3m, for each scale	£11.25	£11.69	£12.86	10.01%
	Capacity measures, without divisions, not exceeding 1 litre	£8.88	£9.23	£10.16	10.08%
	Cubic ballast measures (other than brim measures)	£198.92	£206.68	£227.35	10.00%
	Liquid capacity measures for making up and checking average quantity packages	£31.44	£32.67	£35.94	10.01%

Tudalen 84

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Templates (ea)	Per scale - first item	£54.67	£56.80	£62.48	10.00%
	Second and subsequent items	£20.68	£21.49	£23.64	10.00%
Weighing Instruments - Non NAWI	Not exceeding 1 tonne (ea)	£71.41	£74.19	£81.61	10.00%
	Exceeding 1 tonne to 10 tonne (ea)	£115.67	£120.18	£132.20	10.00%
	Exceeding 10 tonnes (ea)	£241.58	£251.00	£276.10	10.00%
	Certification of Weighbridge Operators (ph)	£90.34	£93.86	£103.25	10.00%
Weighing Instruments - NAWI	Not exceeding 1 tonne (ea)	£118.86	£123.50	£135.85	10.00%
	Exceeding 1 tonne to 10 tonne (ea)	£183.95	£191.12	£210.23	10.00%
	Exceeding 10 tonnes (ea)	£402.68	£418.38	£460.22	10.00%
	When testing instruments incorporating remote display or printing facilities, and where completion of the test requires a second person or a second series of tests by the same person, an additional fee may be charged.	50% surcharge	50% surcharge	50% surcharge	TBC
Measuring Instruments for Intoxicating Liquor: (ea)	Not exceeding 150ml	£19.60	£20.36	£22.40	10.02%
	Other	£22.65	£23.53	£25.88	9.99%

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Measuring Instruments for Liquid Fuel and Lubricants:	Container type (not subdivided) (ea)	£82.10	£85.30	£93.83	10.00%
Single/multi-outlets (nozzles)	First nozzle tested, per site (ea)	£133.92	£139.14	£153.05	10.00%
	Each additional nozzle tested (ea)	£82.27	£85.48	£103.43	21.00%
	Testing of peripheral electronic equipment on a separate visit (per site) (ph)	£90.34	£93.86	£103.25	10.00%
	Testing of credit card acceptor (per unit, regardless of no. of slots/nozzles/pumps) (ph)	£90.34	£93.86	£103.25	10.00%
Road Tanker Fuel Measuring Equipment (Above 100 Litres):	Meter measuring systems: Wet hose with two testing liquids (ea)	£287.44	£298.65	£328.52	10.00%
	Meter measuring systems: Wet hose with three testing liquids (ea)	£335.35	£348.43	£383.27	10.00%
	Meter measuring systems: Dry hose with two testing liquids (ea)	£319.34	£331.79	£364.97	10.00%
	Meter measuring systems: Dry hose with three testing liquids (ea)	£367.43	£381.76	£419.94	10.00%
	Meter measuring systems: Wet/dry hose with two testing liquids (ea)	£447.11	£464.55	£511.01	10.00%
	Meter measuring systems: Wet/dry hose with three testing liquids (ea)	£477.97	£496.61	£546.27	10.00%
Certificate of errors	For supplying a certificate containing results of errors found on testing (certificate supplied upon request of the submitter; fee applies when no other fee is payable).	£58.25	£60.52	£66.30	9.55%

Tudalen 86

LICENSED PREMISES

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments	
Licensed Premises/Club Application/Variation	Band A (non-domestic rateable value £0 - £4,300)	£100.00	£100.00	£100.00	0.00%	Same as other years as set by statute (last revision 2003)	
	Band B (non-domestic rateable value £4,301 - £33,000)	£190.00	£190.00	£190.00	0.00%		
	Band C (non-domestic rateable value £33,001 - £87,000)	£315.00	£315.00	£315.00	0.00%		
	Band D (non-domestic rateable value £87,001 - £125,000)	£450.00	£450.00	£450.00	0.00%		
	Band E (non-domestic rateable value £125,001+)	£635.00	£635.00	£635.00	0.00%		
	Band B (non-domestic rateable value £4,301 - £33,000)	£180.00	£180.00	£180.00	0.00%		
	Band C (non-domestic rateable value £33,001 - £87,000)	£295.00	£295.00	£295.00	0.00%		
	Band D (non-domestic rateable value £87,001 - £125,000)	£320.00	£320.00	£320.00	0.00%		
	Band E (non-domestic rateable value £125,000+)	£350.00	£350.00	£350.00	0.00%		
Miscellaneous	Copy of Premises Licence	£10.50	£10.50	£10.50	0.00%		
	Premises Provisional Statement	£315.00	£315.00	£315.00	0.00%		
	Premises Change of name	£10.50	£10.50	£10.50	0.00%		
	Premises Change DPS	£23.00	£23.00	£23.00	0.00%		
	Premises Transfer	£23.00	£23.00	£23.00	0.00%		
	Premises Interim Notice	£23.00	£23.00	£23.00	0.00%		
	Club Change of Name or Rules	£10.50	£10.50	£10.50	0.00%		
	Club Change of Registered Address	£10.50	£10.50	£10.50	0.00%		
	Minor Variation	£89.00	£89.00	£89.00	0.00%		
	Disapply DPS on Community Premises	£23.00	£23.00	£23.00	0.00%		
	Temporary Event Notice	£21.00	£21.00	£21.00	0.00%		
	TEN Copy Notice	£10.50	£10.50	£10.50	0.00%		
	Personal Licence	£37.00	£37.00	£37.00	0.00%		
	Personal Licence Copy	£10.50	£10.50	£10.50	0.00%		
Personal Change Name/address	£10.50	£10.50	£10.50	0.00%			
Premises Freeholder Interest	£21.00	£21.00	£21.00	0.00%			

Tudalen 87

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Table A - New Dwellings Number of Units (Full Plans Vetting Charge): *	1		£197.50	£197.50	£209.35	6.00%	Inflation increase
	2		£265.00	£265.00	£280.90	6.00%	Inflation increase
	3		£347.50	£347.50	£368.35	6.00%	Inflation increase
	4		£431.67	£431.67	£457.57	6.00%	Inflation increase
	5		£521.67	£521.67	£552.97	6.00%	Inflation increase
	6		£611.67	£611.67	£648.37	6.00%	Inflation increase
	7		£637.50	£637.50	£675.75	6.00%	Inflation increase
	8		£663.33	£663.33	£703.13	6.00%	Inflation increase
	9		£689.17	£689.17	£730.52	6.00%	Inflation increase
	10		£695.00	£695.00	£736.70	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table A - New Dwellings Number of Units (Full Plans Inspection Charge): *	1		£427.50	£502.50	£532.65	6.00%	Inflation increase
	2		£710.00	£835.00	£885.10	6.00%	Inflation increase
	3		£902.50	£1,052.50	£1,115.65	6.00%	Inflation increase
	4		£1,068.33	£1,218.33	£1,291.43	6.00%	Inflation increase
	5		£1,228.33	£1,428.33	£1,514.10	6.00%	Inflation increase
	6		£1,363.33	£1,588.33	£1,683.63	6.00%	Inflation increase
	7		£1,562.50	£1,812.50	£1,921.25	6.00%	Inflation increase
	8		£1,761.67	£1,986.67	£2,105.87	6.00%	Inflation increase
	9		£1,877.50	£2,160.83	£2,290.48	6.00%	Inflation increase
	10		£2,180.00	£2,305.00	£2,443.30	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table A - New Dwellings Number of Units (Building Notice Charge):	1		£625.00	£700.00	£742.00	6.00%	Inflation increase
	2		£975.00	£1,100.00	£1,166.00	6.00%	Inflation increase
	3		£1,250.00	£1,400.00	£1,484.00	6.00%	Inflation increase
	4		£1,500.00	£1,650.00	£1,749.00	6.00%	Inflation increase
	5		£1,750.00	£1,950.00	£2,067.00	6.00%	Inflation increase
	6		£1,975.00	£2,200.00	£2,332.00	6.00%	Inflation increase
	7		£2,200.00	£2,450.00	£2,597.00	6.00%	Inflation increase
	8		£2,425.00	£2,650.00	£2,809.00	6.00%	Inflation increase
	9		£2,650.00	£2,850.00	£3,021.00	6.00%	Inflation increase
	10		£2,875.00	£3,000.00	£3,180.00	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table B - Amount of Full Plans Vetting Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£131.67	£131.67	£139.57	6.00%	Inflation increase
	Single Storey Extensions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£131.67	£131.67	£156.69	19.00%	22/23 increase to match outcome of 2022 peer review

Tudalen 88

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£131.67	£131.67	£156.69	19.00%	22/23 increase to match outcome of 2022 peer review
Table B - Amount of Full Plans Inspection Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£160.00	£160.00	£169.60	6.00%	Inflation increase
	Single Storey Extensions and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£293.33	£293.33	£30,349.10	19.00%	22/23 increase to match outcome of 2022 peer review
		Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£443.33	£443.33	£527.56	19.00%	22/23 increase to match outcome of 2022 peer review
Table B - Amount of Building Notice Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£291.66	£291.66	£309.16	6.00%	Inflation increase
	Extensions and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£425.00	£425.00	£450.50	6.00%	Inflation increase
		Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£575.00	£575.00	£610.00	6.00%	Increase following per review
	Other Works	Conversion of a single domestic garage in to a habitable room	£225.00	£250.00	£297.50	19.00%	Increase following peer review
		Replacement of windows in a dwelling (up to 20 windows)	£104.17	£104.17	£110.42	6.00%	Inflation increase
		Installation or replacement of domestic sewage treatment system	£179.17	£179.17	£189.92	6.00%	Inflation increase
		Upgrading thermal elements (as defined in guidance note)	£104.17	£110.00	£116.60	6.00%	Inflation increase
		Installation or replacement of a heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump or solar hot water system etc). Where the installer is not a member of a 'Competent Persons Scheme')	£308.33	£308.33	£326.83	6.00%	Inflation increase
		Electrical Installations where the installer is not a member of a 'Competent Persons Scheme'	£308.33	£308.33	£326.83	6.00%	Inflation increase

Tudalen 89

BUILDING CONTROL

Tudalen 90

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Table C - Cost of Works - Amount of Full Plans Vetting Charge	£0 - £1,000		N/A	N/A	N/A	N/A	Re profiled in 21/22. See Inspection Fee only
	£1,001 - £5,000		N/A	N/A	N/A	N/A	Re profiled in 21/22 See Inspection Fee only
	£5,001 - £10,000		£80.00	£80.00	£84.80	6.00%	Inflation increase
	£10,001 - £30,000		£115.00	£115.00	£121.90	6.00%	Inflation increase
	£30,001 - £50,000		£166.67	£166.67	£176.67	6.00%	Inflation increase
	£50,001 - £75,000		£220.83	£220.83	£234.10	6.01%	Inflation increase
Table C - Cost of Works - Amount of Full Plans Inspection Charge	£0 - £1,000		£130.00	£130.00	£137.80	6.00%	Inflation increase
	£1,001 - £5,000		£212.50	£212.50	£225.25	6.00%	Inflation increase
	£5,001 - £10,000		£253.33	£253.33	£268.53	6.00%	Inflation increase
	£10,001 - £30,000		£345.00	£345.00	£365.70	6.00%	Inflation increase
	£30,001 - £50,000		£579.17	£579.17	£613.92	6.00%	Inflation increase
	£50,001 - £75,000		£716.67	£716.67	£759.67	6.00%	Inflation increase
	£75,001 - £100,000		£797.50	£797.50	£845.35	6.00%	Inflation increase
Table C - Cost of Works - Amount of Building Notice Charge	£0 - £1,000		£130.00	£130.00	£153.92	18.40%	Increase following peer review.
	£1,001 - £5,000		£212.50	£212.50	£251.60	18.40%	Increase following peer review.
	£5,001 - £10,000		£333.33	£333.33	£353.32	6.00%	Inflation increase
	£10,001 - £30,000		£460.00	£460.00	£487.60	6.00%	Inflation increase
	£30,001 - £50,000		£745.83	£745.83	£790.58	6.00%	Inflation increase
	£50,001 - £75,000		£937.50	£937.50	£993.75	6.00%	Inflation increase
	£75,001 - £100,000		£1,050.00	£1,050.00	£1,113.00	6.00%	Inflation increase
	Undertaking inspections through to completion on unfinished buildings works 5 years after the date of deposit		POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	

BUILDING CONTROL

Tudalen 91

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
NEW Table D - Supplementary Charges and Services		Undertaking inspections through to completion on building works that have been occupied for more than 6 months and where intended occupation was not notified to Building Control.	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	
		Withdrawal of an application post validation	£83.33	£83.33	£88.33	6.00%	Plan fees to also be retained where a full plan appraisal through to a decision has been made.
		Copy of decision notices/completion certificates	£62.50	£62.50	£66.25	6.00%	Inflation increase
		Letter confirming exemption from building regulations	£83.33	£83.33	£88.33	6.00%	Inflation increase
		Pre application advice after the first hour (free of charge) where a building regulation application is subsequently not submitted or an Initial Notice is lodged.	£60.00	£60.00	£63.60	6.00%	Inflation increase
		Issuing of a demolition notice	£75.00	£75.00	£79.50	6.00%	Inflation increase
		Redirection of inspection fee invoices	£30.00	£30.00	£31.80	6.00%	Inflation increase
	Personal Searches requiring a response within 48 hrs by email	£77.50	£75.00	£79.50	6.00%	Inflation increase	
NEW Table E Street Naming and Numbering Charges	Existing private dwelling		£75.00	£90.00	£95.00	5.56%	Inflation increase
	name change						
	Existing business		£100.00	£125.00	£132.50	6.00%	Inflation increase
	property name change						
	Renaming of an existing street		£300.00	£300.00	£318.00	6.00%	Inflation increase

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	Naming of a brand new street		£150 per plot	£175 per plot	£200 for single plot	14.30%	Fees based on a sliding scale dependent upon number of plots
	Letter Confirming an existing address		£50.00	£62.50	£66.25	6.00%	Inflation increase
	Naming of new property (Dom & Non Dom)		£150.00	£175.00	£200.00	14.29%	Inflation increase

PLANNING

Planning Fees

The latest planning permission fees can be obtained by clicking on the following link:-

<https://en.powys.gov.uk/article/6040/Planning-permission-fees>

BURIAL FEES

Tudalen 94

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Excavation	Burial - Adults: Single Depth	£ 820.91	£ 820.91	£ 905.00	10.24%
	Burial - Adults: Double Depth	£ 1,034.75	£ 1,034.75	£ 1,140.00	10.17%
	Burial - Children: Children under 18 years	£ -	£ -	£ -	TBC
	Cremated Remains: Adults (over 18 years)	£ 259.79	£ 259.79	£ 286.00	10.09%
Monument Registrations	Right to erect a headstone & first inscription Adults (over 18 years old)	£ 236.83	£ 236.83	£ 261.00	10.21%
	Right to erect a headstone & first inscription Children (under 18 years old)	£ -	£ -	£ -	TBC
	Subsequent inscriptions Adults (over 18 years old)	£ 60.08	£ 60.08	£ 66.00	9.85%
Purchase of Exclusive Right of Burial (ERB)	Adults (over 18 years old)	£ 945.23	£ 945.23	£ 1,042.00	10.24%
	Children - under 18 years	£ -	£ -	£ -	TBC
	Cremation Space Adults (over 18 years old)	£ 468.34	£ 468.34	£ 516.00	10.18%
Registration of Burial	Adults (over 18 years old)	£ 294.56	£ 294.56	£ 325.00	10.33%
	Children (under 18 years old)	£ -	£ -	£ -	TBC
Miscellaneous	Scattering of Ashes Adults (over 18 years old)	£ 294.56	£ 294.56	£ 325.00	10.33%
	Home burial visit	£ 120.00	£ 120.00	£ 132.00	10.00%
	Genealogy Research Requests*	£ 70.18	£ 70.18	£ 77.00	9.72%
	Saturday cremations (additional cost) Adults (over 18 years old)	£ 264.00	£ 264.00	£ 291.00	10.23%
	Saturday burials (additional cost) Adults (over 18 years old)	£ 528.00	£ 528.00	£ 582.00	10.23%

DOGS & PEST CONTROL

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
DOG	Kennelling fee	£ 50.00	£50.00	£50.00	0.00%
WARDEN	Cost per day	£ 13.00	£13.00	£13.00	0.00%

CATERING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Primary School	Meal	£2.35	£2.35	£2.45	4.26%	Part of the MTFS savings plan of 10p a meal, takes the cost
	Free Meal	£2.35	£2.35	£2.45	4.26%	
High School	Meal of the day	£2.45	£2.45	£2.55	4.08%	Part of the MTFS savings plan of 10p a meal
	Free Meal	£2.45	£2.45	£2.55	4.08%	

CLEANING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
External Sites	Cleaner	£13.84	£14.11	£16.98	20.34%
	Cleaner in Charge	£13.84	£14.11	£16.98	20.34%
Schools	Cleaner	£13.82	£13.82	£13.82	0.00%
Internal Sites	Cleaner	£13.82	£13.82	£13.82	0.00%
	Cleaner in Charge	£13.82	£13.82	£13.82	0.00%
	Cleaner Supervisor	£14.39	£14.39	£14.39	0.00%
Other sites	Fire Stations small Not including materials	£13.77	£14.11	£16.98	20.34%

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Fines – books	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children’s items.	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children’s items.	All fines for overdue books were removed by Delegated Decisions September 2022	100% decrease
Fines – other	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children’s items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children’s items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	All fines for overdue items were removed by Delegated Decisions September 2022	100% decrease

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Reservations	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	no change
DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	no change
Talking Books	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	no change
Replacement tickets	Adult / children: £2	Adult / children: £2	Adult / children: £2	no change
Photocopies	A4, 20p per side A3, 40p per side	A4, 20p per side A3, 40p per side	A4, 20p per side A3, 40p per side	no change
Paper	A4 10p per sheet	A4 10p per sheet	A4 10p per sheet	no change

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Printouts	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	no change
Damaged & lost items	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	no change
Use of Computers	Free bookable sessions	Free bookable sessions	Free bookable sessions	no change
Sale of memory sticks	8gb memory stick £6	8gb memory stick £6	8gb memory stick £6	no change

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Room hire	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Large meeting rooms - £50/£30 for 3-hour sessions and £20/£15 per hour</p> <p>Small meeting rooms and pods - £30/£20 for 3-hour sessions and £7.50/£10 per hour</p> <p>Co-working desks - £5 per half day and £10 for a day. Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	TBC

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Exhibitions	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	no change
Fax	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	No longer used	delete
Laminating (where available)	A4 size: £1.50 A3 size: £2.00	A4 size: £1.50 A3 size: £2.00	A4 size: £1.50 A3 size: £2.00	no change
Local studies research	£20 per half hour	£20 per half hour	£20 per half hour - private research; £25 per half hour - commercial research	TBC

MUSEUMS

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
COPY CHARGES	Photocopy: Single A4/ BW	£0.25	£0.25	£0.25	0.00%
	Photocopy: A4 colour	£0.50	£0.50	£0.50	0.00%
	Photocopy - laminated	£1.00	£1.00	£1.00	0.00%
	Photocopy: A3 B/W	£0.50	£0.50	£0.50	0.00%
	Photocopy: A3 colour	£1.00	£1.00	£1.00	0.00%
ROOM HIRE	Half day incl. tea & coffee	£30.00	£30.00	£30.00	0.00%
	Full day incl. tea & coffee	£60.00	£60.00	£60.00	0.00%
VENUE HIRE	Filming etc. per day	Negotiable – depending on requirements	Negotiable – depending on requirements	Negotiable – depending on requirements	TBC
SALES	Exhibition art work sales, commission, pictures / books / cards	33% of wall price	33% of wall price	33% of wall price	TBC
EDUCATION CHARGES	SLA - school annual agreement	N/A	N/A	N/A	TBC
	Visit to Museum by an educational organisation (with Education & Access Officer)	£50.00	£50.00	£50.00	0.00%
	Visit to school or other educational institution (with Education & Access Officer)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	TBC
	Visit to Museum / Outreach visit by Education & Access Officer to Special schools / Adults with disabilities	£30.00	£30.00	£30.00	0.00%

Iudalen 103

MUSEUMS

Visit to Museum / Outreach visit by Education & Access Officer to Adult groups	£55.00	£55.00	£55.00	0.00%	
Craft activities / holiday activities – per child / adult	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	TBC	
Visit to retirement / nursing home	£25.00	£25.00	£25.00	0.00%	
3rd Age / Adult Learning visits	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	TBC	
Education Charges (Rad and Mont)	Visit to Museum by an educational organisation	Free	Free	Free	TBC
	Use of handling collection at museum	£25 per Topic	£25 per Topic	£25 per Topic	TBC
	Use of of Victorian/WW2 school room - (Mont only)	£25	£25	£25	0.00%
	Rental of handling collection	£40 per Topic	£40 per Topic	£40 per Topic	TBC
	Transport of above (delivery/return)	£0.45 per mile	£0.45 per mile	£0.45 per mile	TBC
	Crafts	£2 per child	£2 per child	£2 per child	TBC

ARCHIVES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Photocopies	A4 per sheet	£0.50	£0.50	£0.50	0.00%
	A3 per sheet	£1.00	£1.00	£1.00	0.00%
	Micro film / fiche printout	£1.00	£1.00	£1.00	0.00%
	Postal requests (cost of copies, plus postage)	£3.00	£3.00	£3.00	0.00%
	Images digitised from the original document, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
	Images of existing digital images, on CD, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
	Images of existing digital images, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
Research Service	Half an hour quick “look-up” (parish registers and census only)	£20.00	£20.00	£20.00	0.00%
	One hour research	£40.00	£40.00	£40.00	0.00%
	Two hours research	£80.00	£80.00	£80.00	0.00%
Photography Permit	Annual permit to take digital photographs of archive documents (for private research only)	Daily permit £9; weekly permit £20; annual permit £50	Daily permit £9; weekly permit £20; annual permit £50	Daily permit £9; weekly permit £20; annual permit £51	TBC

ARCHIVES

Family and Local History Internet Sessions	One-to-one sessions on family or local history sources on the Internet, one hour	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	TBC

PRIVATE SECTOR HOUSING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Renewals:	Landlord Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	TBC
	CO2I Loans (ZILF)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	TBC
	WG Houses into Homes Loans (Formal Route)	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	TBC
	WG Houses into Homes Loans (Following Works in Default Notice - Supervised)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	TBC
	WG Town Centre Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	TBC
	Safe Warm & Secure Assistance	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	TBC
Enforcement:	HMO Mandatory Licensing	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	TBC
	Immigration Inspection fee	£150 per inspection	£150 per inspection	£150 per inspection	TBC
	Rent Smart Wales Landlord Training Course Fee	£360 fee per session - training provider for Cardiff City Council who manage scheme on behalf of W.G.	N/A - Powys is no longer a training provider for Cardiff	N/A - Powys is no longer a training provider for Cardiff	N/A

Tudalen 107

FREEDOM WEBSITE LINK

Joint Annual	£ 695.00	£ 715.00
Family Monthly	£ 86.70	£ 88.90
Family Annual	£ 867.00	£ 889.00
Junior Monthly	£ 23.70	£ 24.20
Junior Annual	£ 237.00	£ 242.00
NPTC / sixth form	£ 24.90	£ 25.20
Concession / Corporate Monthly	£ 32.30	£ 35.50
Concession / Corporate Annual	£ 323.00	£ 355.00
Concession / Corporate Joint	£ 66.20	£ 72.80
PCC Employee DD	£ 32.30	£ 35.50
PCC Employee (historic) DD	£ 32.30	£ 35.50
Swim only Monthly 60+	£ 19.20	£ 21.20
Swim only Annual 60+	£ 192.00	£ 212.00
W&W Connected Membership		
Health' Membership	£ 24.90	£ 27.40
Swim School		
Swim School Joining Fee	£ 10.00	£ 10.00
Child Lesson	£ 6.15	£ 6.90
Adult Lesson	£ 6.70	£ 7.50
Adult Swim Lessons 1-1	£ 24.70	£ 27.50
Junior Swim Lessons 1-1	£ 24.70	£ 27.50
Baby Lessons	£ 6.25	£ 6.90
Rookie Lifeguard	£ 6.80	£ 7.60
Piranha Swim Club	£ 6.80	£ 7.60
1:1 Private Lesson	£ 24.70	£ 27.50
30 Min Junior DD	£ 26.70	£ 29.80
45 Min Junior DD	£ 29.15	£ 32.50
60 Min Junior DD	£ 32.80	£ 36.50
Bowls Hall		
Penlan 1hr	£ 3.10	£ 3.40
Penlan 2hr	£ 4.10	£ 4.50
Casual 1hr	£ 3.50	£ 3.90
Casual 2hr	£ 4.90	£ 5.40
Ten Pin Bowling		
Adult		
Adult (Off Peak)		
Junior		
Junior (Off Peak)		
Family		
Family (Off Peak)		

Tudalen 109

FREEDOM WEBSITE LINK

Tudalen 110

Health & Fitness		
Induction	£ 13.60	£ 15.00
Casual Fitness	£ 7.65	£ 8.50
Casual Fitness (Junior) *****	£ 3.95	£ 4.40
YEP Teen Toners *****	£ 4.05	£ 4.50
Personal Training	£ 35.60	£ 39.20
Group Fitness Classes	£ 6.25	£ 6.90
NERS	£ 2.00	£ 2.00
AAA Over 50's	£ 5.10	£ 5.60
Dryside Activities		
Adult Hall Hire	£ 55.00	£ 60.50
Junior Hall Hire	£ 32.00	£ 35.20
Half Hall Hire	£ 34.20	£ 37.60
Junior Half Hall Hire	£ 26.50	£ 29.15
Activity Hall (Adult) *****	£ 35.30	£ 38.90
Activity Hall (Junior) *****	£ 26.50	£ 29.15
Badminton	£ 11.30	£ 12.40
Junior Badminton	£ 7.10	£ 7.80
Table Tennis	£ 5.00	£ 5.50
Gymnastics	£ 6.15	£ 6.80
Squash		
Adult	£ 6.70	£ 7.40
Junior	£ 5.30	£ 5.90
Outdoor		
ATP pitch - full pitch 1 hour adult	£ 52.80	£ 58.80
ATP floodlights (per hour)	£ 7.00	£ 10.00
ATP pitch - half pitch 1 hour adult 24.00	£ 31.80	£ 35.50
ATP pitch - full pitch 1 hour junior 33.00	£ 43.00	£ 47.80
ATP pitch - half pitch 1 hour junior 21.00	£ 27.70	£ 30.80
ATP pitch - third pitch 1 hour	£ 21.00	£ 23.50
ATP Match Adult (per 2 hours) *****	£ 70.30	£ 78.20
ATP Match Junior (per 2 hours) *****	£ 49.90	£ 55.50
Athletics track - adult	£ 3.50	£ 3.90
Athletics track - junior	£ 2.85	£ 3.20
Field Inside Track *****	£ 47.60	£ 53.10
Field Inside Track with Floodlights *****	£ 74.30	£ 82.80
Athletics Events		
Half day - 4 hours (no staff included, cha	£ 408.10	£ 458.00
Full day (no staff included, chargeable or	£ 692.00	£ 770.00
Track hire - 1 hour	£ 27.10	£ 30.10

FREEDOM WEBSITE LINK

Brecon AC track and pavilion per hour	£ 30.50	£ 33.90
Netball court hire - adult (per hour)	£ 29.40	£ 32.80
Netball court hire - junior (per hour)	£ 19.80	£ 22.20
Tennis courts - adult (per hour)	£ 5.50	£ 6.20
Tennis courts - junior (per hour)	£ 3.70	£ 4.20
Floodlights (per hour)	£ 24.90	£ 30.00
Pavilion (per hour) *****	£ 21.60	£ 24.20
Big Shed Changing Rooms (per match) **	£ 21.60	£ 24.20
Meeting Rooms		
Meeting Room over Pool (per day) *****	£ 103.10	£ 120.00
Meeting Room over Pool (per hour) ***	£ 21.10	£ 23.50
Meeting Room 2 (per hour) *****	£ 15.80	£ 17.80

CTAX

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Council Tax	Summons (subject to Court approval)	£ 50.00	£50.00	£50.00	0.00%	as per Legislation maximum costs that can be charged in Wales is £70.00 (any combination).
	Liability Order	£ 20.00	£20.00	£20.00	0.00%	
	<i>Council tax Premium- second homes</i>	50%	50%	75%	50.00%	Housing (Wales) Act enables a 300% premium to be charged on second homes. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 and then 75% from 01/04/23 . Exceptions to premium apply.
	Council tax Premium -Long Term empties	50%	50%	100%	100.00%	Housing (Wales) Act enables a 300% premium be charged on Long-term empty properties. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 and 100% from 01/04/23 . Exceptions to premium apply
NDR	Summons (subject to Court approval)	£ 50.00	£50.00	£50.00	0.00%	

Tudalen 112

CAR PARK

CAR PARK FEES AND CHARGES	CATEGORY	UP TO 1 HR				UP TO 2 HRS				UP TO 4 HRS				OVER 4 HRS				OVERNIGHT					
		LOCATION	TYPE OF VEHICLE	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge
Short Stay Car Parks	Motor Car	£1.00	£1.00	£1.40	40.00%	£2.00	£2.00	£2.50	25.00%														
Hay on Wye - Market Square car park Brecon - George Street, Viaduct Inner and Y Gaer car parks Llandrindod Wells - Middleton Street car park Knighton - Norton Arms car park Welshpool - Severn Stars car park																							
Long Stay Mixed Use Car Parks	Motor car/cycle	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00		TBC	
	Vehicle & Trailer/caravan	£2.00	£2.00	£5.00	150.00%	£4.00	£4.00	£5.00	25.00%	£6.00	£6.00	£6.50	8.33%	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00		TBC	
	Van <3t	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00		TBC	
Builth Wells - Smithfield and The Groe car parks Crickhowell - Beaufort Street car park Hay-on-Wye - Oxford Road car park Brecon - Promenade car park Knighton - Bowling Green Lane car park Rhayader - Dark Lane car park Newtown Back Lane and Gravel car parks Welshpool - Berriew Street and Church Street car parks																							
Llanidloes - Mount Street car park Machynlleth - Maengwyn Street car park																							
Long Stay Motorcars/Cycles plus Trailer/Caravan	Motor car/cycle/van <3t	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00		TBC	
	Vehicle & Trailer/caravan	£2.00	£2.00	£5.00	150.00%	£4.00	£4.00	£5.00	25.00%	£6.00	£6.00	£6.50	8.33%	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00		TBC	
Brecon - Alexandra Road, Kensington, Dinas Road, Scout Lane, Viaduct Outer and Canal Road car parks Ystradgynlais - Heol Maes y Dre and Heol Eglwys Presteigne - Hereford Street and High Street car parks																							
Long Stay Motorcars/Cycles only	Motor car/cycle	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00		TBC	
Brecon - Alexandra Road, Kensington, Dinas Road, Scout Lane, Viaduct Outer and Canal Road car parks Ystradgynlais - Heol Maes y Dre and Heol Eglwys Presteigne - Hereford Street and High Street car parks Llandrindod Wells - Town Hall car park																							

CAR PARK FEES AND CHARGES	CATEGORY	Per Day				OVERNIGHT			
Long Stay Coach and Lorry Park	Coach/Goods Vehicle	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00	TBC
Brecon - Canal Road Coach and Lorry Park									

PERMITS																		
LOCATION	TYPE OF VEHICLE	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	
		6 MONTH						12 months										
CAR PARK PERMITS	Motor Cars	£40.00	£40.00	£40.00	0.00%	£115.00	£115.00	£115.00	0.00%	£205.00	£205.00	£205.00	0.00%	£370.00	£370.00	£370.00	*	TBC
	Cars and Trailers	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	£610.00	*	TBC
	Motorhomes	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	£610.00	*	TBC
	Goods Vehicles	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	£610.00	*	TBC
	Bus/Coach	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	£610.00	*	TBC

WASTE COLLECTION

Category	SERVICE	21/22	22/23	2023/24	% increase /decrease from previous charge	Comments
Household Waste	Bulky Household Waste (subject to conditions)	£30 (up to 3 items)	£35 (up to 3 items)	£38.50 (up to 3 items)	10.00%	10% increase to reflect increase in disposal costs
Misc	Purple Sacks (domestic) 26 per roll	£57.07	£59.90	£65.90	10.02%	10% increase to reflect increase in disposal costs
	HWRC Trade Recycling permit (annual fee)	£225	£250	£275	10.00%	10% increase to reflect increase in HWRC costs
Greenwaste	Domestic Garden (Graden Sacks) Annual Charge	£ 32.00	£ 34.00	£ 35.00	2.94%	Below inflation increase to retain customer base
	Domestic Garden (240 Litre) Annual Charge	£ 37.00	£ 39.00	£ 40.00	2.56%	Below inflation increase to retain customer base

Tudalen 114

LAPAAAN

Tudalen 115

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Temporary Traffic Signals	2 way lights	1 week	Notification Only No Charge	Notification Only No Charge	Notification Only No Charge	N/a	Each period of installation
	3 / 4 way lights	6 weeks County 12 weeks Trunk	Notification Only No Charge	Notification Only No Charge	Notification Only No Charge	N/a	Each period of installation
Scaffolding	Consideration of an application to erect over a highway any scaffolding or other structure.	1 week	£ 98	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application to retain on or over a highway any scaffolding or other structure.	1 week	£ 57	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof
	Consideration of an application for permission to retain a skip on any highway.	1 week	£ 29	£ 30.00	£ 30.00	0.00%	Each additional week or part thereof
Hoarding	Consideration of an application for consent to erect a hoarding or fence.	1 week	£ 97	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application for consent to retain a hoarding or fence.	1 week	£ 56	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof
Seasonal Decs,Banners/Bunting	Consideration of application to erect short term banners & decorations within or over a highway or street.	2 weeks	£ 111	£ 111.00	£ 115.00	3.60%	
Materials storage/Working areas on the Highways	Consideration of an application for consent to temporarily deposit building materials rubbish or other things in a street that is maintainable at public expense.	1 week	£ 97	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application for consent to continue temporarily depositing building materials rubbish or other things in a street that is maintainable at public expense.	1 week	£ 56	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof

LAPAAAN

Tudalen 116

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Vehicle Access	Vehicle Access - Residential property verge and/or footway crossing. Authorisation of access and inspection of the works as required.	1 month	£ 136	£ 140.00	£ 150.00	7.14%	
	Vehicle Access - Commercial premises verge and/or footway crossing. Authorisation of access and inspection of the works as required.	1 month	£ 275	£ 280.00	£ 300.00	7.14%	
Private apparatus placed in the Highway	Single dwelling, non-commercial development and the like. New Connections up to 100 metres	1 month	£ 327	£ 330.00	£ 350.00	6.06%	
	Multiple dwellings, commercial development and the like. New Connections up to 100 metres	1 month	£ 489	£ 490.00	£ 520.00	6.12%	
	Repair, renewal or replacement of existing where no previous licence exists up to 100 metres.	1 month	£ 272	£ 275.00	£ 290.00	5.45%	
	Repair, renewal or replacement of existing where licence already granted up to 100 metres.	1 month	£ 185	£ 185.00	£ 195.00	5.41%	
	New connections, repair, renewal or replacement. Extra over for each additional 100 metres of excavation or part thereof.	1 month	£ 185	£ 185.00	£ 195.00	5.41%	
Excavations in Streets	Authorisation for temporary excavations in streets such as foundations of adjacent walls, trial pits etc.	1 month	£ 273	£ 275.00	£ 290.00	5.45%	Initial consideration and first 2 weeks
	Structural calculations in connection with works in Highways or Streets Checking of submitted calculations in connection with applications for consents, authorisation etc.	1 month	Quote	Quote	Quote	TBC	
	Cellars under Streets Consideration for construction or control of openings to cellars etc. under the street. (Includes checking of submitted structural calculations)		£ 507	£ 510.00	£ 540.00	5.88%	

LAPAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Road Closures/Traffic Regulation Order etc.	Temporary Traffic Regulation Orders (TTRO) and Temporary Traffic Regulation Notices (TTRN) for works in the highway	10 weeks	£ 1,101	£ 1,100.00	£ 1,100.00	0.00%	
	TTRO & TTRN amendments to existing orders and notices		£ 335	£ 335.00	£ 355.00	5.97%	
	Temporary for single events on the highway	10 weeks	£ 504	£ 505.00	£ 535.00	5.94%	First Event
	Temporary for repeat events on the highway within 6 months of last event.	10 weeks	£ 362	£ 365.00	£ 385.00	5.48%	Repeat event (within 12 months)
	Traffic Regulation Order - Permanent	9 months	£ 3,303	£ 4,000.00	£ 4,300.00	7.50%	7% increase in advert
	Stopping up of Highways	9 months	£ 3,278	£ 3,500.00	£ 3,700.00	5.71%	Minimum deposit required. Costs above this must be met by applicant
Use of Council venue	Use of Council owned or operated car park for event	10 weeks	Loss of average daily income plus £77.25 administration	Loss of average daily income plus £77.25 administration	Loss of average daily income plus £82.00 administration	N/a	Charges calculated on full day basis only
	Cultivation of or planting within the Highway and maintenance thereafter.	3 months	£ 203	£ 205.00	£ 220.00	7.32%	
	Furniture placed on highway, street, walkway etc. - Authorisation to place furniture or similar	3 months	£ 203	£ 205.00	£ 205.00	0.00%	Full concession on charge linked to COVID recovery for 2023/2024
Cattle Grids	Consideration of application to install in a highway, assessment of contribution from the Council and Report.	12 months	£ 616	£ 620.00	£ 660.00	6.45%	
	Applicant's contribution towards the costs of installation and future maintenance.		50% to 100% of cost	0 to 100%	0 to 100%	N/a	

Tudalen 117

LAPAAN

Tudalen 118

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Highway enquiries	View the record of highways maintainable at public expense at Headquarters.	By appointment	No charge	No charge	No charge	N/a	
	A4 print of highway register for residents in relation to their property.	2 weeks	No charge	No charge	No charge	N/a	
	Highway enquiries and advice		No charge	No charge	£ 90.00		Per hour or part thereof
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study max site length 0.5km (excludes rights of way).	6 weeks	£ 212	£ 215.00	£ 230.00	6.98%	
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study & site visit max site length 0.5km (excludes rights of way).	6 weeks	£ 424	£ 425.00	£ 450.00	5.88%	
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study and/or site visit site length over 0.5km (excludes rights of way).	variable	Quote	Quote	Quote	N/a	
Highway information	Supply of information in format to be agreed e.g. road and traffic schemes information, report copies/extracts, plans et (incl. where distributed by email).		£ 30	£ 30.00	Quote	TBC	
	Accident data - standard report		£ 12	£ 15.00	£ 20.00	33.33%	Per collision
	Traffic data - (existing) each individual type of report		£ 73	£ 75.00	£ 80.00	6.67%	Per site per report type
	Traffic data - Location plan (each plan max A3 size)		£ 43	£ 45.00	£ 50.00	11.11%	For collision or survey locations
	Traffic surveys - ATC including analysis & provision of data per site		£ 481	£ 490.00	£ 520.00	6.12%	Excludes traffic management which will be quoted individually under "Works"
	Traffic surveys - ATC - each additional site within 5km radius		£ 230	£ 230.00	£ 250.00	8.70%	Excludes traffic management which will be quoted individually under "Works"
Section 38 Agreement	Section 38 Agreement - Vetting fee for review of proposals outside agreement.		£ 1,033	£ 1,050.00	£ 1,115.00	6.19%	
	Section 38 Agreement - Minimum inspection / administration fee.		the greater of 7% of bond or £3,430	the greater of 7% of bond or £3,500	the greater of 7% of bond or £3,750	N/a	
	APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width up to 5.5 metres.		£ 917	£ 950.00	£ 1,120.00	17.89%	

LAPAAN

Tudalen 119

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
	APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width over 5.5 metres up to 7.3 metres.		£ 1,069	£ 1,100.00	£ 1,300.00	18.18%	
	Site inspection - Over and above that covered by the agreement.		£ 173	£ 210.00	£ 225.00	7.14%	
	Agreements - Extension beyond the initial period.		2.5% of bond per year or part thereof	2.5% of bond per year or part thereof	2.5% of bond per year or part thereof	N/a	
	Surface Water Drainage - connection to highway drainage (per dwelling where existing system has capacity).		£ 1,910	£ 2,500.00	£ 2,650.00	6.00%	
	Soakaways - Commuted sum for future maintenance of soakaways to deal with highway drainage.		Specific calculation for each site	Specific calculation for each site	Specific calculation for each site	N/a	
	Non-standard construction materials - Commuted sum for future maintenance.		Specific calculation for each site	Specific calculation for each site	Specific calculation for each site	N/a	
	Checking structural proposals and calculations		Quote	Quote	Quote	N/a	
	Consultancy		Quote	Quote	Quote	N/a	
	Attendance at site - following accidents or incidents of potential damage for traffic management, debris clearance, inspection, making safe, repairs etc.		At Cost	At Cost	At Cost	N/a	
	Works		Quote	Quote	Quote	N/a	
Traffic Signs, Signals and Parking	Suspension of On-Street parking		£ 350	£ 350.00	£ 370.00	5.71%	
	Temporary parking dispensation in exceptional circumstances		£ 17	£ 20.00	£ 22.00	10.00%	Per vehicle per day. Maximum of 2 vehicles and limited to 5 days.
	Traffic signal switch off/on to allow temporary traffic management			£ 450.00	£ 480.00	6.67%	Covers initial application
	Traffic signal switch off/on to allow temporary traffic management - additional visits		£ 224	£ 225.00	£ 240.00	6.67%	Per each additional visit
	H-Bar marking on the carriageway		£ 106	£ 110.00	£ 115.00	4.55%	
	Advisory Disabled bay		Free	Free	Free	TBC	
	Tourist Signing - Consideration of a request for tourist signing. Excluding cost of sign(s) and installation.		£ 126	£ 130.00	£ 140.00	7.69%	
	Provision of Design and Manufacture of Tourism signs		Quote	Quote	Quote	TBC	
	Notices for road humps and/or traffic calming			£ 1,500.00	£ 1,600.00	6.67%	New Charge

LAPAAAN

Tudalen 120

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes	
NEW Flood Risk & Sustainable Drainage	Sustainable Drainage (SuDs) Pre-Application		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space does not exceed 999 sq.m.		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space between 1,000 sq.m. to 1,999 sq.m.		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space exceeds 1,999 sq.m.		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site area does not exceed 0.49 ha		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site area is 0.5 ha to 0.99 ha		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – All other Construction not detailed above (site area less than 1 ha)		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – All other Construction not detailed above (site area more than 1 ha)		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year	
	Sustainable Drainage (SuDs) Pre-Application Advice – Site Meeting		£ 60.00	£ 60.00	£ 60.00	0.00%	Per hour or part thereof	
	Sustainable Drainage (SuDs) Pre-Application Advice – Office Meeting		£ 30.00	£ 30.00	£ 30.00	0.00%	Per hour or part thereof	
	Sustainable Drainage (SuDs) Full Application			Set by WG	Set by WG	Set by WG	TBC	Applicants should check for current price, charge set by Welsh Government. EIA = Environmental Impact Assessment.

LAPAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
	Land Drainage - Ordinary Watercourse Consent		£ 50.00	£ 50.00	£ 50.00	0.00%	Applicants should check for current price, charge set by Welsh Government.
NEW EV Charging	charge per kWh at the Councils owned/operated fast chargers		£ 0.35	£ 0.65	*	TBC	Includes VAT - Prices are constantly under review due to uncertainties in energy supply costs. users will need to check the chargers/app for current prices. PH paper published 2 Dec 2022 for rise to 65p

* - to be determined by separate Portfolio Holder paper once the energy charges for 23-24 are confirmed

REGISTRATIONS

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Issuing a standard or short certificate of birth, death or marriage (and for statutory purposes):	Standard service – issued at time of registration, or if requested later then processed within 15 working days	£ 11.00	£ 11.00	£ 11.00	0.00%	Statutory Fee
	Priority Service – issued on or before next working day (orders up to 3pm)	£ 35.00	£ 35.00	£ 35.00	0.00%	Statutory Fee
Attending a civil ceremony	at the register office - Mon - Friday	£ 46.00	£ 46.00	£ 46.00	0.00%	Statutory Fee
	Statutory priority certificate fee for 24-hour service	£ 35.00	£ 35.00	£ 35.00	0.00%	Statutory Fee
Additional registration fees	Consideration by the Registrar General of a divorce/civil partnership dissolution obtained outside of the British Isles			£28.00		Apportioned LRS (Statutory fee of £75)

Tudalen 122

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Searches of the Land Charges Register	LLC1 Search of the Local Land Charges Register - view only	£0.00	£0.00	£0.00	TBC	Statutory
	LLC1 Search of the Local Land Charges Register - tailored report	£6.00	£6.00	£6.00	0.00%	Statutory
	LLC1 Search of the Local Land Charges Register - electronic via NLIS	£4.00	£4.00	£4.00	0.00%	Statutory
	Personal Search of Local Land Charges Register - view only	£0.00	£0.00	£0.00	TBC	Statutory
	Additional Parcel - tailored report - per parcel	£1.00	£1.00	£1.00	0.00%	Statutory
	Additional Parcel - electronic via NLIS - per parcel	£1.00	£1.00	£1.00	0.00%	Statutory
Property Enquiries	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. VIEW ONLY	£78.67	£80.54	£87.67	8.85%	& VAT
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. TAILORED REPORT	£122.50	£125.83	£138.33	9.93%	& VAT
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. ELECTRONIC VIA NLIS	£122.50	£125.83	£138.33	9.93%	& VAT
	CON29O - Optional enquiry No. 22 View Only	n/a	n/a	n/a	TBC	& VAT
	CON29O - Optional enquiry No. 22 Tailored Report	£22.75	£23.33	£25.83	10.72%	& VAT
	CON29O - Optional enquiry No. 22 Electronic Via NLIS	£22.75	£23.33	£25.83	10.72%	& VAT
	Drafted Enquiries - tailored report	£22.75	£23.33	£25.83	10.72%	& VAT
	Drafted Enquiries - electronic via NLIS	£22.75	£23.33	£25.83	10.72%	& VAT
	Additional Parcel - tailored report - per parcel	£12.50	£12.92	£15.00	16.10%	& VAT
	Additional Parcel - electronic via NLIS - per parcel	£12.50	£12.92	£15.00	16.10%	& VAT
Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Tailored Report	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Tailored Report	£128.50	£131.83	£144.33	9.48%	& VAT on CON29
	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Electronic via NLIS	£126.50	£129.83	£142.33	9.63%	& VAT on CON29
	Additional Parcel - tailored report - per parcel	£13.50	£13.92	£16.00	14.94%	& VAT on CON29
	Additional Parcel - electronic via NLIS - per parcel	£13.50	£13.92	£16.00	14.94%	& VAT on CON29
1.1 a-i Planning Application Decisions and Pending Applications - view only	1.1 a-i Planning Application Decisions and Pending Applications - view only	£0.00	FOC	FOC	0.00%	
	1.1 a-i Planning Application Decisions and Pending Applications - compiled report	£21.00	£21.67	£23.83	9.97%	
	1.1 j-l Building Control Decisions and Pending Applications -view only	£18.50	£19.00	£19.04	0.21%	
	1.1 j-l Building Control Decisions and Pending Applications -compiled report	£18.50	£19.00	£19.04	0.21%	

Tudalen 123

LAND CHARGES

Tudalen 124

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Individual CON29R Question Fees - Available to Local Land	1.2 Planning Designations and Proposals - view only	£4.43	£4.56	£5.04	10.53%	
	1.2 Planning Designations and Proposals - compiled report	£4.43	£4.56	£5.04	10.53%	
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express an opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. VIEW ONLY	£0.00	FOC	FOC	0.00%	
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express an opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. - compiled report	£18.50	£19.20	£20.96	9.17%	
	2.2-2.5 Public Rights of Way - view only	£20.60	£21.00	£23.33	11.10%	
	2.2-2.5 Public Rights of Way - Compiled Report	£20.60	£21.00	£23.33	11.10%	
	3.1 Land Required for Public Purposes. View only.	£1.23	£1.25	£1.42	13.60%	
	3.1 Land Required for Public Purposes. Compiled Report	£1.23	£1.25	£1.42	13.60%	
	3.2 Land to be Acquired for Road Works. View only.	£1.23	£1.25	£1.42	13.60%	
	3.2 Land to be Acquired for Road Works. Compiled Report.	£1.23	£1.25	£1.42	13.60%	
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. View only.	£1.01	£1.01	£1.16	14.85%	
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. Compiled Report.	£1.01	£1.01	£1.16	14.85%	
	3.4 Nearby Road Schemes. View only.	£4.89	£5.00	£5.49	9.80%	
	3.4 Nearby Road Schemes. Compiled report.	£4.89	£5.00	£5.49	9.80%	
	3.5 Nearby Railway Schemes. View only.	£1.85	£1.90	£2.09	10.00%	
	3.5 Nearby Railway Schemes. Compiled report.	£1.85	£1.90	£2.09	10.00%	
	3.6 Traffic Schemes. View only.	£4.89	£5.00	£5.49	9.80%	
	3.6 Traffic Schemes. Compiled report.	£4.89	£5.00	£5.49	9.80%	
	3.7 Outstanding Notices. View only.	£5.82	£5.99	£6.61	10.35%	
	3.7 Outstanding Notices. Compiled report.	£5.82	£5.99	£6.61	10.35%	
	3.8 Contravention of Building Regulations. View only.	£2.88	£2.97	£3.25	9.43%	
	3.8 Contravention of Building Regulations. Compiled report	£2.88	£2.97	£3.25	9.43%	
	3.9 Notices, Orders, Directions and Proceedings under Planning Acts. View only.	£2.16	£2.22	£2.91	31.08%	
	3.9 Notices, Orders, Directions and Proceedings under Planning Acts. Compiled report.	£6.49	£6.64	£8.78	32.23%	
	3.10 Community Infrastructure Levy - View Only	£1.01	£1.01	£1.16	14.85%	
	3.10 Community Infrastructure Levy - Compiled Report	£1.01	£1.01	£1.16	14.85%	
	3.11 Conservation Areas. View only.	£2.16	£2.22	£2.45	10.36%	
	3.11 Conservation Areas. Compiled report.	£2.16	£2.22	£2.45	10.36%	
	3.12 Compulsory Purchase. View only.	£1.29	£1.33	£1.45	9.02%	

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Local Land Charge Office subject to the following fees:	3.12 Compulsory Purchase. Compiled report.	£1.29	£1.33	£1.45	9.02%	
	3.13 Contaminated Land. View only.	£2.11	£2.17	£2.37	9.22%	
	3.13 Contaminated Land. Compiled report.	£2.11	£2.17	£2.37	9.22%	
	3.14 Radon Gas. View only.	£1.60	£1.65	£1.83	10.91%	
	3.14 Radon Gas. Compiled report.	£1.60	£1.65	£1.83	10.91%	
	3.15 Assets of Community Value- View Only	£1.01	£1.01	£1.16	14.85%	
	3.15 Assets of Community Value- Compiled Report	£1.01	£1.01	£1.16	14.85%	
	4. Road Proposals by Private Bodies - view only.	£12.50	£12.92	£15.00	16.10%	
	4. Road Proposals by Private Bodies - compiled report.	£12.50	£12.92	£15.00	16.10%	
	5. Advertisements. View only.	£12.50	£12.92	£15.00	16.10%	
	5. Advertisements. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	6. Completion Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	6. Completion Notices. Compiled Report.	£12.50	£12.92	£15.00	16.10%	
	7. Parks and Countryside. View only.	£12.50	£12.92	£15.00	16.10%	
	7. Parks and Countryside. Compiled Report.	£12.50	£12.92	£15.00	16.10%	
	8. Pipelines. View only.	£12.50	£12.92	£15.00	16.10%	
	8. Pipelines. Completion only.	£12.50	£12.92	£15.00	16.10%	
	9. Houses in Multiple Occupation. View only	£12.50	£12.92	£15.00	16.10%	
	9. Houses in Multiple Occupation. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	10. Noise Abatement. View only.	£12.50	£12.92	£15.00	16.10%	
	10. Noise Abatement. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	11. Urban Development Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	11. Urban Development Areas. Completion only.	£12.50	£12.92	£15.00	16.10%	
	12. Enterprise Zones. View only.	£12.50	£12.92	£15.00	16.10%	
	12. Enterprise Zones. Completion only.	£12.50	£12.92	£15.00	16.10%	
	13. Inner Urban Improvement Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	13. Inner Urban Improvement Areas. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	14. Simplified Planning Zones. View only.	£12.50	£12.92	£15.00	16.10%	
	14. Simplified Planning Zones. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	15. Land Maintenance Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	15. Land Maintenance Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	16. Mineral Consultation Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	16. Mineral Consultation Areas. Compiled report	£12.50	£12.92	£15.00	16.10%	
	17. Hazardous Substance Consents. View only.	£12.50	£12.92	£15.00	16.10%	
	17. Hazardous Substance Consents. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	18. Environmental and Pollution Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	18. Environmental and Pollution Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	19. Food Safety Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	19. Food Safety Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	20. Hedgerow Notices. View only.	£12.50	£12.92	£15.00	16.10%	
20. Hedgerow Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%		

Tudalen 125

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	21. Flood Defence & Land Drainage Consents	£12.50	£12.92	£15.00	16.10%	
	21. Flood Defence & Land Drainage Consents	£12.50	£12.92	£15.00	16.10%	
	22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. View only.	£22.75	£23.33	£25.83	10.72%	
	22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. Compiled report.	£22.75	£23.33	£25.83	10.72%	

SOCIAL CARE

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Miscellaneous Items	Home Care (domiciliary care) (per hour)	£20.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	TBC	The fees and charges for Community Based
	Attendance at a Older Day Centre (per day)/Day and Employment Centre	£15 per day up to max of £100pw, as set by WG	£15 per day up to max of £100pw, as set by WG	£15 per day up to max of £100pw, as set by WG	TBC	
	Attendance at Learning Disabilities services in the community (per day)	£15 per hour up to max of £100pw, as set by WG	£15 per hour up to max of £100pw, as set by WG	£15 per hour up to max of £100pw, as set by WG	TBC	
	Transport to Older Day Centre	Free as directed by WG	Free as directed by WG	Free as directed by WG	TBC	Services will be
	24 hour Support (supported tenancy) (per week)	max of £100 per week, as set by WG	max of £100 per week, as set by WG	max of £100 per week, as set by WG	TBC	
	Shared Lives (short terms/respite placements)	£9.00 per night up to max of £100pw as set by WG	£9.00 per night up to max of £100pw as set by WG	£9.00 per night up to max of £100pw as set by WG	TBC	increased in line with
	Shared Lives - sessional support		TBC	£26 per hour up to max of £100pw, as set by WG	TBC	Welsh Government
	Package of care i.e. a range of services - maximum	Up to a max of £100.00 as set by WG	Up to a max of £100.00 as set by WG	Up to a max of £100.00 as set by WG	TBC	
	Respite i.e. a stay not exceeding 8 weeks	Up to a maximum of £100pw per single episode of care, as set by WG	Up to a maximum of £100pw per single episode of care, as set by WG	Up to a maximum of £100pw per single episode of care, as set by WG	TBC	Guidelines when
Direct Payment Scheme - service provision	£20.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	TBC	known	
Housing Related	Level 1: Community alarm only (per week)	£ 2.00	£ 2.00	£ 2.00	0.00%	
	Level 2: Warden Service 9.00am - 5.00pm Mon - Fri (per week)	£ 9.90	£ 9.90	£ 9.90	0.00%	

Tudalen 127

SOCIAL CARE

Support:	Level 3: Warden Service, including 24 hour emergency call-out (per week)	£ 60.00	£ 60.00	£ 60.00	0.00%	
	Level 4: Individual room, live-in housekeeper and meals (per week)	£ 60.00	£ 60.00	£ 60.00	0.00%	
	Meal provided by Powys County Council: Meals at home (per meal)					
Meals	Meals at the day centre (per meal)	7.50	7.50	7.50	0.00%	
Appointee & Deputyship	Protection of property	£35 per month	£35 per month	£40 per hour including mileage, in line with Court of Protection guidance		
	Storage of paperwork (per month)	£ 25.00	£ 25.00	£0	-100.00%	
	Storage of belongings (per month)	£ 55.00	£ 55.00	£0	-100.00%	
	Winding up fee	£ 350.00	£ 350.00	Tiered from £350 to a maximum of £700, in line with Court of Protection guidance		
	Delay in responsibility (Deceased asset in administration) (per month)	£ 25.00	£ 25.00	£25	0.00%	
	Treasury Solicitor for Deceased (per referral)	£ 350.00	£ 350.00	£0	-100.00%	
	Annual Property management fee - CAT3			£300	TBC	

Tudalen 128

DIGITAL SERVICES

Category	ITEM/SERVICE	21/22	22/23	2023/24	% increase /decrease from previous charge
Careline	Careline	£ 50.77	£ 50.77	£ 50.77	0.00%

COUNTRYSIDE

Tudalen 130

Category	SERVICE	2021-22	2022-23	2023/24	% increase /decrease from previous charge	Comments
Public rights of way	Copy Definitive Map extract - A4 or A3 sheet	£ 20.00	£20.00	£20.00	0.00%	Includes scanned and emailed copies
	Section 33 Motorsport authorisation	£ 30.00	£30.00	£30.00	0.00%	Approved by Cabinet as part of revised protocol March 2020
	Section 135 authorisation for works disturbing surface of public right of way	£275 plus actual advertising costs	£282.50 plus actual advertising costs	£312.73 plus actual advertising costs	TBC	
	Public path Order (diversion, extinguishment or creation)	£1652 plus inflation and actual advertising costs	£1697 plus actual advertising costs	£1878 plus actual advertising costs	TBC	Subject of separate charging policy - pre-approved. Costs increase annually in line with inflation where positive
Commons Registration	Copy Commons Register extract - Register plan	£6 minimum, £0.50 per A4 or A3 sheet thereafter	£6 minimum, £0.50 per A4 or A3 sheet thereafter	£6 minimum, £0.50 per A4 or A3 sheet thereafter	TBC	Under review - Portfolio Holder report being prepared
	Copy Commons Register extract - Rights, ownership or land text entries	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	TBC	
	Copy Commons Register extract - Supplemental plans	£1 per plan	£1 per plan	£1 per plan	TBC	
	Commons Register Investigations	Minimum £20 plus VAT	Minimum £20 plus VAT	Minimum £20 plus VAT	TBC	
	Commons Register 'Corrective' applications	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Actual costs of officer time to be re-assessed annually to ensure full cost recovery. Indicative costs and hourly rates published on Council website in line with Regulations.

COUNTRYSIDE

	Landowner statements under section 15A of the Commons Act 2006	Costs being developed - subject of separate Portfolio Holder report	Costs being developed - subject of separate Portfolio Holder report	Costs being developed - subject of separate Portfolio Holder report		Will need to be full cost recovery
Outdoor recreation	Play area and open space inspections for external organisations	£51.50 plus VAT	£52.90 plus VAT	£58.50 plus VAT	TBC	E.g. land transferred to Community Councils

Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

Briefing Paper to accompany the Fees and Charges Register

1. Summary

The purpose of this report is to consider and approve the changes to charges detailed within the Council's fees and charges register. The fees and charges register is maintained and updated for submission as part of the budget setting process on an annual basis, with the new fees agreed as a whole rather than on an individual basis.

The fees and charges register, contains details of all items for which a charge is made. It is important that these fees are reviewed at least annually as part of the budget setting process and reviewed during the year, in line with the Councils income policy. This will ensure existing targets are being met and to explore any further income potential to maximise the Councils resources.

Improving income management and service cost recovery has a key role to play in enabling the Council to achieve its financial and wider strategic objectives.

The fees and charges are being reviewed by each Service area, and appropriate uplifts proposed. Some of the fees have been increased in line with Welsh Government guidance, while others have been increased to reflect the increasing cost associated with these fees and linked to inflation, whilst other areas have increased charges below this rate in order to retain their customer base. Further detail of changes is discussed below. Some of the charges are still to be confirmed but will be available for full council next February.

There are several fees and charges which are outside of the council control as these are set by statute or the HSE and these will be updated when we have confirmation of fees for the coming financial year.

2. Changes to Note to the Register

Car Parks – A new set of charges will be introduced in order to meet the savings target of £50k as set out in the Finance RM. The major change is in respect of Long Stay parking where the minimum length of stay is a two hourly charge of £2.50 replacing the previous one hourly charge of £1.

There will be no increases in respect of parking for longer than four hours nor for car park permits.

LAPAAN – The highways technical team have reviewed the charges made for Licences, Authorisations, Permissions, Agreements, Approvals and Notices. Fees have been reviewed, the average increase across these sources of income is 5.6%. Some charges have a greater increase due to increasing costs and future increased cost risks associated with these sources of income.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

		2023/24	2024/25	2025/26	2026/27	2027/28
		£	£	£	£	£
Service						
	Corporate Pressures					
corp	Council Tax Reduction Scheme (5%CT increase)	470,000	493,500	518,175	544,084	571,288
corp	BBNP (62k) and Fire (£21k) gap in base budgets	83,000	0	0	0	0
corp	Transfer of Fire Firelink Grant as part of stopped by WG	85,831	0	0	0	0
corp	Transfer of Fire Pension Grant as part of final settlement RSG transfer	267,208	0	0	0	0
corp	RSG Transfer Fire Pension Grant as part of final settlement RSG transfer	(267,208)	0	0	0	0
corp	Fire Levy (13% then 5%)	1,002,297	385,499	385,499	385,499	385,499
corp	BBNP 5%	30,776	18,466	18,466	18,466	18,466
corp	Apprenticeship levy increase linked to pay award - around 0.8% of pay	48,000	0	0	0	0
		1,719,904	897,464	922,139	948,048	975,252
	Growth Demography (+)					
Schools	Schools Delegated - Pupil number - change in formula	(184,997)	0	0	0	0
ASC	ASC Learning Disabilities Transitions - based on a known list of service users attaining age of 18, current costs v adult possible placement i.e., right sized	490,910	721,830	734,270	734,270	734,270
		305,913	721,830	734,270	734,270	734,270
	Covid Pressures					
ASC	a. 'AMHP - x2 SW's due to increased referrals following pandemic - Grade 11	112,152	(28,038)	(28,038)	(28,038)	(28,038)
ASC	b. 'Older Social Worker Team - x3 SW's increased throughput at the Front door, due to frailty following lack of Health provision during the pandemic - Grade 11	159,228	(39,807)	(39,807)	(39,807)	(39,807)
ASC	c. 'Hospital Team x 3 SW's Grade 11	159,228	(39,807)	(39,807)	(39,807)	(39,807)
ASC	d. 'Loss of income - due to pandemic, O of C LD, 'Fairer charging' drop in disposable income to meet £100 max cap, ODC Meals	220,000	0	0	0	0
ASC	e. ' External providers increase in Travel from 35p per mile to 50p per mile - per cabinet report	198,000	(99,000)	(99,000)	0	0
ASC	f. 'Contract recommissioned	109,456	0	0	0	0
		958,064	(206,652)	(206,652)	(107,652)	(107,652)
	Service Specific Pressures (+)					
Schools	Utility Pressures above 2%	0	208,320	218,736	229,673	241,156
Schools	Utility Pressures for 22-23	443,522	0	0	0	0
Schools	Utility pressures - continued impact of energy costs on schools from 2023-24 onwards	0	2,000,000	0	0	0
Schools	Formula Change - Secondary Formula (see below for transformation savings offset)	134,133	146,647	360,000	240,000	0
Schools	ICT - Schools Sustainability Programme	0	0	350,000	0	0
Schools	1 x cover supervisor per school to reduce high costing agency and supply cover	250,000				
Schools	Reduce teacher contact ratio to 0.815 which will benefit all secondary phase schools	390,000				
Schools	Nurture Access	36,000	0	0	0	0
Schools	TYFU System	28,000	0	0	0	0
Schools	Catering Management & School Cashless System - ring fenced pool	75,000	0	0	0	0
Schools	Smoothwall	20,000	0	0	0	0
Schools	Compliance monitoring officer proposed/to be confirmed by Property Services	46,710	0	0	0	0
Schools	Fire risk assessment (possible £250 per Primary/£450 per Secondary & Special) proposed/to be confirmed by Property Services	27,200	0	0	0	0
Schools	Post-16 transitional costs - committed year 13 courses	200,000	0	0	0	0
Schools	School rationalisation - implementation completed - Schools Funding Formula costs / savings (-)	(62,797)	0	0	0	0
Schools	School rationalisation - implementation completed - potential Schools Transport costs / savings (-)	13,458	0	0	0	0
Schools	School rationalisation - proposals agreed & partially implemented - Schools Funding Formula costs / savings (-)	11,441	(29,294)	(26,762)	0	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Funding Formula costs / savings (-)	(108,636)	(59,263)	(63,697)	(45,498)	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Transport costs / savings (-)	25,492	18,208	0	0	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Catering costs / savings (-)	(9,139)	(6,528)	(20,860)	(14,900)	0

		2023/24	2024/25	2025/26	2026/27	2027/28
Schools	School replacement - proposals agreed by Cabinet - Schools Funding Formula costs / savings (-)	0	0	34,852	24,894	0
	Increasing / Improving Welsh medium provision - pilot stage - needs consultation & Cabinet approval - Schools	52,514	39,613	0	0	0
Schools	Funding Formula costs / savings (-)					
Education	Freedom Leisure Contract inflation CPI %	306,006	100,642	47,825	48,782	49,757
Education	Out of County CLA pupils and Inter Authority additional placements	411,804	0	0	0	0
Education	Additional Income Inter Authority Recoupment	(114,807)	0	0	0	0
Education	ALN Strategy funded from reserves previously	182,000	0	0	0	0
Education	ALN Strategy & Specialist Centre Pressures	348,880	0	0	0	0
Education	Welshpool Football Club	5,500	0	0	0	0
Education	Tyfu Inclusion Platform - Statutory (new undertaking)	0	0	46,710	0	0
	Sustainable Communities for Learning Programme funding ceasing March 2025 - permanent posts / Schools	0	0	649,622	0	0
Education	Transformation team/ ALN Transformation Teams/Corporate services					
HCD	a. Freedom leisure utilities impact - still to be considered (see how much contract uplift is est at £300k)	1,100,000	0	0	0	0
HCD	g - Catering - overall loss on catering (cause being investigated - FSM/paid meals)	170,000	0	0	0	0
HCD	Replace reserve with FL funding provided in 2022-23	0	0	0	0	0
	j - Business Case for 'Compliant Homeless Services for Powys' Part One: Instant Access 24-7 Triage Service – Clients aged 16 to 25 years old; Instant Access 24-7 Triage Service – Clients aged 25+ (Please refer to Business Case for details of potential savings in bed-and-breakfast costs).	0	38,688	38,688	(59,920)	0
HCD	k - Business Case for 'Compliant Homeless Services for Powys' Part Two: 24/7 Supported Accommodation for Households with Higher Support Needs.(Please refer to Business Case for details).	0	244,204	0	0	0
HCD						
ASC	a. ' Demography 2022/23 held at risk in FRM and managed via risk reserve	500,000	500,000	500,000	500,000	500,000
ASC	Actual service pressures in 2022/23, Impacting on 2023/24 (Full Year effect of previous part year clients	380,000	391,000	489,000	500,000	500,000
ASC	Inflation uplifts that include RLW reduced for budget held over from 22-23	(283,760)	0	0	0	0
ASC	1. Older, PD, LD & MH Nursing & Residential in Powys and O of C	3,889,501	4,336,793	2,102,402	2,207,522	2,317,898
ASC	2. 'Powys Leased Care Homes	789,678	880,492	426,847	448,189	470,599
ASC	4. 'Valuing Domiciliary Care' - from 2020/21 onwards to increase the rates of existing packages of care annually at least by £1.50 per hour, up to and not exceeding the UKHCA rate. Domiciliary Care - introduce a ceiling price of the UKHCA rate and a floor price for any new packages commissioned through the DPS. Increase floor and ceiling prices annually.	881,624	925,705	971,990	1,020,590	1,071,619
ASC	5. 'Supported Living in Powys	1,319,550	1,444,907	666,178	692,826	720,539
ASC	6. 'All other contracts uplift - Direct Payment packages, External ODC, External Day & Employment (LD Based Services), CES, Extra Care, Respite, Shared Lives,	584,054	778,031	663,723	510,071	525,373
ASC	Statutory requirement - 'Backfill re AMHP training to increase sustainability, as legal requirement	79,500	0	0	0	0
	New Responsibility	0	0	0	0	0
Childrens	d - UASC Placements - 7 current Placements - net of income. - age known	347,000	0	0	0	0
Childrens	e - UASC Placements - 13 Pending Placements (then overall total of 20) - net of income - age unknown, so estimated at under 18	121,660	0	0	0	0
Childrens	f - Reduction of support to UASC placements post 18 years	(50,000)	0	0	0	0
	Placements	0	0	0	0	0
	a - Full Year effect of previous part year (2022/23) Placements in 2023/24 - based on Pd 6/Qtr. 2 current costs	1,211,951	0	0	0	0
Childrens	Savings from Placements turning 18 in 2022/23 and 2023/24 (part year)	(2,483,122)	0	0	0	0
Childrens	b - Full Year effect on leaving care from children (prior CLA, not all placements) turning 18 in 2022/23 and 2023/24 (Part Year)	2,221,384	0	0	0	0
Childrens	Saving from stepping down/leaving the care system - young adults no longer having financial support	(120,676)	0	0	0	0
Childrens	c -Assured balance of Savings in 22/23 in regards to Placements, yet to deliver (included in pressure above).	(717,540)	0	0	0	0
Childrens	d - Demography (children coming into care or placement costs increasing) from period 6-12, 22/23. When placements breakdown for a numerous of reasons	697,567	0	0	0	0

	2023/24	2024/25	2025/26	2026/27	2027/28	
Childrens	e - Full Year effect of previous part year Direct Payments in 2022/23 (calculation as at payments being made) - current cohort of children having same level of care in 2023/24	55,500	0	0	0	0
Childrens	f - Direct Payments - Uplift to RLW	46,860	0	0	0	0
Childrens	g - Placements Contract Inflation - Residential, Semi Independent, & Independent Fostering (IFA)	568,430	0	0	0	0
Childrens	h - Placements Contract Inflation - Foster Carers, SGO	123,527	0	0	0	0
Childrens	i - Placements Contract Inflation- Short Breaks	21,350	0	0	0	0
Childrens	j - Placements Contract Inflation - Foster Carers Respite	3,480	0	0	0	0
Childrens	l - Residential Welshpool.	137,190	0	0	0	0
Childrens	m - Residential - Safer Accommodation - Predicted Revenue shortfall	0	140,000	0	0	0
Childrens	p - Emergency Accommodation Newtown - Rent/utilities. Instead of using holiday accommodation in emergency and numerous moves.	12,000	0	0	0	0
Childrens	s - Supported Lodgings Coordinator Regrade (Increase grade 6 to 7) 1 FTE	3,940	0	0	0	0
PPPP	b - Local Development Plan 2	(137,380)	70,670	1,720	(295,040)	0
PPPP	d - Planning income deficit	425,000	0	0	0	0
PPPP	Revised planning income deficit - improved income trend	(80,000)	0	0	0	0
PPPP	e - Environmental Health pay review	69,000	0	0	0	0
PPPP	G - Proceeds of crime act income deficit	44,000	0	0	0	0
PPPP	I - Memorial safety works	0	40,000	0	(40,000)	0
Finance	a. Contract inflation on Advanced / Northgate systems	25,000	0	0	0	0
Finance	b. Contract inflation on Swap and AW fees	25,000	0	0	0	0
Finance	c. Cessation of transformation funding for scale 9 post	39,000	0	0	0	0
HTR	Newtown De-trunked streetlights - adoption of former Trunk lights and signs in Newtown	46,200	0	0	0	0
HTR	Home to School Transport historic budget deficit (excluding impact of inflation)	517,500	0	0	0	0
HTR	ALN retender 2022 pressures	86,000	0	0	0	0
HTR	ALN additional route additional route from Knighton to Newtown	17,050	0	0	0	0
HTR	ALN transport - additional learner to Hereford Bluecoat School	72,010	0	0	0	0
HTR	Inflation on materials used in Highways Operations & Fleet workshps expected at 9%, no award included in non pay inflation row 12 above	342,430	373,000	135,340	139,350	143,480
HTR	Inflation on contractors used in Highways Operations, Waste Collection, fleet workshops, Design Consultancy Services and HWRCs expected at 9%, no award in non pay inflation row 12 above	766,570	835,510	303,300	312,320	321,610
HTR	Inflation on payments to bus operators for public transport routes expected at 9%, no award included in the non pay inflation row 12 above	540,420	589,040	214,060	220,430	226,990
HTR	Mitigation of of public transport using BES funding for 23/24?	(540,420)	540,420	0	0	0
HTR	Other inflation (stores materials, dipsosal of materials and other third party payments (waste bins))	12,150	13,280	4,800	4,960	5,130
HTR	Inflation on payments to bus operators for the reimbursement of concessionary fares on public bus contracts expected at 9%, no award in non pay inflation row 12 above	88,270	96,220	34,960	36,010	37,090
HTR	Inflation on payments to agency staff within Waste Collection & Highways Design Consultancy service assumed at 3%, no award in non pay inflation row 12 above	14,550	14,990	15,440	15,900	16,370
HTR	Impact of fossil fuel vehicle purchase inflation on revenue depreciation	0	0	173,850	254,320	254,320
HTR	20mph speed limits introduction - staff resource requirement.	(60,000)	0	0	0	0
HTR	Extension of 20mph speed limits introduction - staff resource requirement	60,000	(60,000)	0	0	0
HTR	Winter Maintenance standby allowance review - changes to HGV driver rates	18,560	0	0	0	0
HTR	Mitigation to Winter Maintenance standby allowance review - changes to driver rates - contribution from NMWTRA	(6,700)	0	0	0	0
HTR	HWRC retender impact	363,199	0	0	0	0
HTR	Additional Grade 10 post for Network Management in response to SWAP audit plan to support the AMX system and system development costs	65,000	0	0	0	0
wod	To achieve Objective 2 - Additional HR / Organisational Development resource costs (2 FTES)	102,873	0	0	0	0
digital	c - Cyber Security contracts inflation	31,540	0	100,000	0	0
digital	d - ICT contract inflation	87,000	0	0	0	0
digital	e - Careline contract inflation	78,000	0	0	0	0
digital	f - Cyber Security tooling	28,080	0	0	0	0

	2023/24	2024/25	2025/26	2026/27	2027/28
digital g - Cyber Security (Post)	51,700	0	0	0	0
digital h - Management of electronic information (Post)	51,700	0	0	0	0
digital i - Information Compliance Officer (Post to deal with growth in SAR's)	39,740	0	0	0	0
digital j - Automation applications specialist	0	42,240	0	42,240	42,240
legal Inflation on locum ASC Lawyer fees (estimated at 9.5%)	5,760	2,500	2,500	2,500	2,500
legal Third Property Lawyer (£43,780 less identified saving of £19,510)	24,270	0	0	0	0
legal Reduction in Land Charges income due to LLC1 migration to HMLR (estimated loss)	14,500	0	0	0	0
corp 2% pay award held centrally	2,927,740	0	0	0	0
corp Other pressures in future years not identified	0	1,000,000	1,000,000	1,000,000	1,000,000
corp Increase Risk budget to cover pressures held at risk	1,000,000	0	0	0	0
corp RLW provider ?	0	0	0	500,000	500,000
	21,578,241	15,656,036	9,441,225	8,295,219	8,946,671
Total	24,562,122	17,068,678	10,890,983	9,869,885	10,548,542

Powys County Council Reserves Policy

Introduction

This policy establishes a framework within which decisions will be made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.

The requirement for Financial Reserves is acknowledged in statute. Sections 32 and 43 of the Local Government Finance Act 1992 requires authorities to have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement.

There are also a range of safeguards in place that help prevent local authorities over committing themselves financially. These include:

- The balanced budget requirement
- Chief finance officers' duty to report on the robustness of estimates and adequacy of reserves when the authority is considering its budget requirement (Section 25 of the Local Government Act 2003)
- The legislative requirement for each local authority to make arrangements for the proper administration of their financial affairs and that the chief finance officer has responsibility for the administration of those affairs as set out in Section 151 of the Local Government Act 1972.
- The requirements of the Prudential Code.

These requirements are reinforced by section 114 of the Local Government Finance Act 1988 which requires the chief financial officer to report to all the authority's councillors if there is or is likely to be unlawful expenditure or an unbalanced budget. This would include situations where reserves have become seriously depleted and it is forecast that the Authority will not have resources to meet its expenditure in a particular financial year.

Definitions

Reserves are sums of money held by the Council to meet future expenditure.

Types of Reserve

General Fund Reserves – to meet short term, unforeseeable expenditure arising from unexpected events or emergencies. To enable significant changes in resources or expenditure to be properly managed over the period of the Medium Term Financial Strategy.

Earmarked and Specific Reserves – to meet known or predicted requirements, or established by statute.

Unusable reserves – these arise out of the interaction of legislation and proper accounting practice either to store revaluation gains or as adjustment accounts to reconcile requirements driven by reporting standards to statutory requirements. These reserves are not backed by resources and cannot be used for any other purpose.

Reserves should not be held without a clear purpose.

General Fund Reserves

In assessing the appropriate level of reserves the Authority will ensure that the reserves are not only adequate but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.

In assessing its financial risk the Chartered Institute of Public Finance and Accountancy (CIPFA) has issued guidance on the factors that should be considered:

- Budget Assumption for inflation and interest rates
- Estimates of the level and timing of capital receipts
- The treatment of demand led pressures
- The Authorities track record in budget and financial management
- Treatment of planned efficiencies/savings
- The financial risk inherent in any significant new funding partnerships, major outsourcing and capital developments
- The likely level of Government support to deal with major unforeseen events
- The adequacy of the authority's Insurance arrangements
- The Authority's virement and end of year procedures in relation to budget under and over spends
- The general financial climate and future funding assumptions

The risk assessment will be reviewed annually.

The appropriate level of General Fund Reserves will be determined annually as part of the Budget Setting process and Medium Term Financial Strategy and will be subject to approval by the Cabinet and Full Council.

The Financial Strategy will set out the level of planned reserve balances including financial arrangements for any replenishing of reserves, it will also confirm acceptable thresholds above and below the balance. If the balance falls outside of these thresholds a plan will be agreed by Cabinet to restore balances to the appropriate level.

Earmarked and Specific Reserves

These are required for specific purposes and are a means of building up funds to meet known or predicted liabilities. By nature these reserves balances do not have minimum and maximum thresholds. Creation of such reserves must be approved by the Strategic Director of Resources.

Balances should be reasonable for the purpose held and must be used for the item for which they have been set aside, if circumstances arise to which the reserve is no longer required for its original purpose they will transfer to the General Fund Reserve.

Ringfenced Reserves

Housing Revenue Account

The Housing Revenue Account is ringfenced this means that HRA resources may only be expended with the HRA. Councils are not allowed to transfer resources between the HRA and their general funds. The Balance on the HRA is held in a ringfenced reserve.

Schools Reserves

Schools are able to carry forward surplus and deficit balances from one year to the next and utilise these balances for managing changes in pupil numbers and funding, or the funding of projects and future liabilities. The balances are held by individual schools, they are not for general Council use. Guidance on the level of balances held, and possible clawback of funds by the Authority is documented within section 4 of Powys' Scheme for the Financing of Schools.

Reporting of Reserves

The balances and movement of all reserves is required to be reported within the Authorities Annual Statement of Accounts.

The balance held and projected movement of useable reserves is reported monthly as part of the Budget Monitoring Report to Cabinet, this includes the level of reserves held against the threshold set for the year.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Capital Strategy and Treasury Management Strategy 2023-28



Including Minimum Revenue Provision Policy Statement and Annual Investment Strategy

Contents

Introduction	3
Capital Strategy	8
Capital Investment across Services	9
Funding the Capital Strategy.....	13
Governance and Approval Approach	14
Capital Programme 2023-2028.....	15
Capital Prudential Indicators	16
Capital Expenditure	16
The Council’s Borrowing Need (the Capital Financing Requirement)	16
Liability Benchmark	17
Minimum Revenue Provision Policy Statement	18
Risk Management	19
Treasury Management Strategy	21
Background.....	21
Current portfolio position	21
Borrowing Strategy.....	22
Capital Prudential and Treasury Indicators	23
Ratio of financing costs to net revenue stream	23
HRA Ratios	24
Maturity structure of borrowing.....	24
Borrowing Indicators	24
Change in External Debt	25
Operational Boundary.....	25
Authorised Limit.....	26
Annual Investment Policy.....	26
Investment strategy	30
Treasury Management Practice – Credit and Counterparty Risk Management.....	31
Treasury Management Scheme of Delegation.....	33
The Treasury Management Role of the Section 151 Officer.....	33
Appendix A - Capital Programme 2023/28	35
Appendix B - Capital Receipt Policy	38
Appendix C – Economic Background - December 2022	39
Appendix D – Interest Rate Forecasts – December 2022	42

Introduction

- 1.1 The Capital and Treasury Management Strategies are fundamental to the effective delivery of the Council's priorities and Corporate Plan. The provision of the right asset in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services.
- 1.2 This strategy document provides a high-level long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services, an overview of how the associated risk is managed and the implications for future financial sustainability.
- 1.3 It sets out an integrated plan for the future management of the Council's assets and its capital programme. It is a key document running alongside the Corporate Plan and the Medium-Term Financial Strategy (MTFS) and will provide the framework to facilitate a seamless interface between business planning and the management of assets and capital resources. This will ensure that the provision of resources and future investment are prioritised and ensures the effective and affordable management of the Council's assets.
- 1.4 The CIPFA 2021 Prudential and Treasury Management Codes require all local authorities to prepare a **Capital Strategy** report which will provide the following: -
 - a high-level long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services
 - an overview of how the associated risk is managed
 - the implications for future financial sustainability

The aim of the strategy is to ensure that all the Authority's elected members fully understand the overall long-term policy objectives and resulting Capital Strategy requirements, governance procedures and risk appetite.

- 1.5 This Strategy document provides both the **Capital Strategy** and the **Treasury Management Strategy** as they are inherently linked through the activities they undertake. The document sets out the Capital Programme over a five year period from 2023/24 to 2027/28 and the funding approach through treasury management activities.
- 1.6 The Authority is currently required to receive and approve, as a minimum, three main **Treasury Management** reports each year, which incorporate a variety of policies, estimates and actuals.
 - a. **Prudential and treasury indicators and treasury strategy** (this report) - The first, and most important report is forward looking and covers: -
 - the capital plans, (including prudential indicators)
 - a minimum revenue provision (MRP) policy, (how residual capital expenditure is charged to revenue over time)
 - the Treasury Management Strategy, (how the investments and borrowings are to be organised), including treasury indicators; and
 - an Annual Investment Strategy, (the parameters on how investments are to be managed)
 - b. **A mid-year treasury management report** – This is primarily a progress report and will update members on the capital position, amending prudential indicators as necessary, and whether any policies require revision. In addition, this Authority will receive quarterly update reports.
 - c. **An annual treasury report** – This is a backward-looking review document and provides details of a selection of actual prudential and treasury indicators and actual treasury operations compared to the estimates within the strategy.

1.7 **Scrutiny** - The above reports are required to be adequately scrutinised before being recommended to the Full Council. This role is undertaken by the **Governance and Audit Committee**.

1.8 **Quarterly reports** – In addition to the three major reports detailed above, from 2023/24 quarterly reporting is also required. These reports are prepared for the **Governance and Audit Committee** and **Cabinet**. (The reports, specifically, should comprise updated Treasury/Prudential Indicators.)

1.9 **Treasury Management Strategy for 2023/24**

The strategy for 2023/24 covers two main areas:

Capital issues

- the capital expenditure plans and the associated prudential indicators
- the minimum revenue provision (MRP) policy

Treasury management issues

- the current treasury position
- treasury indicators which limit the treasury risk and activities of the Authority
- prospects for interest rates
- the borrowing strategy
- policy on borrowing in advance of need
- debt rescheduling
- the investment strategy
- creditworthiness policy; and
- the policy on use of external service providers

1.10 These elements cover the requirements of the Local Government Act 2003, Welsh Government Investment Guidance and MRP Guidance, the CIPFA Prudential Code and the CIPFA Treasury Management Code.

1.11 **Training**

1.12 The CIPFA Treasury Management Code requires the responsible officer to ensure that members with responsibility for treasury management receive adequate training in treasury management. This especially applies to members responsible for scrutiny.

1.13 Furthermore, pages 47 and 48 of the Code state that they expect “all organisations to have a formal and comprehensive knowledge and skills or training policy for the effective acquisition and retention of treasury management knowledge and skills for those responsible for management, delivery, governance and decision making.

1.14 The scale and nature of this will depend on the size and complexity of the organisation’s treasury management needs. Organisations should consider how to assess whether treasury management staff and board/council members have the required knowledge and skills to undertake their roles and whether they have been able to maintain those skills and keep them up to date.

1.15 As a minimum, authorities should carry out the following to monitor and review knowledge and skills:

- Record attendance at training and ensure action is taken where poor attendance is identified.
- Prepare tailored learning plans for treasury management officers and board/council members.
- Require treasury management officers and board/council members to undertake self-assessment against the required competencies (as set out in the schedule that may be adopted by the organisation).

- Have regular communication with officers and board/council members, encouraging them to highlight training needs on an ongoing basis.”

1.16 In further support of the revised training requirements, CIPFA’s Better Governance Forum and Treasury Management Network have produced a ‘self-assessment by members responsible for the scrutiny of treasury management’, which is available from the CIPFA website to download.

1.17 Members are required to attend two sessions each year provided by the Council’s Treasury Advisors Link Group, Link Treasury Services Limited, the sessions for 2022/23 were held in October 2022 and January 2023. A further two sessions will be arranged for 2023/24 and further training will be arranged as required.

1.18 The training needs of treasury management officers are periodically reviewed.

1.19 A formal record of the training received by officers central to the Treasury function will be maintained by the Capital & Financial Planning Accountant. Similarly, a formal record of the treasury management/capital finance training received by members will also be maintained by Democratic Services.

1.20 Treasury Management Consultants

1.21 The Authority uses Link Group, Link Treasury Services Limited as its external treasury management advisors.

1.22 The Authority recognises that responsibility for treasury management decisions remains with the organisation at all times and will ensure that undue reliance is not placed upon the services of our external service providers. All decisions will be undertaken with regards to all available information, including, but not solely, our treasury advisers.

1.23 It also recognises that there is value in employing external providers of treasury management services to acquire access to specialist skills and resources. The Authority will ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented and subjected to regular review.

1.24 Capital Strategy

1.25 The key aims of the Capital Strategy are to:

- Provide a clear context within which proposals for capital expenditure are evaluated to ensure all capital investment is targeted to deliver the Council’s priorities.
- Clarity about how the Council identifies and prioritises capital requirements and proposals arising from various strategies including the Corporate Plan, Service Improvement Plans, and other corporate strategies, and how they will be managed within the limited capital resources available.
- Challenge our current estate, continue with the programme of asset rationalisation, ensuring that assets retained are effective, efficient and economically sustainable to deliver services.
- Identify and consider options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments.
- Use partnerships, both public and private, more effectively to support our overall strategy.
- Establish effective arrangements for managing capital schemes including assessment of outcomes and achievement of value for money.

- Ensure there is a full understanding of the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

1.26 It is a requirement that the capital strategy demonstrates that the Local Authority takes both capital and investments decisions in line with service objectives. The capital strategy shows that the key drivers of the Council's Capital plans are captured through various plans across the authority. These include

- Highways Asset Management Plan (HAMP)
- Welsh Housing Quality Standard Plan (WHQS)
- Strategic Asset Management Plan (including Asset Review, paragraph 2.18)
- Schools Transformation Plan
- Health and Care Strategy
- Service Integrated Business Plans
- Digital Powys

1.27 Treasury Management

1.28 The Treasury Management Strategy and Annual Investment Strategy report is a requirement of the CIPFA Code of Practice on Treasury Management and a requirement under the Local Government Act 2003. It has regard to the Guidance on Local Government Investments issued by the Welsh Government which requires the Treasury Management Strategy and Annual Investment Strategy to be approved by Full Council.

CIPFA defines treasury management as:

'The management of the local authority's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.'

1.29 The Council is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low risk counterparties or instruments commensurate with the Council's low risk appetite, providing adequate liquidity initially before considering investment return.

1.30 A key function of the treasury management service is arranging the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash may involve arranging long or short-term loans or using longer-term cash flow surpluses. On occasion, when it is prudent and economic, any debt previously drawn may be restructured to meet Council risk or cost objectives.

1.31 The treasury operations will see a balance of the interest costs of debt and the investment income arising from cash deposits affecting the available budget. Since cash balances generally result from reserves and balances, it is paramount to ensure adequate security of the sums invested, as a loss of principal will in effect result in a loss to the General Fund Balance.

- 1.32 This authority has engaged in only minimal commercial investments and has no (or immaterial) non-treasury investments.

Capital Strategy

1.33 Background

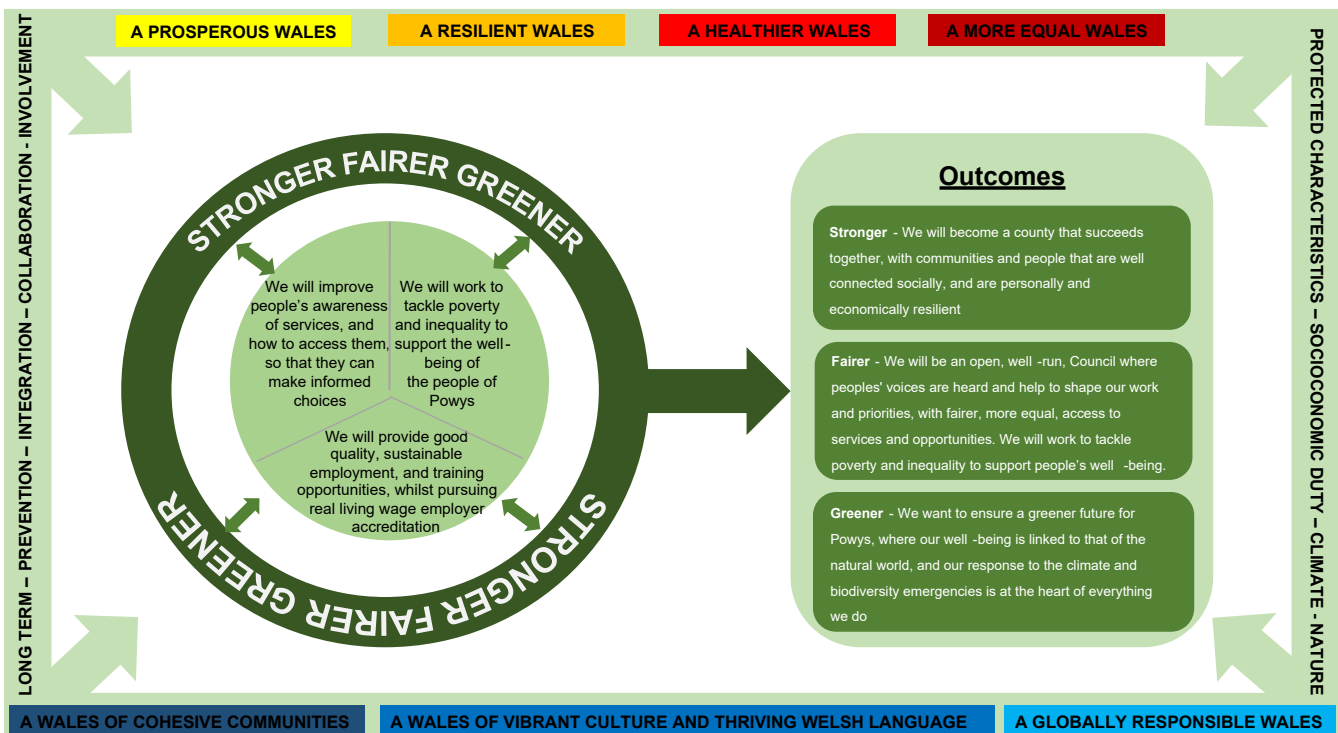
1.34 Part 1, Section 3 of the Local Government Finance Act 2003 requires that the Authority shall determine and keep under review how much it can afford to borrow. The Act is supported by the Prudential Framework for local authority capital investment and the CIPFA Prudential Code for Capital Finance in Local Authorities (the Code). The CIPFA Prudential Code was revised in December 2017. The revised Code introduced a new requirement that all authorities produce a capital strategy, which sets out the long-term context in which capital expenditure and investment decisions are made.

1.35 The Capital Strategy and Treasury Management Strategy (TMS) are closely linked, and both are revised annually. The Capital Strategy defines the Council's spending and the TMS sets out how it will be funded and its impact on the overall financial standing of the Council.

1.36 Aims, Priorities and Principles

1.37 The purpose of this strategy is to set out the objectives, principles and governance framework to ensure that the Authority takes capital expenditure and investment decisions in line with service objectives that underpin the delivery of the Corporate Improvement Plan. The Council's Vision sets out the key priorities and objectives of the Council.

1.38 The Councils' new administration is in the process of finalising its ambitious five-year plan and their priorities are set out below.



1.39 The priorities align to the 5 ways of working and the 7 Well-being goals of The Well-being of Future Generations (Wales) Act (2015) and meet statutory requirements and legislative changes are defined. In finding sustainable solutions for service delivery objectives broadly align to any 1 of the following requirements:

- Objectives to redesign services to deliver them more efficiently, effectively or in an alternative manner.
- Objectives that identify key delivery partnerships or outsourcing opportunities

- Objectives that contribute positively to support Climate Change
- Objectives that realise opportunities to stop delivering services because requirements or priorities have changed, allowing the planned release of resources.
- Objectives that realise opportunities to generate additional income.

It is essential that the Council priorities are funded through either revenue or capital to ensure that they can be delivered over the short to medium term.

1.40 Programme Overview

1.41 The Capital Programme is a key enabler to deliver the Council's ambition. Broadly the programme covers three areas of expenditure:

- a core programme of schemes that are regulatory / statutory in nature, and minimise legal challenge or revenue risk, these schemes are related to day-to-day activities that will ensure the Council meets its statutory requirements
- a retained asset programme to improve or enhance the life of existing assets, and
- an investment programme in schemes linked to the Council's strategic priorities, such as schemes to increase the diversification of the Council's property portfolio or reduce the revenue costs of running and maintaining the assets.

Capital Investment across Services

1.42 The Council has developed its capital strategy which sets out a five year long-term plan and demonstrates that the capital / investment decisions are taken in line with priorities and considers both risk/reward and impact; as well as properly taking account of stewardship, value for money, prudence, sustainability and affordability.

1.43 The Council will continue to invest in services that underpin the priorities set out above, the key themes have clear service projects:

Residents and the Community - We will support our Residents and Communities.

- **Housing** -The Council will continue to maintain, for all the homes it owns, the Welsh Housing Quality Standard (WHQS) with an ongoing capital programme in part funded through Welsh Government Funding and Borrowing. The Housing Revenue Account Thirty Year Business Plan demonstrates an affordable capital strategy alongside delivering the day-to-day landlord service and has key objectives linked to the Council's Corporate Plan. The Council has completed the construction and letting of 61 new homes in 2022-2023 with a further 56 under construction and 142 additional homes under active consideration for future development (dependent upon site acquisitions, viability assessments and resolution of the phosphates issues affecting development of all types). The Council will continue to fund a major programme of Disabled Facilities Grants enabled works and improvements to homes to improve the quality of life for people who need help to live as independently as possible. In addition, Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G. An application has been submitted to the Welsh Government as part of the Empty Homes Grant scheme, which will be in addition to the Council's interest free loans programme for owners of privately owned properties that need works to make suitable for use as homes. Work on bringing into use empty properties as homes will be supported by an Empty Property Officer funded by the Council Tax Premium.

- **Leisure Centres** - The Leisure portfolio contributes to the preventative agenda, supporting the Public Health Wales Long Term Strategy (2018-30) as well as, health interventions such as the NERS program (National Exercise Referral Scheme), in collaboration with Powys Teaching Health Boards and General Practices, within Powys. Since 2019 the Council has approved a five-year programme which has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services. Also, as a collaborative partner to the School's Transformation Programme, enabling learning and development through specific opportunities that the service provides or facilitates. Leisure Services support and contribute to the 'economy' by hosting and delivering local, regional and national events and competitions which draws significant numbers of visitors from across the UK to utilise the facilities we have in Powys – and demonstrates the need for the facilities to be maintained and improved to an appropriate standard. The requirement for a sustainable long term capital investment strategy will be a key component of the forthcoming Leisure Services Review.
- **Waste Strategy** - Powys County Council faces a stringent Welsh Government (WG) statutory recycling target of 64% for 2019/20 through to 70% for 2024/25. There is also a non-statutory WG target to reduce landfill to 10% by 2019/20 reducing to 5% by 2024/25. This has required a step change in the way all local authorities approach waste and recycling. The continued capital investment in the Waste and Recycling service will ensure that the Council is able to meet the targets whilst obtaining maximum value from the service. A network of assets under the Council's control allows flexibility to adapt to any changing requirements within the industry and Government policy and legislation. Some of these schemes are linked to efficiency savings and service improvements in future years.

Health and Care – We will lead the way in providing effective, integrated Health and Care in a rural environment

- **Social Care** - The capital programme focuses on supporting those who wish to remain in their own home rather than residential care and supports the integrated Health and Care Strategy for Powys. This strategy acknowledges that people in Powys live longer and healthier lives than elsewhere in Wales and that Powys is a place aspiring to help improve the wellbeing of all people. Capital funding mainly focus on accommodation options, including supporting the building and redevelopment of facilities to increase the stock of supported living and extra care housing in collaboration with Powys Teaching Health Board and local Registered Social Landlords. There are also capital funding requirements for the 13 Powys owned care homes.

➤ **Children's Services**

In order to ensure a sufficient supply of appropriate, safe placements for children in care, as close to home as possible, investment is mostly focused upon small residential homes for children, with accommodation development of a range of placements in County to support the complex needs of young people who remain under the local authority's care. Funding is being utilised to ensure property refurbishment to meet Care Inspectorate Wales registration requirements. Welsh Government have been particularly supportive in offering investment to progress such developments, as mirrored in current Ministerial direction in line with the not for profit care agenda for children in care.

The development of Oldford Family Centre in Welshpool and additional Flying Start childcare provision in Brecon will support the work to expand flying start provision across the County. Phase 1 is complete and Phase 2 of the expansion will continue 23/24 and 24/25.

- **Assistive Technology** - has a key role to play in the modernisation of health and social care. With ever increasing technological advances, it offers a range of possibilities for greater choice, not only of how people can access the support they need, but also where and when they access support. In doing so, assistive technology enables people to take greater control, and to live independently for longer by preventing hospital admissions and premature moves to residential care. Enabling access to better accommodation options is essential in order to support independent living and reduce demand for other types of care.

Learning and Skills – We will strengthen learning and skills.

- **Transforming Education Programme** - The Council has developed a ten-year Strategy to Transform Education in Powys 2020-30 with the implementation of a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, Additional Learning Needs (ALN), multi-agency support and community and leisure facilities. This will also include developing a reliable, high quality digital infrastructure. The Council is investing £123m over the next five years in its schools through the Welsh Government's Sustainable Communities For Learning Programme (SCLP). The SCLP has a 65% capital intervention rate for mainstream schools, 75% for special schools and it also offers a new and innovative funding route where the intervention rate is 85% for the Mutual Investment Model. Welsh Government has recently confirmed that the SCLP is now a rolling programme, rather than being time-bound, and is expecting local authorities to submit new Strategic Outline Programmes to support new school projects once they are ready to do so. Welsh Government has also issued a directive that all projects need to achieve Carbon Zero in Operation, with additional funding available to support this until 2026. The Council will develop its strategies to ensure maximisation of the potential investment opportunities that may be available via WG funding.

However, to deliver the full Transforming Education Programme in Powys, significant funding sources above what is currently included in the current Capital Programme will be required. That said, the cost of transformation over the lifetime of the schools' assets is cheaper than the status quo in the majority of localities.

Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

The Economy – We will develop a vibrant economy.

- **Highways and Environment** - The Council has a statutory duty to maintain the adopted highway, maintained at public expense in a safe condition for the passage of the user. A strategic approach has been used to develop the Highways Asset Management Plan (HAMP) in identifying and allocating resources for the management, operation, preservation and enhancement of the highway infrastructure to meet the needs of current and future customers. Current gross replacement cost of these assets is estimated at £4.4bn.

The highway network includes public rights of way, which are a major attraction to the county for visitors. There are 1,700 recorded bridge structures on the public rights of way network; most are Council assets. Several major bridges (over £100,000 each) need to be replaced within the next 5 years due to age. Additional grant funding is being sought to replace five of these major bridges.

In addition, storm damage with increased rates of riverside erosion and rotting of timber is affecting many small to medium bridges (up to £50,000 each). Over the 2020-21 and 2021-22 financial years, eight of these medium bridges have been replaced using Access Improvement Grant capital funding. A further four are programmed for replacement in 2022-25 under the same grant. Where the locations are logistically challenging to reach or particularly wet with an increased risk of rot, recycled glass reinforced plastic bridges have been installed with a design life of over 30 years and reduced maintenance requirements. Ongoing inspection is required to monitor rates of deterioration in timber bridges and performance of plastic structures.

A county wide inventory of all bridges on the rights of way network is being developed, to record bridge condition and forward plan for their replacement. Proactive inspection of small bridges is under way with proactive cleaning to reduce the rate of rot in timber structures. Previously, this has

been reactive.

Outdoor recreation assets are also a significant tourist attraction and can provide valuable opportunities to maintain and enhance biodiversity. There are two remaining building assets under management by the Service; investment is needed in one of them, to enable ongoing lease arrangements.

Work has been carried out in autumn 2022 to address the designation of Llandrindod Lake as a reservoir; this structure will require ongoing monitoring. The Llandrindod Rock Park woodland has several bridge structures, not on public paths but on publicly accessible land. The largest of these has just been replaced using grant funding, following a period of closure. Again, steel beams have been included in the design to increase longevity, but timber parts will eventually require replacement.

- **Property** - The vision is to ensure that through the Corporate Landlord initiative, the Council's assets are appropriately managed to provide safe, efficient, sustainable properties in the right locations to support the delivery of services and the achievement of key priorities. The Strategic Asset Board and Asset Management Plans are the mechanisms in place to help deliver these priorities, which will ensure close working and collaboration across all service areas and partner organisations such as Neath Port Talbot College / Powys Teaching Health Board (PTHB). The Property team will be supported in this crucial work with investment provided to procure a new Property Management database which will provide a single point of reference for all aspects of the Council's operational and investment estate. A property disposals programme is being developed.
- **Regeneration, Property and Development** - The Council needs to intervene where the private sector is not able (for economic reasons) to create or facilitate investment in business units in order to keep and attract business to the County. Abermule business park is one such scheme that sees the Authority developing a former Welsh Government site which otherwise would not have been developed in the short to medium term. Capital investment will also form an important part of supporting the regeneration and viability of town centres complementing the Welsh Government's Transforming Towns funding programme. An initial annual allocation of £2 million starting in 2024-25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the investment plans for the deal develop the funding will be released to the relevant projects on completion of the relevant governance and approval processes. Both National and Welsh Government are providing a capital injection in the south of the county for a purpose-built, modern railway infrastructure and rolling stock testing facility. This is expected to form an important addition to the UK rail industry and would be the only test facility in the UK that includes circuits tracks, would offer significantly more efficient testing than shunting facilities, which require trains to change direction of travel at the end of track.
- **County Farms** - It is essential that the Council manages its agricultural estate prudently, efficiently, and professionally. Effective management of County Farms estate will enable the continued opportunities already enjoyed by current tenant farmers and maintain an income stream. The financial demands of the Estate need to be evaluated against the competing demands across the council whilst noting the estate produces an annual surplus in its trading account. The opportunity for capital receipts will continue to arise as reviews are undertaken at each tenant departure from the Estate. An Invest to Save initiative is being developed which will see investments made to the Farm Estate which should create opportunities for capital receipts and reduced revenue expenditure, for example barn conversions and subsequent sales.
- **Information Technology (IT)** - The service engages with change programmes so that investment and resource meets identified Council priorities. In respect of infrastructure, IT will seek to invest in up-to-date cloud-based technologies including 'Azure' cloud technologies, core infrastructure and improved telephony and mobile systems, Web and share-point and improved wireless as well as further enabling our staff to work in an agile manner. Cyber resilience is also a key programme, since 2017 an active Cyber Security improvement plan has been in place which details improvements required to maintain our Cyber Security resilience and to maintain standards and accreditations such as Cyber Essentials Plus and Public Service Network Accreditation. In order to maintain the council's

resilience and standards, this investment and programme of work is key. This includes investment in tools to detect and prevent malicious activity, tools, processes and resources to maintain systems to prevent vulnerabilities from exploitation, systems to enable us to share and collaborate information digitally and securely without risk of unintended exposure and ultimately damage or complete loss of any of the council's data or systems. The funding also ensures that the Council has an effective device refresh programme in place, ensuring that staff have the necessary devices to undertake their work effectively.

Investment in Regenerative Commercial Activity

- 1.44 The commercial activity undertaken in the Council relates to holding properties that are utilised by tenants, these include livestock markets, caravan park, restaurant and office space. These are held primarily for their regenerative benefits to the local economy.
- 1.45 Around £240,000 in rental income is received each year.
- 1.46 The Council has registered a trading company (currently dormant) that may become the vehicle that supports greater commercial activity, but any investment must evidence the following criteria:
- Support the strategic community objectives of the council.
 - Have a balanced investment approach.
 - Improve covenant strength.
 - Drive income generation and maintain yield.
- 1.47 To ensure that the council is able to benefit from the lower borrowing rates offered by the Public Works Loans Board (PWLB) the council will currently not consider investing in any commercial property where yield is the primary investment driver.

Funding the Capital Strategy

- 1.48 The cost of funding the capital programme is closely monitored due to the impact on the budget and the ongoing funding constraints of the MTFs. The Council aims to minimise the cost of borrowing on the Financial Resource Model (FRM) and other sources need to be maximized such as grant funding. Funding capital from borrowing incurs extra costs from interest on the loan and the minimum revenue provision, repayment of the principal. Capital projects are prioritised where they can evidence a reduction in the cost of revenue, such as digital technologies or generate income such as building council dwellings.
- 1.49 The Housing Revenue Account (HRA) supports its own capital expenditure and provision for this is included in the HRA Business Plan. The surplus on the HRA account (excess of rental income over expenditure) is used to fund capital expenditure. This does not impact on the Council Fund. Although the HRA operates separately from the Council Fund, the Council does not borrow separately for Council Fund and HRA expenditure, all borrowing is combined, and the costs apportioned to the two funds based on the level of expenditure funded from borrowing for the two funds. The apportionment method is kept under review to ensure that it remains the most equitable method.

The Capital programme detailed at Appendix A, sets out how the programme is funded, the sources are explained below:

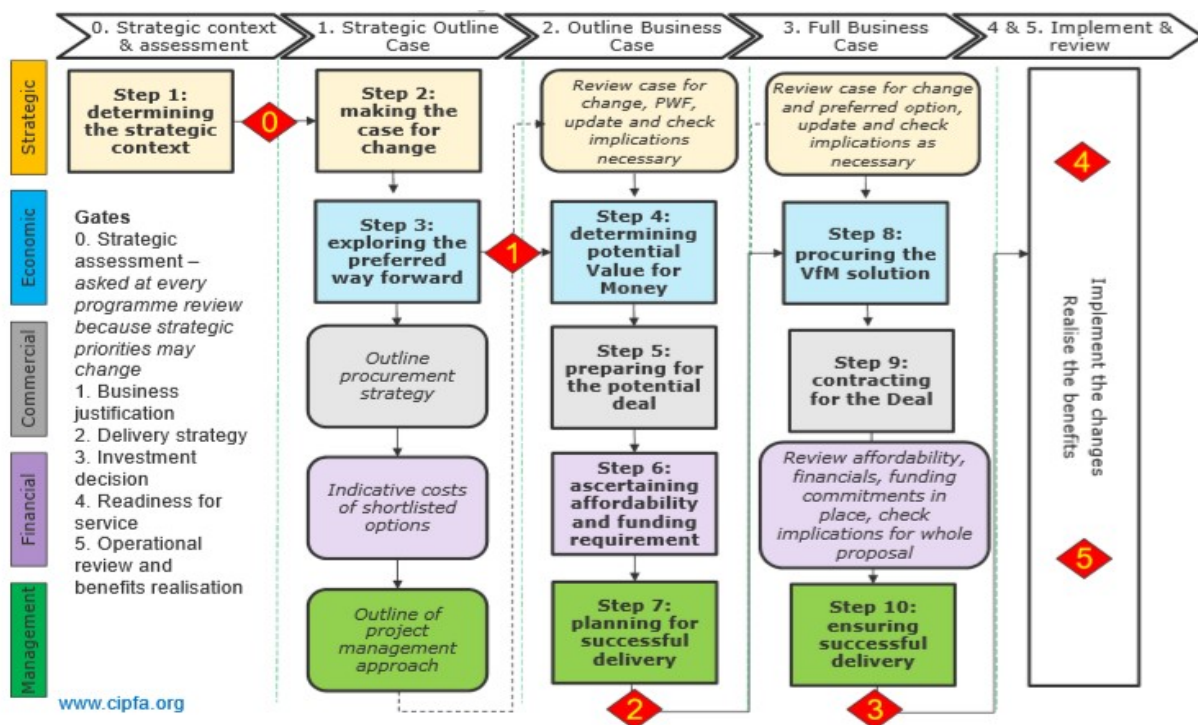
- **General Capital Grant** – This is a sum of money which is provided by the Welsh Government as part of the annual settlement. The Council is free to use the capital grant on any capital project it wishes.
- **Supported Borrowing** – The Council will borrow from establishments including the Public Works Loans Board (PWLB) to fund the expenditure. The revenue costs arising from the borrowing (Interest Costs and Minimum Revenue Provision) are funded by the Welsh Government through the annual revenue settlement, hence the term “Supported Borrowing”.

- **Unsupported Borrowing** – Again, the Council borrows the funding but is required to finance the revenue costs from its own resources. Projects funded by means of unsupported borrowing tend to be projects which deliver revenue savings, and these savings contribute to meet the additional revenue costs arising from the borrowing.
- **Specific Capital Grants** – The Council will be awarded capital grants which partly or fully fund the cost of a project. Capital grants usually come with restrictions surrounding the expenditure which can be funded and by when the expenditure must be incurred.
- **Revenue Contribution** – Services can contribute from their revenue budgets to fund projects. These contributions tend to be as a match funding to a project which is mainly funded from a specific capital grant.
- **Capital Receipts** – The funds generated from the sale of assets can be used to contribute to the funding of the capital programme. These are usually generated from the sale of surplus assets (normally land or buildings). The Councils' Capital Receipts Policy is set out in Appendix B.
- **Reserves** – Funding held in reserve, e.g., unapplied capital receipts, can be used to support the capital programme. Specific reserves can also be built up and set aside for this purpose.

1.50 An asset review is underway to review each property to understand the benefit each asset is providing for service delivery and quantify any future capital and maintenance liabilities. This will ensure that the Council has the right asset in the right place at the right time and will ensure the effective and efficient delivery of a comprehensive range of quality services. Once this is complete, any future capital investment together with the proceeds from the sale of surplus assets will be included in the capital programme.

Governance and Approval Approach

1.51 Welsh Government have adopted the Better Business Case approach to building, reviewing, and agreeing business cases. These principles have been adopted in the Councils' Capital Governance Framework. This approach introduces a more formal regime to follow and ensures consistency and a robust approach to developing each project. The diagram below sets out the gates and steps necessary to develop a capital from proposal through to a successful delivery. There has been an urgency in adopting this new regime to evidence stronger governance based on robust business cases from services.



1.52 The governance of this Capital Strategy follows the same process as the Revenue Budget Setting

Process and is presented to the Cabinet as part of the MTFs which is then recommended to full Council for approval.

1.53 The three stages of the Governance Framework are:

- **Stage 1 - The Strategic Outline Case (SOC)**, these must be completed for the new bids and have necessary approval.
- **Stage 2** - Once the SOC is approved, managers will need to complete more detailed work, particularly on the economics of the case, finances (detailed costings) and submit the **Outline Business Case (OBC)** for approval through the Strategic Asset Board, who provide challenge and then make recommendation to EMT / Cabinet to approve.
- **Stage 3 - The Final Business Case (FBC)** is the final gateway, and the project would move to the procurement stage. At this point the tender price for the project would be known and the risks quantified. Only when the FBC becomes a live project does the capital budget get allocated, which will improve our budget forecasting and profiling. Any revenue contributions including MRP costs would need to be built into the budget at stage 3.
 - For business cases between £75k and £1m a less formal business justification case will be used, being simpler and quicker to develop and proceed to project.
 - Each year there is a small bids programme funded by an allocation in the Capital Programme for capital projects under £75k, these are dealt with through the Strategic Asset Board.
 - The Council is moving away from an annual capital cycle and using the new framework will have an ongoing process of projects in development through to approval through Cabinet and Council as needed with the necessary prudential indicators updated and presented.

1.54 As a significant part of the capital programme and future ambitions covers investment in the Council's school's estate. The Schools Capital Programmes Oversight Board is in place which will strengthen Council's oversight of all school capital projects and provide additional scrutiny and assurance.

Capital Programme 2023-2028

1.55 The overall capital programme for the Council in 2023/24 is £93.29 million, which includes £23.48 million for the Housing Revenue Account (HRA). Appendix A provides a full list of all the schemes.

1.56 The General Fund includes schemes which have previously been approved or are in progress and expected to continue into future years. These total £69.81 million. The programme includes a list of schemes that have had their Strategic Outline Case approved and have been progressed to Outline Business case. Providing the economic and financial justification stacks up these schemes are likely to develop to Final Business Case stage and become live projects, totalling £12.27 million. Split over two years, £4.45 million in 2023/24, £5.51 million in 2024/25 and £2.31 million in 2025/26. An initial annual allocation of £2.00 million starting in 2024/25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the plans for the deal develop, the funding will be released to the relevant projects on completion of the relevant governance and approval processes.

1.57 The need to maintain the highways infrastructure through the HAMP has been highlighted at strategic level as a critical area of the Council's long-term strategy. The programme includes £5.00 million per annum for the HAMP and an additional £1.00 million per annum for street lighting column upgrades.

1.58 An additional £10.00 million has been included in 2027/28 to continue school transformation once the existing Band A and B funding allocations have been fully utilised. This additional funding can only be drawn down once the relevant business case(s) has been approved and it is assumed that Welsh Government will continue to provide grant funding towards 65% of the costs of these

schemes.

1.59 Overall additional borrowing requirements are estimated at £32.18 million in 2022/23 which includes £12.08 million for the HRA. However, it is likely that this figure will be less based on previous years slippage on spend and grants that are received in year.

1.60 The capital programme remains within budget for 2023/24 however additional revenue funding will need to be identified to fund investment in future years. The impact of the capital programme is set out through the following prudential indicators:

Capital Prudential Indicators

1.61 The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.

Capital Expenditure

1.62 This prudential indicator is a summary of the Council's capital expenditure plans, both those agreed previously, and those forming part of this budget cycle.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Non-HRA	73.64	69.81	76.78	39.61	20.07	32.71
HRA	19.72	23.48	30.31	34.61	21.91	19.55
Total	93.36	93.29	107.09	74.22	41.98	52.26

1.63 **Other long-term liabilities** - The financing need set out in the table above excludes other long-term liabilities, such as leasing arrangements that already include borrowing instruments.

1.64 The table below summarises the above capital expenditure plans and how these plans are being financed by capital or revenue resources. Any shortfall of resources results in a requirement to fund through borrowing, this figure is shown as the net financing need.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Capital receipts	2.29	5.25	5.25	4.25	4.25	4.25
Capital grants	43.37	49.12	52.98	15.80	10.54	17.04
Revenue/Reserves	8.68	6.74	11.33	9.96	8.92	11.24
Net financing need for the year	39.02	32.18	37.53	44.21	18.27	19.73

The Council's Borrowing Need (the Capital Financing Requirement)

1.65 This is the Council's Capital Financing Requirement (CFR). The CFR is simply the total historic outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is essentially a measure of the Council's indebtedness and so its underlying borrowing need. Any capital expenditure which has not immediately been paid for through a revenue or capital resource, will increase the CFR.

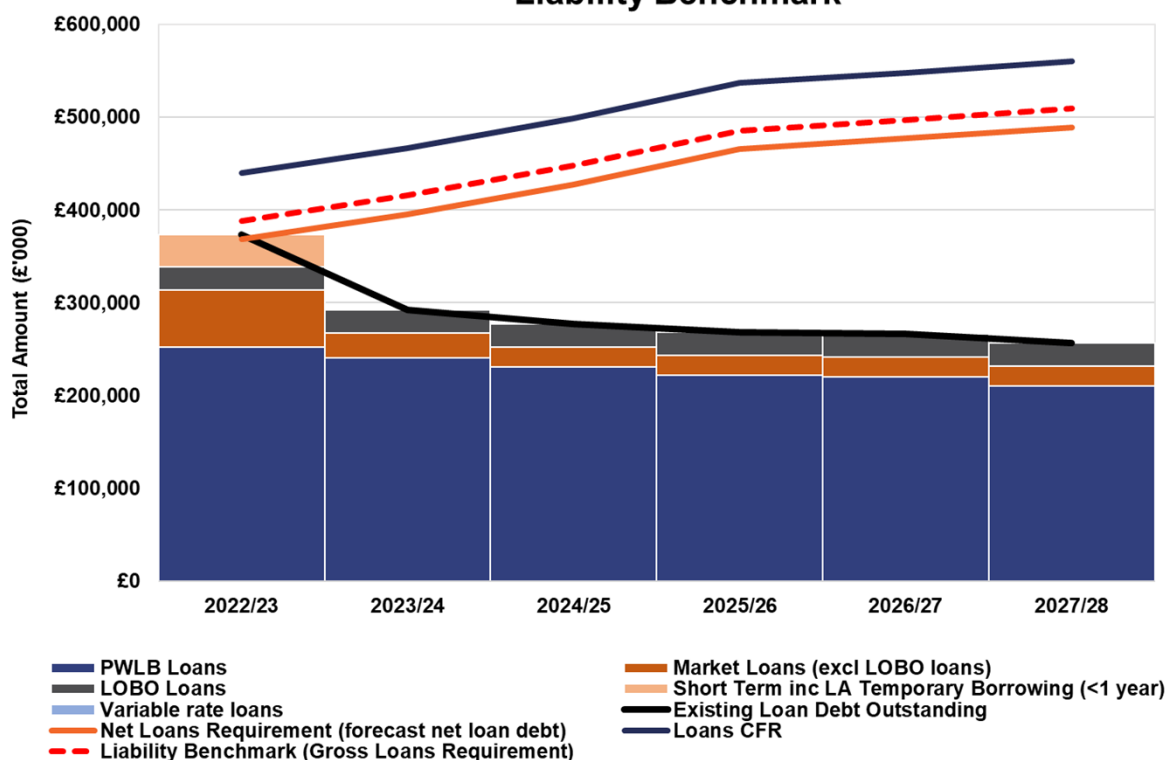
- 1.66 The CFR does not increase indefinitely, as the minimum revenue provision (MRP) is a statutory annual revenue charge which broadly reduces the indebtedness in line with each asset life, and so charges the economic consumption of capital assets as they are used.
- 1.67 The greater the CFR the larger the impact will be on the revenue budget, therefore in the long-term there will be a need to keep capital expenditure funded by borrowing at a level below the MRP budget in order to maintain the revenue budget at a sustainable level.
- 1.68 The Council is asked to approve the CFR projections below:

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
CFR – non HRA	331.21	347.34	362.92	379.59	382.67	389.39
CFR – HRA	108.50	119.45	135.79	157.13	165.38	171.05
Total CFR	439.71	466.79	498.71	536.72	548.05	560.44
Movement in CFR	34.50	27.08	31.92	38.01	11.33	12.39
Net financing need for the year (above)	29.97	29.97	22.00	26.33	31.81	4.43
Less MRP/VRP and other financing movements	4.53	4.53	5.09	5.60	6.20	6.92
Movement in CFR	34.50	27.08	31.92	38.01	11.33	12.39

Liability Benchmark

- 1.69 A new prudential indicator for 2023/24 is the Liability Benchmark (LB). The Liability Benchmark is effectively the Net Borrowing Requirement of a local authority plus a liquidity allowance. In its simplest form, it is calculated by deducting the amount of investable resources available on the balance sheet (reserves, cash flow balances) from the amount of outstanding external debt and then adding the minimum level of investments required to manage day-to-day cash flow.
- 1.70 There are four components to the LB: -
- **Existing loan debt outstanding:** the Authority's existing loans that are still outstanding in future years.
 - **Loans CFR:** this is calculated in accordance with the loans CFR definition in the Prudential Code and projected into the future based on approved prudential borrowing and planned MRP.
 - **Net loans requirement:** this will show the Authority's gross loan debt less treasury management investments at the last financial year-end, projected into the future and based on its approved prudential borrowing, planned MRP and any other major cash flows forecast.
 - **Liability benchmark (or gross loans requirement):** this equals net loans requirement plus short-term liquidity allowance.

Liability Benchmark



1.71 Core Funds and Expected Investment Balances

1.72 The application of resources (capital receipts, reserves etc.) to either finance capital expenditure or other budget decisions to support the revenue budget will have an ongoing impact on investments unless resources are supplemented each year from new sources (asset sales etc.). Detailed below are estimates of the year-end balances for each resource and anticipated day-to-day cash flow balances.

Year End Resources	2021/22	2022/23	2023/24	2024/25	2025/26
£m	Actual	Estimate	Estimate	Estimate	Estimate
Fund balances / reserves	64.27	50.00	38.00	38.00	38.00
Capital receipts	12.44	7.00	4.00	4.00	4.00
Provisions	3.93	3.00	3.00	3.00	3.00
Other	7.08	0.00	0.00	0.00	0.00
Total core funds	87.72	60.00	45.00	45.00	45.00
Working capital	2.26	5.00	5.00	5.00	5.00
Under borrowing	42.00	45.00	30.00	30.00	30.00
Expected investments	43.46	10.00	10.00	10.00	10.00

Minimum Revenue Provision Policy Statement

1.73 MRP is an annual charge that Councils are required to pay for their debt liability in respect of capital expenditure funded by borrowing, for both the general fund and the Housing Revenue Account debt. This capital expenditure is set out as part of the CFR calculation and updated regularly to reflect borrowing need changes and the resultant costs; it is important to ensure that the debt is repaid over

a period commensurate with that over which the capital expenditure provides benefit.

1.74 The debt repayment is a revenue charge, the minimum revenue provision (MRP), although additional voluntary payments are allowed if required voluntary revenue provision (VRP).

1.75 Welsh Government regulations have been issued which require the Council to approve the **MRP Statement** in advance of each year. A variety of options are provided to councils, so long as there is a prudent provision set out.

1.76 Recommendation - The Council is recommended to approve the following MRP Statement for the 2023/24 financial year:

➤ For capital expenditure incurred before 1 April 2020 or which in the future will be Supported Capital Expenditure, the MRP policy will be:

- To calculate the MRP over a 50 year life on an on annuity basis using the Authority's average rate of borrowing.

➤ From 1 April 2020 for all unsupported borrowing (including PFI and finance leases), the MRP policy is:

- To charge MRP over the weighted average asset life on an annuity basis using the Authority's average rate of borrowing.
- MRP will be deferred on any investment in the GCRE which is funded through a reciprocal loan provided by WG until the loan repayment date.

➤ For HRA Historic and Settlement Debt, the MRP policy will be:

- To calculate the MRP over a 60 year life on an on annuity basis using the Authority's average rate of borrowing.

➤ For HRA Post Settlement Debt, the MRP policy will be:

- To calculate the MRP over a weighted average asset life on an on annuity basis using the Authority's average rate of borrowing.

➤ Repayments included in annual PFI or finance leases are applied as MRP.

➤ In addition, the guidance allows for MRP to be deferred for assets under construction and this part of the guidance is adopted because the asset is not used by the authority until it is operational and therefore the MRP will match the life of the asset.

1.77 **MRP Overpayments** - A change introduced by the revised Welsh Government MRP Guidance was the allowance that any charges made over the statutory minimum revenue provision (MRP), voluntary revenue provision (VRP) or overpayments, can, if needed, be reclaimed in later years if deemed necessary or prudent. In order for these sums to be reclaimed for use in the budget, this policy must disclose the cumulative overpayment made each year. At the 31st of March 2022 the total balance of previous voluntary revenue provision (VRP) stands at £7.11 million, of which £1.41 million relates to the HRA. There is no intention to reclaim any of this at this point.

Risk Management

1.78 All large capital projects are managed under the Council's Project Management Methodology, which incorporates risk identification and risk management. The Council also has a Risk Management Policy which is applied to all its projects and activities.

1.79 For all capital projects, project managers update financial forecasts on a monthly basis identifying any areas subject to risk of overspend, underspend or slippage.

- 1.80 There is also a degree of funding risk in the Capital Programme, reliant as it is on future capital receipts, and the ability to be able to afford borrowing if necessary. These risks need to be managed and monitored on a regular basis, and action taken where necessary.
- 1.81 Risk appetite in this context is the level of risk that the Council is prepared to accept to be exposed to at any point in time in relation to its activities. It involves knowing what risks the Council wishes to avoid, what risks it is willing to accept and what risks it is willing and able to manage (including by transferring them to a third party, e.g., through insurance).
- 1.82 The risks are regularly monitored and managed both financially and operationally in accordance with council processes.
- 1.83 The Council is willing to accept the risks set out in this Strategy for projects that have Council approval provided that the project management ensures the appropriate mitigations are put in place to bring the project within acceptable risks margins.
- 1.84 The key financial risks inherent in the Council's Capital Programme include:

Description of Risk	Potential Impact
The longer a project takes to come to fruition, the greater the risk that the financial cost of the project will have increased, both due to the additional staff time spent on the project and the inflationary impact on the costs involved in bringing the asset into operation.	May result in financial pressures on the other projects/ programmes and service delivery.
There is a degree of correlation between the length of time a project spends in the feasibility and development stage and an increased risk of project failure or abandonment. Should a project fail for any reason, the regulations require all capital costs to be returned to revenue, which may create significant pressures, depending on the level of spend at that point.	May result in additional revenue pressures on delivery/services.
Project expenditure is higher than forecast estimates – in the current climate due to the rising cost of materials and access to skilled contractors in a limited labour market	May result in increased financial pressures/ limitations on future investment options.

Description of Risk (cont.)	Potential Impact (cont.)
<p>Once a project has been delivered successfully the cash expended is then bound in the asset. In the case of the assets that are for service delivery and do not generate a rental income stream, the money invested in the asset is only recovered if and when the asset is sold at a future date. This carries inherent financial risks in that the asset may have decreased in value, depending on market conditions, or may not have increased in value sufficiently to mitigate the effects of inflation.</p>	<p>May result in increased financial pressures/limitations on future investment options.</p>

Treasury Management Strategy

Background

- 1.85 The Council is required to operate a balanced budget which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned with cash being available when it is needed.
- 1.86 The second main function of the treasury management service is the funding of the Council's capital plans. These plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash involves arranging short or long-term loans or using longer-term cash flow surpluses. On occasion, when it is prudent and economic, any debt previously drawn may be restructured to meet risk or cost objectives.
- 1.87 The contribution the treasury management function makes to the authority is critical as the balance of debt and investment operations ensure liquidity or the ability to meet spending commitments as they fall due, either on day-to-day revenue or for larger capital projects. The treasury operations will see a balance of the interest costs of debt and the investment income arising from cash deposits affecting the available budget. Since cash balances generally result from reserves and balances, it is paramount to ensure adequate security of the sums invested, as a loss of principal will in effect result in a loss to the General Fund Balance.

CIPFA defines treasury management as:

“The management of the local authority’s borrowing, investments and cash flows, including its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.”

- 1.88 Whilst any commercial initiatives or loans to third parties will impact on the treasury function, these activities are generally classed as non-treasury activities as they usually arise from capital expenditure and are separate from the day-to-day treasury management activities.

Current portfolio position

- 1.89 The overall treasury management portfolio as at 31st March 2022 and the estimated position as at 31st March 2023 are shown below for both borrowing and investments.

Treasury Portfolio				
	Actual 31st March 2022		Estimate 31st March 2023	
	£'m	%	£'m	%
Borrowing				
PWLB	260.64	3.4%	287.12	3.3%
LOBO Loans	35.00	3.9%	25.00	5.3%
Market/Other Local Authorities	30.00	2.1%	40.00	1.7%
Welsh Government	33.00	0.0%	17.60	0.0%
Other	10.98	0.4%	3.89	2.6%
Total External Borrowing	369.62		373.60	
Investments				
Banks (deposit accounts)	43.46	0.5%	10.00	1.3%
Total Investments	43.46		10.00	
Net Position	43.46	0.5%	10.00	1.3%

Borrowing Strategy

1.90 The Council is currently maintaining an under-borrowed position. This means that the capital borrowing need (the Capital Financing Requirement), has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This strategy is prudent as medium and longer dated borrowing rates are expected to fall from their current levels once prevailing inflation concerns are addressed by tighter near-term monetary policy. That is, Bank Rate increases over the first half of 2023.

1.91 Against this background and the risks within the economic forecast, caution will be adopted with the 2023/24 treasury operations. The Head of Financial Services will monitor interest rates in financial markets and adopt a pragmatic approach to changing circumstances:

- if it was felt that there was a significant risk of a sharp fall in borrowing rates, (e.g., due to a marked increase of risks around relapse into recession or of risks of deflation), then borrowing will be postponed.
- if it was felt that there was a significant risk of a much sharper rise in borrowing rates than that currently forecast, fixed rate funding will be drawn whilst interest rates are lower than they are projected to be in the next few years.

1.92 Any decisions will be reported to the appropriate decision making body at the next available opportunity.

1.93 Policy on Borrowing in Advance of Need

1.94 The Council will not borrow more than or in advance of its needs purely in order to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved Capital Financing Requirement estimates and will be considered carefully to ensure that value for money can be demonstrated and that the Council can ensure the security of such funds.

1.95 Risks associated with any borrowing in advance activity will be subject to prior appraisal and subsequent reporting through the mid-year or annual reporting mechanism.

1.96 Debt rescheduling

1.97 Rescheduling of current borrowing in our debt portfolio is unlikely to occur as there is still a large difference between premature redemption rates and new borrowing rates. If rescheduling is to be undertaken, it will be reported at the earliest meeting following its action.

1.98 New Financial Institutions as a source of Borrowing and / or types of Borrowing

Currently the PWLB Certainty Rate is set at gilts + 80 basis points for both HRA and non-HRA borrowing. However, consideration may still need to be given to sourcing funding from the following sources for the following reasons:

- Local authorities (primarily shorter dated maturities out to 3 years or so – still cheaper than the Certainty Rate).
- Financial institutions (primarily insurance companies and pension funds but also some banks, out of forward dates where the objective is to avoid a “cost of carry” or to achieve refinancing certainty over the next few years)
- Municipal Bonds Agency (possibly still a viable alternative depending on market circumstances prevailing at the time).

Our advisors will keep us informed as to the relative merits of each of these alternative funding sources.

1.99 Approved Sources of Long and Short term Borrowing

On Balance Sheet	Fixed	Variable
PWLB	●	●
Municipal bond agency	●	●
Government/Local authorities	●	●
Banks	●	●
Pension funds	●	●
Insurance companies	●	●
Market (long-term)	●	●
Market (temporary)	●	●
Market (LOBOs)	●	●
Stock issues	●	●
Local temporary	●	●
Local Bonds	●	
Local authority bills	●	●
Overdraft		●
Negotiable Bonds	●	●
Internal (capital receipts & revenue balances)	●	●
Commercial Paper	●	
Medium Term Notes	●	
Finance leases	●	●

Capital Prudential and Treasury Indicators

1.100 The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.

Ratio of financing costs to net revenue stream

1.101 This indicator identifies the trend in the cost of capital, (borrowing and other long term obligation costs net of investment income), against the net revenue budget or HRA rental income (net revenue stream). The estimates of financing costs include current commitments and the proposals in this budget report. The future net revenue streams are estimated based on worst case scenarios.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Financing Costs	11.35	13.66	14.49	14.65	14.76	14.89

Net Revenue Stream	302.33	326.54	338.53	348.39	358.59	369.16
Council Fund	3.8%	4.2%	4.3%	4.2%	4.1%	4.0%
Financing Costs	4.58	5.02	5.49	6.08	6.97	7.35
Net Revenue Stream	27.38	27.55	28.10	28.66	29.24	29.82
HRA	16.7%	18.2%	19.5%	21.2%	23.8%	24.6%

HRA Ratios

1.102 This indicator shows the total outstanding debt attributable to the Housing Revenue Account (HRA) and the average debt per dwelling. The total debt is made up of

- The self-financing buyout
- Borrowing required for capital works to the existing housing stock (historic and planned)
- Borrowing required for the construction of new Council Housing (historic and planned)

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
HRA debt	£108.50m	£119.45m	£135.80m	£157.14m	£165.39m	£171.06m
Number of HRA dwellings	5,433	5,502	5,528	5,568	5,624	5,812
Debt per dwelling	£19,971	£21,710	£24,566	£28,222	£29,408	£29,432

Maturity structure of borrowing

1.103 These gross limits are set to reduce the Council's exposure to large, fixed rate sums falling due for refinancing and are required for upper and lower limits.

1.104 The Council is asked to approve the following treasury indicators and limits:

Maturity structure of borrowing 2023/24		
	Lower	Upper
Under 12 months	0%	40%
12 months to 2 years	0%	40%
2 years to 5 years	0%	40%
5 years to 10 years	0%	40%
10 years to 20 years	0%	40%
20 years to 30 years	0%	40%
30 years to 40 years	0%	40%
40 years to 50 years	0%	40%
50 years to 60 years	0%	40%

1.105 Affordability prudential indicators

- 1.106 Prudential indicators are required to assess the affordability of the capital investment plans. These provide an indication of the impact of the capital investment plans on the Council's overall finances. The Council is asked to approve the following borrowing indicators:

Borrowing Indicators

- 1.107 The capital expenditure plans set out in the capital strategy provide details of the service activity of the Council. The treasury management function ensures that the Council's cash is organised in accordance with the relevant professional codes, so that sufficient cash is available to meet this service activity and the Council's capital strategy. This will involve both the organisation of the cash flow and, where capital plans require, the organisation of appropriate borrowing facilities. The strategy covers the relevant treasury / prudential indicators, the current and projected debt positions and the annual investment strategy.
- 1.108 The Council's forward projections for borrowing are summarised below. The table shows the actual external debt, against the underlying capital borrowing need, (the Capital Financing Requirement - CFR), highlighting any over or under borrowing.

Change in External Debt

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Council Fund						
Debt at 1st April	268.18	286.21	317.35	332.93	349.60	352.70
Expected change in Debt	18.03	31.14	15.58	16.67	3.10	6.73
Estimated Gross Debt at 31st March	286.21	317.35	332.93	349.60	352.70	359.43
CFR	331.21	347.35	362.93	379.60	382.70	389.43
Under / (Over) Borrowing	45.00	30.00	30.00	30.00	30.00	30.00
HRA						
Debt at 1st April	101.44	108.50	119.45	135.80	157.14	165.39
Expected change in Debt	7.06	10.95	16.35	21.34	8.25	5.67
Estimated Gross Debt at 31st March	108.50	119.45	135.80	157.14	165.39	171.06
CFR	108.50	119.45	135.80	157.14	165.39	171.06

- 1.109 Within the range of prudential indicators there are a number of key indicators to ensure that the Council operates its activities within well-defined limits. One of these is that the Council needs to ensure that its gross debt does not, except in the short term, exceed the total of the CFR in the preceding year plus the estimates of any additional CFR for 2023/24 and the following two financial years. This allows some flexibility for limited early borrowing for future years but ensures that borrowing is not undertaken for revenue or speculative purposes.
- 1.110 The Head of Financial Services (Section 151 Officer) reports that the Council complied with this prudential indicator in the current year and does not envisage difficulties for the next few years. This view considers current commitments, existing plans, and the proposals in this budget report. The projected increase in the CFR over the medium and longer term must be reviewed annually to ensure that the capital investment plans remain affordable, prudent and sustainable.

1.111 Treasury Indicators: limits to borrowing activity

Operational Boundary

1.112 The Operational Boundary is the limit beyond which external debt is not normally expected to exceed. In most cases, this would be a similar figure to the CFR, but may be lower or higher depending on the levels of actual debt and the ability to fund under-borrowing by other cash resources.

£'m	2023/24	2024/25	2025/26	2026/27	2027/28
Operational Boundary	476.00	509.00	547.00	559.00	572.00

Authorised Limit

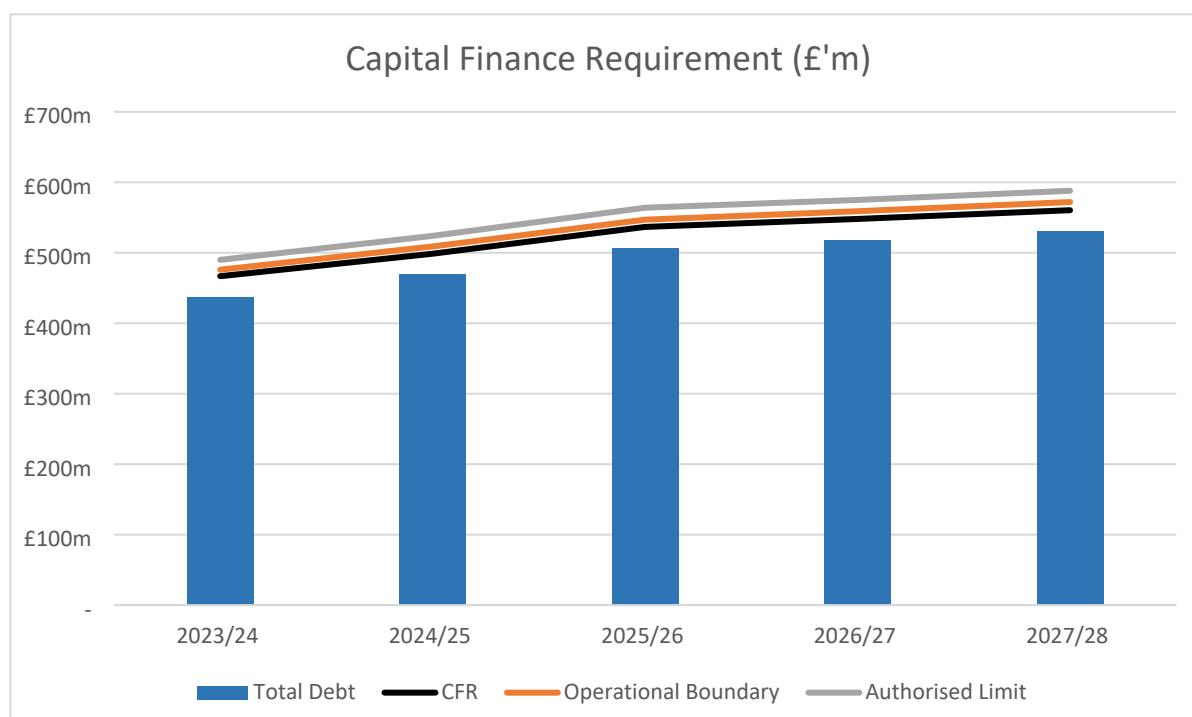
1.113 This is a key prudential indicator and represents a control on the maximum level of borrowing. This represents a legal limit beyond which external debt is prohibited, and this limit needs to be set or revised by the full Council. It reflects the level of external debt which, while not desired, could be afforded in the short term, but is not sustainable in the longer term.

1.114 This is the statutory limit determined under section 3 (1) of the Local Government Act 2003. The Government retains an option to control either the total of all councils' plans, or those of a specific council, although this power has not yet been exercised.

1.115 The Council is asked to approve the following authorised limit.

£'m	2023/24	2024/25	2025/26	2026/27	2027/28
Authorised Limit	490.00	524.00	564.00	575.00	588.00

1.116 The chart below shows the relationship between the Total Debt, the Capital Financing Requirement (CFR), the Operational Boundary and Authorised Limit.



Annual Investment Policy

1.117 **Management of risk** - The Welsh Government and CIPFA have extended the meaning of 'investments' to include both financial and non-financial investments. This strategy deals solely with financial investments, (as managed by the treasury management team). Nonfinancial investments, essentially the purchase of income yielding assets, are covered in the Capital Strategy.

The Council's investment policy has regard to the following.

- Welsh Government's Guidance on Local Government Investments ("the Guidance")
- CIPFA Treasury Management in Public Services Code of Practice and Cross Sectoral Guidance Notes 2021 ("the Code")
- CIPFA Treasury Management Guidance Notes 2021

The Council's investment priorities will be security first, portfolio liquidity second and then yield, (return). The Council will aim to achieve the optimum return (yield) on its investments commensurate with proper levels of security and liquidity and with the Council's risk appetite. In the current economic climate, it is considered appropriate to keep investments short term to cover cash flow needs

In the current economic climate, it is considered appropriate to maintain a degree of liquidity to cover cash flow needs but to also consider "laddering" investments for periods up to 12 months with high credit rated financial institutions, whilst investment rates remain elevated, as well as wider range fund options.

1.118 The above guidance from the Welsh Government and CIPFA place a high priority on the management of risk. This authority has adopted a prudent approach to managing risk and defines its risk appetite by the following means:

- Minimum acceptable credit criteria are applied in order to generate a list of highly creditworthy counterparties. This also enables diversification and thus avoidance of concentration risk. The key ratings used to monitor counterparties are the short term and long-term ratings.
- Other information: ratings will not be the sole determinant of the quality of an institution; it is important to continually assess and monitor the financial sector on both a micro and macro basis and in relation to the economic and political environments in which institutions operate. The assessment will also take account of information that reflects the opinion of the markets. To achieve this consideration the Council will engage with its advisors to maintain a monitor on market pricing such as "credit default swaps" and overlay that information on top of the credit ratings.
- Other information sources used will include the financial press, share price and other such information pertaining to the financial sector in order to establish the most robust scrutiny process on the suitability of potential investment counterparties.
- This authority has defined the list of types of investment instruments that the treasury management team are authorised to use. There are categories of 'specified' and 'non-specified' investments.
 - **Specified investments** are those with a high level of credit quality and subject to a maturity limit of one year except deposits with local authorities which can be for any period.
 - **Non-specified investments** are those with less high credit quality, may be for periods in excess of one year, and/or are more complex instruments which require greater consideration by members and officers before being authorised for use. Once an investment is classed as non-specified, it remains non-specified all the way through to maturity i.e., an 18 month deposit would still be non-specified even if it has only 11 months left until maturity.

- Lending limits (amounts and maturity), for each counterparty will be set in conjunction with Link’s matrices.
- This authority will set a limit for the amount of its investments which are invested for longer than 365 days.
- Investments will only be placed with counterparties from countries with a specified minimum sovereign rating.
- All investments will be denominated in sterling.
- As a result of the change in accounting standards for 2020/21 under IFRS 9, this authority will consider the implications of investment instruments which could result in an adverse movement in the value of the amount invested and resultant charges at the end of the year to the General Fund. The Welsh Government has passed a statutory override to allow Welsh local authorities time to adjust their portfolio of all pooled investments by delaying implementation of IFRS 9 for five years until 31st March 2023.

1.119 The council will also pursue value for money in treasury management and will monitor the yield from investment income against appropriate benchmarks for investment performance.

1.120 Creditworthiness policy

1.121 This Council applies the creditworthiness service provided by Link Group. This service employs a sophisticated modelling approach, utilising credit ratings from the three main credit rating agencies - Fitch, Moody’s and Standard & Poor’s. The credit ratings of counterparties are supplemented with the following overlays:

- “watches” and “outlooks” from credit rating agencies.
- CDS spreads that may give early warning of likely changes in credit ratings.
- sovereign ratings to select counterparties from only the most creditworthy countries.

1.122 This modelling approach combines credit ratings, and any assigned Watches and Outlooks in a weighted scoring system which is then combined with an overlay of CDS spreads. The end product of this is a series of colour coded bands which indicate the relative creditworthiness of counterparties. These colour codes are used by the Council to determine the suggested duration for investments. The Council will, therefore, use counterparties within the following durational bands:

Yellow	5 years *
Dark pink	5 years for Ultra-Short Dated Bond Funds with a credit score of 1.25
Light pink	5 years for Ultra-Short Dated Bond Funds with a credit score of 1.5
Purple	2 years
Blue	1 year (only applies to nationalised or semi nationalised UK Banks)
Orange	1 year
Red	6 months
Green	100 days
No colour	not to be used

Please note: the yellow colour category is for UK Government debt, or its equivalent, money market funds and collateralised deposits where the collateral is UK Government debt.

Please note: “fund” ratings are different to individual counterparty ratings, coming under either specific “MMF” or “Bond Fund” rating criteria.

1.123 The Link Asset Services’ creditworthiness service uses a wider array of information other than just primary ratings. Furthermore, by using a risk weighted scoring system, it does not give undue

preponderance to just one agency's ratings.

1.124 Typically, the minimum credit ratings criteria the Council use will be a short term rating (Fitch or equivalents) of F1 and a long term rating of A-. There may be occasions when the counterparty ratings from one rating agency are marginally lower than these ratings but may still be used. In these instances, consideration will be given to the whole range of ratings available, or other topical market information, to support their use.

1.125 Credit ratings will be monitored daily through use of the Link Group's creditworthiness service.

- If a downgrade results in the counterparty / investment scheme no longer meeting the Council's minimum criteria, its further use as a new investment will be withdrawn immediately.
- In addition to the use of credit ratings the Council will be advised of information in movements in Credit Default Swap spreads against the iTraxx European Financials benchmark and other market data on a daily basis via its Passport website, provided exclusively to it by Link Asset Services. Extreme market movements may result in downgrade of an institution or removal from the Council's lending list.

1.126 Sole reliance will not be placed on the use of this external service. In addition, this Council will also use market data and market information, as well as information on any external support for banks to help support its decision making process.

1.127 Creditworthiness

1.128 Significant levels of downgrades to Short and Long-Term credit ratings have not materialised since the crisis in March 2020. In the main, where they did change, any alterations were limited to Outlooks. However, more recently the UK sovereign debt rating has been placed on Negative Outlook by the three major rating agencies in the wake of the Truss/Kwarteng unfunded tax-cuts policy. Although the Sunak/Hunt government has calmed markets, the outcome of the rating agency reviews is unknown at present, but it is possible the UK sovereign debt rating will be downgraded. Accordingly, when setting minimum sovereign debt ratings, this Authority will not set a minimum rating for the UK.

1.129 CDS Prices

1.130 Although bank CDS prices, (these are market indicators of credit risk), spiked upwards during the days of the Truss/Kwarteng government, they have returned to more average levels since then. However, sentiment can easily shift, so it will remain important to undertake continual monitoring of all aspects of risk and return in the current circumstances. Link monitor CDS prices as part of their creditworthiness service to local authorities and the Authority has access to this information via its Link-provided Passport portal.

1.131 Limits

1.132 Due care will be taken to consider the exposure of the Authority's total investment portfolio to non-specified investments, countries, groups and sectors.

- Non-specified treasury management investment limit. The Authority has determined that it will limit the maximum total exposure of treasury management investments to non-specified treasury management investments as being 10% of the total treasury management investment portfolio.
- Country limit. The Authority has determined that it will only use approved counterparties from the UK and from countries with a minimum sovereign credit rating of AA from Fitch (or equivalent). The list of countries that qualify using this credit criteria as at the date of this report are shown in paragraph 3.66. This list will be added to, or deducted from, by

officers should ratings change in accordance with this policy.

1.133 Other limits. In addition:

- no more than 5% will be placed with any non-UK country at any time;
- limits in place above will apply to a group of companies/institutions;
- sector limits will be monitored regularly for appropriateness.

Investment strategy

1.134 **In-house funds** - Investments will be made with reference to the core balance and cash flow requirements and the outlook for short-term interest rates (i.e., rates for investments up to 12 months). Greater returns are usually obtainable by investing for longer periods. The current shape of the yield curve suggests that is the case at present, but there is the prospect of Bank Rate peaking in the first half of 2023 and possibly reducing as early as the latter part of 2023 so an agile investment strategy would be appropriate to optimise returns.

1.135 Accordingly, while most cash balances are required in order to manage the ups and downs of cash flow, where cash sums can be identified that could be invested for longer periods, the value to be obtained from longer-term investments will be carefully assessed.

1.136 Investment returns expectations

1.137 The current forecast shown below, includes a forecast for Bank Rate to reach 4.5% in Q2 2023. The suggested budgeted investment earnings rates provided by Link Group for returns on investments placed or periods up to about three months during each financial year are as follows:

2022/23 remainder	3.95%
2023/24	4.40%
2024/25	3.30%
2025/26	2.60%
2026/27	2.50%
Years 6 to 10	2.80%
Years 10+	2.80%

As there are so many variables at this time, caution must be exercised in respect of all interest rate forecasts.

1.138 Investment treasury indicator and limit

1.139 The Investment treasury indicator and limit - total principal funds invested for greater than 365 days. These limits are set with regard to the Council's liquidity requirements and to reduce the need for early sale of an investment and are based on the availability of funds after each yearend.

1.140 The Council is asked to approve the following treasury indicator and limit:

Upper limit for principal sums invested for longer than 365 days			
£m	2021/22	2022/23	2023/24
Principal sums invested for longer than 365 days	£10m	£10m	£10m
Current investments as at 31.12.21 in excess of 1 year maturing in each year	Nil	Nil	Nil

1.141 For its cash flow generated balances, the Council will seek to utilise its business reserve instant access accounts, money market funds and short-dated deposits.

1.142 Investment performance / risk benchmarking

1.143 This Council will use an investment benchmark to assess the investment performance of its investment portfolio of overnight, 7 day, 1, 3, 6 or 12 month compounded / SONIA.

1.144 End of Year Investment Report

1.145 At the end of the financial year, the Authority will report on its investment activity as part of its Annual Treasury Report

Treasury Management Practice – Credit and Counterparty Risk Management

1.146 **Specified Investments** - All such investments will be sterling denominated with maturities up to maximum of 1 year (except for deposits with local authorities which can be for any period), meeting the minimum 'high' quality criteria where applicable. (If a deposit is made for say 2 years, it starts as being a non-specified investment and remains as a non-specified investment even when it's time to maturity falls under 12 months). The criteria, time limits and monetary limits applying to institutions or investment vehicles are.

Institution	Maximum Investment per Group/Institution	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	£30m	Up to 364 days	As per Link's matrices
Foreign Banks	£5m	Up to 364 days	As per Link's matrices
Other Local Authorities	£25m	Up to 5 years	N/A

1.147 **Non specified Investments** - These are any investments which do not meet the specified investment criteria. A variety of investment instruments will be used, subject to the credit quality of the institution, and depending on the type of investment made, it will fall into one of the above categories. The criteria, time limits and monetary limits applying to institutions or investment vehicles are:

Institution	Maximum Investment per Group/Institution	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	£10m (£5m limit with any one institution)	Up to 2 years	As per Link's matrices
Foreign Banks	£2m	Up to 2 years	As per Link's matrices
Money Market Funds (max. of 5)	£10m	N/A	All are AAA rated
Other Local Authorities	£10m	Up to 5 years	N/A

Note: Limits for Specified and Non-Specified are combined limits. The maximum limit will also apply to a banking group as a whole.

1.148 In addition to treasury management investment activity, local authorities can utilise their powers to borrow in order to invest in other financial assets. Such activity includes loans supporting service outcomes, investment in or loans to subsidiaries, and investment property portfolios primarily for a financial return. Whilst these impact on treasury management activity, they are managed outside of

this Treasury Management Strategy and approved separately as part of the Council's Capital expenditure plans arising from its Capital Strategy. Regulator concerns in relation to the extent of this activity have resulted in recent updates to CIPFA professional Codes of Practice including the Treasury Management Code. Whilst no national monetary, financial, or other controls or limits are in place currently, regulations have been updated to ensure the risks and implications of such activities are clearly governed and understood over a long term period.

1.149 Approved Countries for Investments

1.150 This list is based on those countries which have sovereign ratings of AA- or higher, (we show the lowest rating from Fitch, Moody's, and S&P) and also, (except - at the time of writing - for Hong Kong, Norway and Luxembourg), have banks operating in sterling markets which have credit ratings of green or above in the Link Asset Services credit worthiness service.

1.151 Based on lowest available rating

- **AAA**

Australia	Denmark
Germany	Netherlands
Norway	Singapore
Sweden	Switzerland

- **AA+**

Canada	U.S.A.
Finland	

- **AA**

Abu Dhabi (UAE)	France
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- **AA-**

Belgium	Qatar
U.K.	

1.152 **Prospect for Interest rates** - The Council has appointed Link Asset Services as its treasury advisor and part of their service is to assist the Council to formulate a view on interest rates, their latest update is provided at Appendix C and D.

Treasury Management Scheme of Delegation

1.153 The governance of the key decisions is set out below:

➤ Full Council

- approval of annual strategy

➤ Governance and Audit Committee

- reviewing the treasury management policy and procedures and making recommendations to the responsible body.

➤ Cabinet

- receiving and reviewing reports on treasury management policies, practices and activities
- approval of amendments to the Authority's adopted clauses, treasury management policy statement and treasury management practices
- budget consideration and approval
- approval of the division of responsibilities
- receiving and reviewing regular monitoring reports and acting on recommendations
- approving the selection of external service providers.

The Treasury Management Role of the Section 151 Officer

1.154 The role of the section 151 officer is set out below:

- recommending clauses, treasury management policy/practices for approval, reviewing the same regularly, and monitoring compliance
- submitting regular treasury management policy reports
- submitting budgets and budget variations
- receiving and reviewing management information reports
- reviewing the performance of the treasury management function
- ensuring the adequacy of treasury management resources and skills, and the effective division of responsibilities within the treasury management function
- ensuring the adequacy of internal audit, and liaising with external audit
- recommending the appointment of external service providers.

1.155 The above list of specific responsibilities of the S151 officer in the 2021 Treasury Management Code has not changed. However, implicit in the changes in both codes, is a major extension of the functions of this role:

- preparation of a capital strategy to include capital expenditure, capital financing, and treasury management, with a long term timeframe
- ensuring that the capital strategy is prudent, sustainable, affordable and prudent in the long term and provides value for money.
- ensuring that due diligence has been carried out on all treasury and non-financial investments and is in accordance with the risk appetite of the authority.
- ensure that the Authority has appropriate legal powers to undertake expenditure on non-financial assets and their financing
- ensuring the proportionality of all investments so that the Authority does not undertake a level of investing which exposes the Authority to an excessive level of risk compared to its financial resources
- ensuring that an adequate governance process is in place for the approval, monitoring and ongoing risk management of all non-financial investments and long-term liabilities

- provision to members of a schedule of all non-treasury investments including material investments in subsidiaries, joint ventures, loans and financial guarantees
- ensuring that members are adequately informed and understand the risk exposures taken on by the Authority
- ensuring that the Authority has adequate expertise, either in house or externally provided, to carry out the above
- creation of Treasury Management Practices which specifically deal with how non treasury investments will be carried out and managed, to include the following (TM Code p54): -
 - Risk management (TMP1 and schedules), including investment and risk management criteria for any material non-treasury investment portfolios;
 - Performance measurement and management (TMP2 and schedules), including methodology and criteria for assessing the performance and success of non-treasury investments;
 - Decision making, governance and organisation (TMP5 and schedules), including a statement of the governance requirements for decision making in relation to non-treasury investments; and arrangements to ensure that appropriate professional due diligence is carried out to support decision making;
 - Reporting and management information (TMP6 and schedules), including where and how often monitoring reports are taken;
 - Training and qualifications (TMP10 and schedules), including how the relevant knowledge and skills in relation to non-treasury investments will be arranged.

Appendix A - Capital Programme 2023/28

	2022-23 £'m	2023-24 £'m	2024-25 £'m	2025-26 £'m	2026-27 £'m	2027-28 £'m	Total £'m
Education							
Ysgol Bro Hyddgen	2.235	8.504	20.338	13.214	2.483		46.773
Welshpool C in W School	0.048						0.048
Ysgol Gymraeg y Trallwng	5.107	0.249					5.356
Ysgol Brynllwarch	1.996	3.048	3.497				8.541
Ysgol Cedewain	7.210	12.559	0.370				20.139
Other 21st Century School Schemes	1.320	6.144	19.252	5.566		10.000	42.282
Schools Major Improvements	5.356	2.500	2.500	2.500	2.500	2.500	17.856
Schools Other	0.679						0.679
Free School Meals Grant	3.138						3.138
Child Care Grant	1.261						1.261
	28.349	33.005	45.956	21.280	4.983	12.500	146.073
Highways, Transport and Recycling							
Integrated Transport	0.352						
Highways Lighting	1.262	1.200	1.000	1.000	1.000	1.000	6.462
Major Remedial Earthworks	0.690						0.690
Structural Drainage Improvements	0.266						0.266
Highways Strengthening	3.629						3.629
Structural Repairs Town Centre							
Footway	0.100						0.100
Structures Strengthening	1.280	0.650	0.500	0.100	0.200	3.000	5.730
Structural Maintenance - Roads	1.500	6.500	5.000	5.000	5.000	5.000	28.000
Surface Dressing	2.200						2.200
Road Safety & Small Schemes	0.234						0.234
Local Road Safety	0.682						0.682
Salt Barns	0.029	0.030	0.750				0.809
Safe Route In Communities	0.350						0.350
Newtown De-Trunking Works	0.177						0.177
Countryside & Outdoor Recreation	0.719	0.406	0.479	0.015	0.015	0.015	1.650
Recycling	0.269	0.943	1.000				2.212
Local Transport Fund	0.285						0.285
Vehicle Replacement	2.432	1.452	5.202	3.710	2.651	4.949	20.396
Major Strategic Schemes	0.581	1.500	1.500	1.500	1.500	1.500	8.081
Flood Alleviation Schemes	0.568						0.568
Active Travel Fund	2.660						2.660
	20.267	12.681	15.431	11.325	10.366	15.464	85.534
Property, Planning and Public Protection							
Regulatory Services	0.139						0.139
County Farms	0.396	0.100					0.496
Business Parks	1.345						1.345
Office Accommodation	0.544						0.544
Depots	0.204						0.204
	2.627	0.100	0.000	0.000	0.000	0.000	2.727

	2022-23 £'m	2023-24 £'m	2024-25 £'m	2025-26 £'m	2026-27 £'m	2027-28 £'m	Total £'m
Community Development							
Libraries	0.080						0.080
Sports and Leisure Centres	2.225	0.922					3.147
Arts and Museums	0.022						0.022
	2.326	0.922	0.000	0.000	0.000	0.000	3.248
Housing							
General Fund Housing	1.197						
Safe, Warm & Secure	0.200	0.200	0.200	0.200	0.200	0.200	1.200
Co2I	0.048	0.048	0.048	0.048	0.048	0.048	0.288
Disabled Adaptation	1.100	1.200	1.200	1.300	1.300	1.300	7.400
Empty Homes Grant		0.100	0.100				0.200
Enable	0.262						0.262
Landlord Loans	0.100	0.200	0.200	0.200	0.200	0.200	1.100
	2.907	1.748	1.748	1.748	1.748	1.748	11.647
Economy and Digital Services							
Community Halls							
Economic Development	6.622	1.860	1.840				10.322
Shared Prosperity Fund		0.977	2.881				3.858
Levelling Up	7.934	12.300	0.486				20.721
IT Refresh Strategy	0.230	0.408	0.428	0.449	0.472	0.495	2.482
IT Infrastructure		0.003					0.003
Other IT		0.102					0.102
Share Point		0.070					0.070
System Rationalisation	0.016	0.104					0.120
Cloud Services	0.022	0.327					0.349
Unified Communications	0.006	0.046					0.052
Careline Alarms	0.029						0.029
	14.859	16.196	5.635	0.449	0.472	0.495	38.107
Childrens' Services							
Redevelopment Golwg y							
Bannau/Camlas	0.016						0.016
Priory C In W Primary School	0.591						0.591
Safe Accommodation	0.042						0.042
Open Door Former Oldford Primary School	0.462						0.462
	1.111	0.000	0.000	0.000	0.000	0.000	1.111
Adult Services							
Care Homes	0.267	0.200					0.467
Arlais/Lant Avenue	0.023						0.023
Telecare	0.112						0.112
Mobile Working and Transformation	0.100						0.100
Specialist Equipment	0.100						0.100
Innovative Use of Robotics	0.400						0.400
Community Equipment	0.130						0.130
Castell Y Dail, Newtown	0.019						0.019
	1.151	0.200	0.000	0.000	0.000	0.000	1.351

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Total
	£'m	£'m	£'m	£'m	£'m	£'m	£'m
Finance							
Small Capital Bids	0.046	0.500	0.500	0.500	0.500	0.500	2.546
Pipeline Projects		4.453	5.508	2.308			12.269
Mid Wales Growth Deal			2.000	2.000	2.000	2.000	8.000
	0.046	4.953	8.008	4.808	2.500	2.500	22.815
Total	73.643	69.806	76.779	39.610	20.068	32.707	312.614
Financed by							
Supported Borrowing	7.211	4.587	4.587	4.587	4.587	4.587	30.146
Prudential Borrowing	23.792	15.510	15.266	16.652	3.400	7.217	81.836
Welsh Government Grant	26.429	25.860	39.070	5.253		6.500	103.112
General Capital Grant	3.167	4.711	4.711	4.711	4.711	4.711	26.722
Other Grants	7.884	12.717	3.367				23.968
Capital Receipts	2.285	4.248	4.248	4.248	4.248	4.248	23.525
Revenue/Reserves	2.875	2.173	5.530	4.159	3.122	5.444	23.304
	73.643	69.806	76.779	39.610	20.068	32.707	312.614
Housing Revenue Account							
Welsh Housing Quality Standard	8.996	7.018	5.645	5.693	6.646	6.059	40.058
Community Alarms	0.070	0.120	0.120				0.310
Compliance 100	0.501	0.400	0.250	0.250	0.250	0.250	1.901
Fit For Life	2.489	1.650	1.450	0.250	0.250	0.250	6.339
Green Powys	0.250	0.425	0.575	0.575	0.500	0.500	2.825
Love Where You Live	0.505	0.500	0.500	0.500	0.150	0.150	2.305
Drainage Improvements	0.063						0.063
Housing R&M System	0.087						0.087
Housing Vehicles	1.037						1.037
New Builds / Repurchase	5.723	13.369	21.770	27.341	14.111	12.342	94.656
	19.722	23.482	30.310	34.609	21.907	19.551	149.582
Financed by							
Prudential Borrowing	8.027	12.080	17.678	22.977	10.275	7.919	78.957
Welsh Government Grant	5.886	5.832	5.832	5.832	5.832	5.832	35.046
Capital Receipts		1.000	1.000				2.000
Revenue/Reserves	5.809	4.570	5.800	5.800	5.800	5.800	33.579
	19.722	23.482	30.310	34.609	21.907	19.551	149.582

Appendix B - Capital Receipt Policy

Introduction

This policy is introduced to provide guidance to Senior Managers on the rules governing the application of Capital Receipts in Powys County Council. This guidance has been drafted in line with the two codes of practice issued by the Chartered Institute of Public Finance and Accountancy (CIPFA). These publications are:

- The Prudential Code for Capital Finance in Local Authorities
- The Code of Practice on Local Authority Accounting

The two publications referred to above contain guidance on capital receipts and local authority accounting that complements guidance issued by the Welsh Government.

In England and Wales, capital receipts are defined by Section 9(1) of the Local Government Act 2003 to include all instances where property, plant or equipment is disposed of for cash (subject to a £10,000 de minimis). All references to Capital Receipts in this policy therefore refers to this definition.

Application

This guidance should be read alongside any relevant direction issued by Welsh Ministers.

Use of Capital Receipts

The current policy for the use of Capital Receipts is contained in the Corporate Asset Policy.

- Capital Receipts will normally be credited to the Central Fund and will be used to progress the Council's principal objectives defined in the Corporate Improvement Plan. However, up to 4% of the capital receipt may be used by Property, as permitted to cover directly attributable costs of sale.
- Capital receipts from the sale of Farm or Agricultural land under the County Farm Estate and property vested in the HRA will be subject to the following apportionment:

This policy proposes the use of Capital Receipts to continue to be based on the following:

Type	Service Area	Corporate
Agricultural	0%	100%
HRA Dwellings and Land	100%	0%
Home finder receipts	100%	0%
Vehicles	100%	0%
All other properties / assets	0%	100%

Appendix C – Economic Background - December 2022

The Council has appointed Link Group as its treasury advisor who have provided the following Economic Background.

Against a backdrop of stubborn inflationary pressures, the easing of Covid restrictions in most developed economies, the Russian invasion of Ukraine, and a range of different UK Government policies, it is no surprise that UK interest rates have been volatile right across the curve, from Bank Rate through to 50-year gilt yields, for all of 2022.

Market commentators' misplaced optimism around inflation has been the root cause of the rout in the bond markets with, for example, UK, EZ and US 10-year yields all rising by over 200bps since the turn of the year. The table below provides a snapshot of the conundrum facing central banks: inflation is elevated but labour markets are extra-ordinarily tight, making it an issue of fine judgment as to how far monetary policy needs to tighten.

	UK	Eurozone	US
Bank Rate	3.5%	2.0%	4.25%-4.50%
GDP	-0.2%q/q Q3 (2.4%/y/y)	+0.2%q/q Q3 (2.1%/y/y)	2.6% Q3 Annualised
Inflation	10.7%/y/y (Nov)	10.1%/y/y (Nov)	7.1%/y/y (Nov)
Unemployment Rate	3.7% (Oct)	6.5% (Oct)	3.7% (Nov)

Q2 of 2022 saw UK GDP revised upwards to +0.2% q/q, but this was quickly reversed in the third quarter, albeit some of the fall in GDP can be placed at the foot of the extra Bank Holiday in the wake of the Queen's passing. Nevertheless, CPI inflation has picked up to what should be a peak reading of 11.1% in October, although with further increases in the gas and electricity price caps pencilled in for April 2023, and the cap potentially rising from an average of £2,500 to £3,000 per household, there is still a possibility that inflation will spike higher again before dropping back slowly through 2023.

The UK unemployment rate fell to a 48-year low of 3.6%, and this despite a net migration increase of c500k. The fact is that with many economic participants registered as long-term sick, the UK labour force actually shrunk by c500k in the year to June. Without an increase in the labour force participation rate, it is hard to see how the UK economy will be able to grow its way to prosperity, and with average wage increases running at over 6% the MPC will be concerned that wage inflation will prove just as sticky as major supply-side shocks to food and energy that have endured since Russia's invasion of Ukraine on 22nd February 2022.

Throughout Q3 Bank Rate increased, finishing the quarter at 2.25% (an increase of 1%). Q4 has seen rates rise to 3.5% in December and the market expects Bank Rate to hit 4.5% by May 2023.

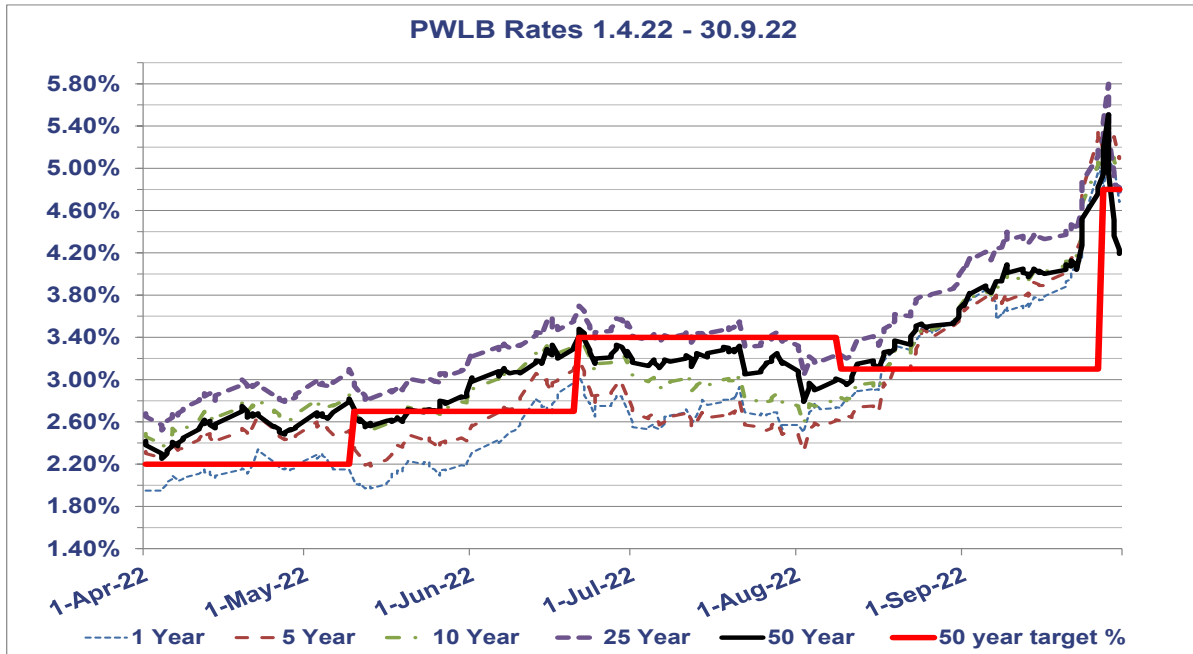
Following a Conservative Party leadership contest, Liz Truss became Prime Minister for a tumultuous seven weeks that ran through September and October. Put simply, the markets did not like the unfunded tax-cutting and heavy spending policies put forward by her Chancellor, Kwasi Kwarteng, and their reign lasted barely seven weeks before being replaced by Prime Minister Rishi Sunak and Chancellor Jeremy Hunt. Their Autumn Statement of 17th November gave rise to a net £55bn fiscal tightening, although much of the "heavy lifting" has been left for the next Parliament to deliver. However, the markets liked what they heard, and UK gilt yields have almost completely reversed the increases seen under the previous tenants of No10/11 Downing Street.

Globally, though, all the major economies are expected to struggle in the near term. The fall below 50 in the composite Purchasing Manager Indices for the UK, US, EZ and China all point to at least one, if not more, quarters of GDP contraction. In November, the MPC projected eight quarters of negative growth for the UK lasting throughout 2023 and 2024, but with Bank Rate set to peak at lower levels than previously priced in by the markets and the fiscal tightening deferred to some extent, it is not clear that things will be

as bad as first anticipated by the Bank.

The £ has strengthened of late, recovering from a record low of \$1.035, on the Monday following the Truss government's "fiscal event", to \$1.22. Notwithstanding the £'s better run of late, 2023 is likely to see a housing correction of some magnitude as fixed-rate mortgages have moved above 5% and affordability has been squeezed despite proposed Stamp Duty cuts remaining in place.

In the table below, the rise in gilt yields, and therein PWLB rates, through the first half of 2022/23 is clear to see.



However, the peak in rates on 28th September as illustrated in the table covering April to September 2022 below, has been followed by the whole curve shifting lower. PWLB rates at the front end of the curve are generally over 1% lower now whilst the 50 years is over 1.75% lower.

	1 Year	5 Year	10 Year	25 Year	50 Year
Low	1.95%	2.18%	2.36%	2.52%	2.25%
Date	01/04/2022	13/05/2022	04/04/2022	04/04/2022	04/04/2022
High	5.11%	5.44%	5.35%	5.80%	5.51%
Date	28/09/2022	28/09/2022	28/09/2022	28/09/2022	28/09/2022
Average	2.81%	2.92%	3.13%	3.44%	3.17%
Spread	3.16%	3.26%	2.99%	3.28%	3.26%

After a shaky start to the year, the S&P 500 and FTSE 100 have climbed in recent weeks, albeit the former is still 17% down and the FTSE 2% up. The German DAX is 9% down for the year.

CENTRAL BANK CONCERNS – DECEMBER 2022

In December, the Fed decided to push up US rates by 0.5% to a range of 4.25% to 4.5%, whilst the MPC followed by raising Bank Rate from 3% to 3.5%, in line with market expectations. EZ rates have also increased to 2% with further tightening in the pipeline.

Having said that, the sentiment expressed in the press conferences in the US and the UK were very different. In the US, Fed Chair, Jerome Powell, stated that rates will be elevated and stay higher for longer than markets had expected. Governor Bailey, here in the UK, said the opposite and explained that the two economies are positioned very differently so you should not, therefore, expect the same policy or messaging.

Regarding UK market expectations, although they now expect Bank Rate to peak within a lower range of 4.5% - 4.75%, caution is advised as the Bank of England Quarterly Monetary Policy Reports have carried a dovish message over the course of the last year, only for the Bank to have to play catch-up as the inflationary data has proven stronger than expected.

In addition, the Bank's central message that GDP will fall for eight quarters starting with Q3 2022 may prove to be a little pessimistic. Will the £160bn excess savings accumulated by households through the Covid lockdowns provide a spending buffer for the economy – at least to a degree? Ultimately, however, it will not only be inflation data but also employment data that will mostly impact the decision-making process, although any softening in the interest rate outlook in the US may also have an effect (just as, conversely, greater tightening may also).

Appendix D – Interest Rate Forecasts – December 2022

The Council has appointed Link Group as its treasury advisor and part of their service is to assist the Council to formulate a view on interest rates. These are forecasts for certainty rates, gilt yields plus 80bps:

Link Group Interest Rate View	19.12.22												
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
BANK RATE	3.50	4.25	4.50	4.50	4.50	4.00	3.75	3.50	3.25	3.00	2.75	2.50	2.50
3 month ave earnings	3.60	4.30	4.50	4.50	4.50	4.00	3.80	3.30	3.00	3.00	2.80	2.50	2.50
6 month ave earnings	4.20	4.50	4.60	4.50	4.20	4.10	3.90	3.40	3.10	3.00	2.90	2.60	2.60
12 month ave earnings	4.70	4.70	4.70	4.50	4.30	4.20	4.00	3.50	3.20	3.10	3.00	2.70	2.70
5 yr PWLB	4.20	4.20	4.20	4.10	4.00	3.90	3.80	3.60	3.50	3.40	3.30	3.20	3.10
10 yr PWLB	4.30	4.40	4.40	4.30	4.10	4.00	3.90	3.80	3.60	3.50	3.40	3.30	3.30
25 yr PWLB	4.60	4.60	4.60	4.50	4.40	4.20	4.10	4.00	3.90	3.70	3.60	3.50	3.50
50 yr PWLB	4.30	4.30	4.30	4.20	4.10	3.90	3.80	3.70	3.60	3.50	3.30	3.20	3.20

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



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	Council Wide	Head of Service	Jane Thomas	Director		Portfolio Holder	Cllr David Thomas
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Proposal	Powys County Council 2023-24 Draft Budget						
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BACKGROUND

By law the Council has to agree a balanced budget annually. This impact assessment concentrates on the net revenue budget for 2023-24

The 2023-24 Budget has been developed, refined and challenged by a robust process involving Heads of Service, Executive Management Team, Cabinet and Scrutiny Committees. The full timetable set out at Appendix A shows the governance approach and challenge meetings that have taken place since July 2022 and include the formal meetings to agree draft and final budgets in February 2023.

The Draft Budget was approved by Cabinet on 17th January 2023 and then considered by the three Subject Scrutiny Committees and the Finance Panel through January / early February 2023. The Final Budget is now ready to be presented to Council for agreement on 23rd February 2022. The overall budget timetable is set out at Appendix A.

Individual impact assessments have been completed for each cost reduction. This assessment assesses the cumulative impact of the budget on Powys residents, in respect of the funding allocated, the council tax proposed and the cost reductions proposed.

The Final Budget includes a 5% increase in the Council Tax in 2023-24 (£1.40 a week for a band D property), and then 5% for the following 4 years. The Council Tax overall increase is split between 1.2% for the Fire Levy and 3.8% for Council service-related increases. The Council Tax Resolution will be presented to Council on 2nd March 2022.

REVENUE BUDGET

The Council has received an 8.7% settlement increase from the Welsh Government and allows Services to manage its service pressures alongside achievable savings. The Council has developed its 2023-28 MFS and revenue budget by seeking to focus resources on delivery of Vision 2025, service improvements and the Council’s statutory obligations using an Integrated Business Planning approach.

Inescapable Cost Pressures

The 2023-24 budget includes £45 million to meet inescapable cost pressures, including pay and price/contract inflation as well as service specific pressures like the real living wage increase, utility increases and demographic growth. These must all be recognised in the budget as the Council is required by law to set a viable and balanced budget.

Powys residents will benefit from investment in these pressures as they will ensure that services can be improved or maintained at current levels and the Council's statutory obligations can be delivered. However, the value of the pressures included in the budget exceed the funding settlement the Council has received from the Welsh Government creating a budget gap of £22.9 million which will be funded in part by £16.5 million of cost reductions and 5% council tax and base changes totalling £6.4 million.

Cost Reductions

To bridge the budget gap in 2023-24 all services were asked to identify possible cost reductions that could be made to reduce the Council's spending requirement. £16.5 million of cost reductions have been identified which are deemed to be achievable within an acceptable level of risk. In addition, Governing Bodies will need to identify cost reductions of around £3.3 million in School budgets, of which £0.9 million relates to delivering energy efficiency reductions. This leaves a residual budget gap of £6.4 million which it is proposed is found by increasing Council Tax by 5%. If Council Tax was to be increased by less than 5% the Council would need to make further cost reductions, in addition to the £16.5 million already proposed and is deemed to be deliverable. In looking for additional cost reductions the Council would need to consider whether the impact on residents from any cost reduction would be greater than the impact on households of an additional 5% per annum in Council Tax. Work to develop the Draft Budget suggests that every element of the budget has been explored so the scope for additional cost reductions in the short term is very limited.

Council Tax

The Council's net revenue budget is funded from Welsh Government grant known as Aggregate External Finance (AEF) and Council Tax. AEF is the total level of support that the Government provides to local authorities, comprising Revenue Support Grant (RSG) and the amount distributed from business rates (NNDR) and is distributed using a needs-based formula. Over the last decade the Council's finances have suffered, as the Council has received in many years the lowest AEF settlements compared to the other 21 counties in Wales primarily due to the costs of rurality not being adequately reflected in the formula.

In 2022-23 all Welsh Councils received a settlement of around 9.6% and this has been further improved by the 2023-24 provisional settlement of 8.7% for Powys. The settlement formula is based on Standard Spending Assessment (RSG & NNDR plus notional Council tax). What has been seen in previous years is that the notional Council Tax element of the settlement has increased at a greater rate than the AEF element, this results in councils with smaller tax bases having a greater share of the grant element and areas with higher tax bases like Powys received less grant because they had a greater relative share of the council tax pot. However, over the last couple of years the opposite has happened where AEF has increased greater than the notional council tax increase. Therefore, there is a reverse pattern. We receive roughly 30% of the Council's net revenue budget requirement from Council Tax and the rest from Welsh Government.

Council Tax income comes from residents but not all residents pay full Council Tax. Many residents benefit from the Council Tax Reduction Scheme (CTRS). Our annual expenditure to provide this support for Powys residents exceeds the level of funding included in the settlement by £1.8 million. The level of support provided by this scheme has increased during the pandemic as more people became eligible. Any increase in Council Tax will increase the CTRS shortfall and an allocation of £470k is included in the budget to cover a 5% increase in Council Tax.

In setting the Council Tax level each year the Council must strike an appropriate balance, the need to ensure the Council has sufficient funds to provide crucial often statutory services to local residents within a balanced budget (a legal requirement) with the ability of Powys taxpayers to afford to pay the level set.

Understanding the affordability of any Council Tax increase requires consideration of the cost of the increase in relation to household income. Council Tax can be measured in 'Band D' or in 'per dwelling' terms. Band D has historically been used as the standard for comparing Council Tax levels between and across local authorities. This measure is not affected by the varying distribution of properties in bands that can be found across authorities. The 'per dwelling' calculation uses chargeable dwelling figures which gives an indication of the average amount of Council tax that is actually paid per household. In 2022-23 the Average band D council tax set for Powys was £1,814 which was above the Welsh average of £1,777. These figures include Community Council and Police authority precepts. Council Tax can also be measured as average Council Tax per dwelling. In Powys the average Council Tax per dwelling for 2022-23 is £1,798, £210 a year (£4.04 a week) above the £1,588 average for Wales.

ECONOMIC CONTEXT

National statistics¹ from the Office of National Statistics (ONS) show the average gross weekly earnings (full-time equivalent employees on adult rates) in Powys in 2022 to be £573.20 compared to an average for Wales of £598.10, placing Powys 7th lowest of 22 council areas in Wales.

CPI inflation has now peaked at a 40-year high of 11% and now dropped to 10.5% in January, the peak would have been higher without the energy price guarantee limiting a typical household's annualised energy bill to £2,500 this winter and £3,000 next winter. Rising prices erode real wages and reduce living standards by 7% in total over the two financial years to 2023-24 (wiping out the previous eight years' growth), despite over £100 billion of additional government support. The squeeze on real incomes, rise in interest rates, and fall in house prices all weigh on consumption and investment, tipping the economy into a recession lasting just over a year from the third quarter of 2022, with a peak-to-trough fall in GDP of 2%. Unemployment rises by 505,000 from 3.5% to peak at 4.9% in the third quarter of 2024.

Inflation is expected to drop sharply over the course of next year and is dragged below zero in the middle of the decade by falling energy and food prices before returning to its 2% target in 2027. The resulting recovery in real incomes, consumption, and investment sees GDP return to growth in 2024 and output recover its pre-pandemic level in the fourth quarter of that year.

Taking account of the above information the groups of people most likely to be impacted by an increase in Council Tax are families with children especially those headed by a working lone parent and people who rent their home (social or a private landlord). Those people less likely to be impacted by an increase in Council Tax are people on higher incomes and people wholly reliant on means tested benefits.

A 5% increase in Council Tax in 2023-24 for a Band D dwelling would be an increase of £72.59 for the year, equivalent to £1.40 per week (before Community Council and Police precept).

Based on previous year's figures it would be reasonable to assume that only around 48% of Powys' 65,000 households would pay the full increase, while just over 52% would receive partial or total exemption from payment.

The Council conducted a resident's survey which will close on the 5th January. A full report on the budget consultation will be provided with the budget papers in the Cabinet agenda 17th January and Council agenda 23rd February 2023.

Conclusion

The Council's financial position and outlook continue to be challenging over the medium term. Although the financial settlement provides additional funding which helps support the main core pressures such as pay and price inflation, there have been additional obligations that also have to be funded from the increase such as funding the £1 per hour increase in Real Living Wage for all care workers on top of pay and price inflation and specific service pressures. The next years settlement has been indicated at 3.1% and we have assumed 2% from then on, which are likely to be below current inflation levels and will leave the Council short in covering the basic uplifts. The Wales Fiscal analysis suggests that medium term settlements could be less than we have predicted. As the net budget is only financed by the settlement and Council Tax the only other way the Council can balance its budget is by making cost reductions or increasing fees and charges.

The Council has made more than £108 million cost reductions in the last decade making it harder each year to find more. A further £16.5 million of cost reductions are proposed for 2023-24, leaving a £6.4 million budget gap which it is proposed should be met by an increase in Council Tax. In future years we will need to re-design the Council to deliver services in a more sustainable way.

Although any increase in Council Tax is likely to impact to some extent on many residents, not all pay Council Tax as there are a number of discounts and exemptions in place which means that only 48% pay full Council Tax.

Despite the average Band D Council Tax Bill in Powys being £37 per annum higher than the Wales average and the average Council Tax per dwelling is £210 above the average, these figures need to be considered against the fact that in Powys only 70% of the net budget is funded from AEF which means 30% of the net budget has to come from Council Tax which is higher than all but three other council in Wales.

In terms of affordability a 5% increase in Council Tax for a Band D property would be £1.40 per week and £1.40 represents only 0.24% of the average weekly wage and in view of the means tested reductions, discounts and exemptions that are available to residents this is considered to be in the realms of affordability for residents.

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

Version	Author	Job Title	Date
V1	Anne Phillips	Interim Deputy Head of Financial Services	5/1/23
V2	Jane Thomas	Head of Financial Services	9/1/23

V3	Anne Phillips	Interim Deputy Head of Finance	14/2/23
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2. Profile of council tax increase and savings delivery plan against the net budget – The summary below sets out the proposed net budget. To fund this 5% council tax increase is modelled in the FRM year on year, and a level of cost reductions agreed by services. At this stage there are funding gaps in the FRM as shown for the following four years from 2024-25 onwards totalling £24,810k and these will have to be addressed.

£000	2023-24	2024-25	2025-26	2026-27	2027-28
Net budget - £k	£326,554	£348,854	£363,948	£378,648	£393,967
Council Tax increase of 5% (plus tax base changes in 2023-24) £k	£6,384	£4,898	£5,143	£5,400	£5,670
Service cost reductions proposed - £k	£16,517	£691	£1,358	£577	£580
Budget gap in future years that will need to be mitigated by reducing pressures, additional savings and / or council tax	£0	£10,322	£5,241	£4,497	£4,749

Tudalen 191

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	<p>Budget engagement took place with the public by use of an online questionnaire. It was undertaken between 3rd December 2022 and 5th January 2023</p> <p>Full details of the questionnaire and communications and findings can be found at Appendix J in the Budget papers pack</p> <p>Consultation on specific cost reduction proposals will be undertaken and is set out in the individual Impact Assessments published as part of the budget pack</p>

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 overall budget will see some service reductions, and each individual proposal has an impact assessment that has been scrutinised by the relevant committee to assess any detrimental effect on residents and the Council's delivery model.

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	The budget has been prepared with regard to the other funding streams that the Regeneration team have been successful in bidding for in Powys, Levelling Up and Shared Prosperity Funding of £50 million will support projects that aim to improve growth in the economy in terms of both revenue and capital spend. The budget for digital and economy will increase overall by £0.9 million next year.	Neutral	Funding the identified contract inflation pressures in services will ensure that providers can deliver the same level of service to the council and residents and maintain stability in their workforce, ensuring those wages remain in the local communities to support the economy	Good
Health and Care We will lead the way in effective, integrated rural health and care	Social Care will receive an additional £8.2 million in the budget of which £2.7 million covers pay and basic non pay inflation. The balance addresses demographic pressures and contract inflation including the additional £1 an hour to fund the real living wage increase.	Neutral	Many of the cost reductions on Social Care are linked to service redesign and improvements on delivery alongside plans to achieve greater income and better utilise grants, all of which have a minimal effect of service users	Good

Tudalen 193

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
Learning and skills We will strengthen learning and skills	There are budget savings that will result in staffing reductions in schools as schools continue to deliver their recovery plans	<p style="text-align: center;">Poor</p>	<p>To minimise the saving impact schools are able to utilise reserves that were built up through grants at year end 2022-23. Further additional funding of £500k has been identified as part of the amended budget proposals in February 2023, although this could be provided through an increase council tax beyond the 5% proposed.</p> <p>In addition Welsh Government are also providing additional grant funding directly to schools.</p> <p>The impact of home to schools transport inflation is fully funded in the budget £0.5 million in addition funding transport for additional learning needs pupils of £0.2 million is agreed</p>	<p style="text-align: center;">Neutral</p>
Residents and Communities We will support our residents and communities	Funding for Council Housing is through a separate account, the HRA and is outside of the scope of this impact assessment. Rents are likely to continue to increase, in line with their business plan which supports the upkeep of properties to the appropriate quality standard. The service continues to build new council properties (ass set out in the Capital Strategy) and works closely with register social landlords to increase the numbers and address housing demand.	<p style="text-align: center;">Neutral</p>	<p>Homelessness is a priority with Welsh Government and the council has not reduced this budget</p> <p>Leisure has been funded at additional £1.1 million to address the utilities pressure and ensure that centres remain open whilst a longer term review takes place.</p>	<p style="text-align: center;">Neutral</p>

Source of Outline Evidence to support judgements

Each service has completed its own Integrated Business Plan that sets out the changing shape of the service delivery plan, and the need to fund pressures, and where service reductions can be achieved, and is expected to remain aligned to the Corporate Plan. The reductions are underpinned by individual Impact Assessments which will be scrutinised before approval to ensure a minimal, or acceptable level of impact on the Council priorities. Individual Impact Assessments for all savings will be published as part of the budget papers

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

Well-being Goal	How does proposal contribute to this goal?	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 N Please select from drop down box below
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen 194</p> <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>	<p>Education is at the centre of a skilled and well educated population. The central school's budget is proposing to deliver £830k cost reductions but this is more than mitigated by their pressures being funded totalling £1.1 million, which is in addition to the £811k inflationary uplifts given.</p> <p>Schools received significant grant funding at the end of 2022-23 and governing bodies can consider how best to utilise this funding to manage their budget pressures. Pay inflation pressures have been funded. Pressures of £1.7 million are being funded.</p> <p>Schools continue to have a major capital programme of build and renovation, to improve the school's infrastructure and curriculum.</p> <p>Government's updated Programme for Government includes extending eligibility to free school meals to all primary school children. The cost implications on catering are being developed. There is a need for additional capital investment to meet increased demand. The inflation on provisions of 10% are being funded alongside Catering estimated revenue pressure of £233k has been funded alongside providing greater subsidisation of an extra £170k, whilst pupils will be charged an extra 10p per meal.</p> <p>The wider programme recognises the Mid Wales Growth Deal, Shared Prosperity (SPF) and Levelling Up funding which support economic growth across the county</p>	<p>Neutral</p>	<p>These are factors that add a positive impact to these goals: The capital programme continues to focus on 21st Century Schools and the building and modernisation of schools linked to a newly updated transformation strategy that could see an additional £123 million spent on schools over the next five years.</p> <p>It is likely that the capital programme will bring up to £200 million capital funding to the regime over the next 15 years for economic growth and tourism.</p> <p>Levelling up funding of £23m has been approved for capital schemes in the county. This allows on the job training and support the jobs market. In addition £33 million Shared Prosperity Funding has been agreed for the next two years.</p>	<p>Good</p>



Tudalen 195

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 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>	<p>Travel budgets - £108k are being cut as the new ways of working sees more staff working from home and less travelling is taking place that improves our carbon emissions.</p> <p>Energy efficiency measures of 890k will also be introduced into Council offices and schools to reduce energy use.</p> <p>Route optimisation for Waste vehicles will reduce the mileage travelled and save an estimated £52k</p>	<p>Neutral</p>	<p>The capital strategy continues to fund an additional £1 million for street lighting and £5 million for the HAMP annually until 2030, and further capital bids will be considered to support this area.</p> <p>Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G</p>	<p>Good</p>

Tudalen 196

Well-being Goal	How does proposal contribute to this goal?	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
<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>Social Care budgets are the main deliverer of this goal, alongside leisure and public protection. Both Adults and Children's Services have cost reductions to deliver but mainly linked to new models of delivery linked to early intervention and prevention and providing new facilities closer to home:</p> <ul style="list-style-type: none"> • Strength based reviews/assessments to maintain independence with the right sized level of care, using technology, direct payments and maintaining life in own homes • Using health funding where available to support service user need through continuing healthcare • TEC - To deploy (TEC) Technology Enabled Care in order to cost avoid. TEC includes lifelines emergency phones/alarms and sensors which support people to live independently in their own homes. These systems enable people to live at home for longer and for next of kin / informal carers to be assured of the individual's wellbeing. • Bringing services closer to home, which may involve building facilities in county • Recommissioning and decommissioning - We will continue to work in partnership with all service providers to review the way services are delivered in Powys to ensure that such services are accessible, of the right quality and at an affordable cost for all people who need to arrange their support. Alongside this, and to generate further efficiencies we will continue to promote direct payments. 	<p>Neutral</p>	<p>Extra funding for all registered carers, the real living wage will help retain and attract care workers to the profession. To support more vulnerable and frail service users. This is estimated at £4.6 million cost to the council and will fund external providers and direct payment carers. Welsh Government have funded £2.8 million of this additional cost, the council will fund the balance, as a priority. In addition, we are funding an additional 15p per mile for carers working for external providers, who will then have their travel costs fully reimbursed.</p> <p>Joint commissioning arrangements to support a seamless service, we are committed to developing pooled budgets with Health colleagues and joint commissioning arrangements to ensure those in need of care receive a seamless service. We are funding 3 additional posts to support hospital discharge, 3 older social workers and 2 social workers in mental health.</p>	<p>Good</p>

Tudalen 197

Well-being Goal	How does proposal contribute to this goal?	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
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Housing in the main is ring fenced through the Housing Revenue Account (HRA). Annual rent increases are set independently of the general fund budget process. The HRA business plan includes the cost of borrowing to deliver the construction and letting of 61 new homes in 2022-2023, with a further 56 under construction and 142 additional homes under active consideration for future development. General Fund Housing do not have any savings to deliver. Digital transformation is expected to address how residents want to engage with the council, whether that be face-to-face, by telephone or by 24/7 digital access. Digital service have additional funding of £368k to cover pressures and only a small saving of £24k	Neutral	Extra care facilities continue to take priority from the Supported Housing Capital grant which is funded through Welsh Government and a number of new sites are now being built. Extra care Housing Schemes will enable residents to live more independent and fulfilled lives in our communities. This will also help to bring general needs housing back into the supply for allocation within the Homes in Powys register scheme.	Good
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.	Overall, the budget proposed makes a positive impact on the well-being of our residents across all the services. Despite there being some reductions to budgets, most are to be achieved through service redesign. There are plans to address any negative impacts arising through working proactively with partners and the public to develop new ways of working using new commissioning models and digital technology.	Neutral		Neutral
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.				
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral		Neutral
Opportunities to promote the Welsh language	N/A	Neutral		Neutral

Tudalen 198

Well-being Goal	How does proposal contribute to this goal?	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
<i>Welsh Language impact on staff</i>		Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	<p>The Leisure contract receives an annual uplift linked to inflation of £306k, but this falls short of the funding needed next year to keep all centres open, so the budget proposes additional support for the increased utility pressures with an extra £1.1 million paid over as part of the contract. Over the medium term the cost of inflation may leave the provider unable to manage all centres within the existing contract envelope.</p> <p>The Capital Strategy assumes £0.9 million funding for leisure over the next five years, but a significant amount of funding is required to maintain the buildings and fixtures and replace items that are at the end of life. The Strategy identifies a further £2.7 million as pipeline for next year, but this has not yet been approved and this places a risk as some centres may not be able to offer the full range of activities and become unviable In addition energy efficiency improvements need to be prioritised to help address the soaring utility costs.</p> <p>The Council has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services.</p>	Poor	<p>The Council will work with the provider to undertake a review of the leisure facilities to understand the future cost implications and affordability in terms of both revenue and capital. The Leisure offering may need to change if we want to fund good quality facilities around the county.</p>	Neutral



Well-being Goal	How does proposal contribute to this goal?	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
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).				
Age	N/A	Neutral		Neutral
Disability	N/A	Neutral		Neutral
Gender reassignment	N/A	Neutral		Neutral
Marriage or civil partnership	N/A	Neutral		Neutral
Race	N/A	Neutral		Neutral
Religion or belief	N/A	Neutral		Neutral
Sex	N/A	Neutral		Neutral
Sexual Orientation	N/A	Neutral		Neutral
Pregnancy and Maternity	N/A	Neutral		Neutral

Tudalen 199

Source of Outline Evidence to support judgements

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)				

Tudalen 200

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
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>Although the focus of this impact assessment is the 2023-24 budget the Council is also being asked to approve the Medium-Term Financial Strategy which extends the revenue forecasting to 2028 and the capital programme to 2028, both of which help the Council to take a longer-term view.</p> <p>The Integrated Business Planning approach involves developing operational service and resource plans for the next three years which again encourages the organisation to take a medium-term view of planning which should lead to better outcomes for the citizen and future generations.</p>	<p>Good</p>	<p>The current in year budget is closely monitored to ensure only planned use of reserves takes place and overspends are minimised. This is evident through the autumn this year when services brought back forecast overspends to the level expected at the start of the year. Limited reserve use will take place to maintain the buffer we need for the future</p>	<p>Good</p>
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>The budget will support significant collaborative working in terms of the Regional Partnership Board in respect to our shared Health and Care Strategy; the Public Service Board in delivering Towards 2040; and with Ceredigion Council to develop the Mid Wales Growth Deal. In social care around 20% of the proposed cost reductions are predicated on closer working and realigning services in collaboration with others particularly health.</p>	<p>Good</p>	<p>Schools' improvement Partnership now in place with Ceredigion, as is Shared Prosperity Funding planning and approach for the next few years</p>	<p>Good</p>
<p>Involvement and Communication (including and Engagement): Involving a diversity of the population in the decisions that affect them.</p>	<p>There was stakeholder engagement in the budget development process, including a public survey, and advertising that reached out to business rate payers for their input.</p>	<p>Neutral</p>	<p>A wider survey has recently concluded about the new Corporate Plan and delivery of council objectives, and this will be at the forefront of future service delivery and budgets</p>	<p>Good</p>
<p>Prevention: Understanding the root causes of issues to prevent them from occurring.</p>	<p>The transformation of Adult and Children's Services is predicated on early intervention and prevention to help maintain independence. This is evidenced by the focus on early years and the developments around Technology Enabled Care and the development of extra care.</p>	<p>Neutral</p>	<p>In addition, Children service are developing a model within house local children homes, this allows greater influence on how the service is delivered and bring the service back into county</p>	<p>Good</p>

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
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The budget has been developed using an integrated business planning approach during which each service assessed how best to achieve their objectives and milestones alongside delivery of the Corporate Plan.	Good	Well-being goals are a key part of the Corporate Plan	Good
Tudalen 201 Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The Corporate Plan sets out a number of actions that will be taken to help people into work and mitigate poverty, the service budgets have not been reduced as this is a priority area for the council As it is a priority area there is no reduction in spend on this area, and council tax will continue to support funding activities such as: Range of in and out of work awards & benefits, mainly Council Tax Reduction Scheme and Housing Benefit for pensioners along with its other ranges of support including Free School Meals, Social Care Assessments, Pupil Grants, Blue Badges etc. It also provides emergency support through the Discretionary Housing Payments Scheme and Cost of Living Grants support. Continue to support resident of Powys through the series of statutory discounts and exemptions for Council Tax which reduce the cost of Council Tax, as well as targeted support through its exceptional circumstance's hardship scheme	Neutral	Now funds a Money Advice Team who will change to an holistic advice service that will still support people out of crisis (Last year helped 600 households in poverty with £1.75m gains), aims to prevent poverty as well as helping households out of poverty to help prevent the cycle. Maintaining current funding for homelessness related services, linked with more robust and efficient approaches to service delivery, will help prevent and resolve homelessness, itself a major cause of poverty.	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The Adults and Children's Service is engaging unpaid carers in the design and delivery of new service models.	Good		Good

Tudalen 202

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
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.	The Children's and Adult Services transformation plans which underpin their budgets are design to strengthen our arrangements for safeguarding vulnerable children and adults	Good		Good
Impact on Powys County Council Workforce	There will be a small number of work force reductions as a consequence of staff restructures that will deliver greater efficiency, resilience and agile working	Neutral	The Council is also implementing an Apprenticeship programme to encourage all entrant level posts being filled this way	Neutral

Source of Outline Evidence to support judgements

The Local Government Act 2003 requires the Chief Finance Officer, Section 151 Officer (the Head of Financial Services), to make a report to the Council when it is considering its budget and Council Tax. The report must provide assurance on the robustness of the estimates, highlighting the risks associated with its deliverability and the adequacy of the reserves allowed for in the budget proposals, and fundamentally a balanced budget must be set each year. Council can propose and consider alternative budget suggestions, these would have to be fully costed with identified funding to maintain a balanced budget, this is likely to mean other service reductions and changes to Council Tax.

Council Tax is agreed at Council, and is a political decision based on an assessment, not only between balancing council tax and service reductions, but also making spending choices that meet the immediate needs with those that meet future generation's needs.

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

The overall impact of the budget and council tax setting on communities is low, as we have support in place to address those who are at most risk from these proposals. For specific savings individual impact assessments have been completed which provide greater detail on how those proposals affect communities.

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
Mitigation		
The overall council budget can be implemented from the first of April after the formal Council approvals have taken place on the 23 rd February for the budget and 2 nd March setting the Council Tax. It is then imperative that we closely monitor the budget pressures and savings to ensure Services deliver their budget objectives as per their plans.		

Tudalen 203

Risk Identified	Inherent Rating	Risk	Mitigation	Residual Rating	Risk
An unacceptable risk is Council not agreeing a fully balanced and agreed budget	Medium		The budget has been prepared by Cabinet and The Senior Leadership Team with engagement and consultation with the public and the wider council membership. The proposals (pressures and reductions) have been subject to scrutiny and challenge and provide a balanced budget within the funding envelope from Welsh Government, with an affordable increase in Council Tax	Low	
Council tax collection levels may reduce due to the 5% increase, deemed unaffordable by some residents	Low		CTRS and certain discounts are available, in addition there are flexible ways to pay the bill over 12 months. The council have trained money advice officers to support those struggling to make ends meet.	Low	
	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. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low risk. There are individual risk assessments for each cost reduction proposal contained in the budget which shows they are deliverable within an acceptable level of risk and impact on residents.	



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

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

N/A

12. On-going monitoring arrangements?

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

Customer satisfaction and continued consultation through surveys; formal and informal assessment and monitoring of the services reduced

Please state when this Impact Assessment will be reviewed.

Budget delivery and consequences are reviewed as part of the budget forecast

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Anne Phillips	Anne Phillips	5/1/23
Head of Service:	Jane Thomas	Jane Thomas	6/1/23
Portfolio Holder:	Cllr David Thomas		10/1/23

14. Governance

Decision to be made by	Date required
Council	23 February 2023

FORM ENDS

/Date	Meeting/Responsibility	EMT, SLT and Cabinet Activities
May	SLT	Review outturn position at a detailed level
June	SLT	Template for VFM, cost drivers, outputs, benchmarking presented for Education
June	SLT	Template for VFM, cost drivers, outputs, benchmarking presented for Household Waste
22-Jun	SLT	Develop budget planning, timetable, MTFS
5th July	Cabinet	Review Outturn Reports
27th July	SLT	Develop budget planning, MTFS etc
July	Cabinet / EMT	MTFS modelling
July / Aug	Cabinet	Sign off updated Medium Term Financial Strategy (MTFS) - to Cabinet in Sept
July	Cabinet Seminar	Capital review and reserves
11th Aug	July	Budget planning work
31st Aug	Senior Leadership Team (SLT)	Integrated Business Plan (IBP) 1st draft - link to Corporate Plan
Early Sept	Political Groups	Section 151 and political groups - updates on budgets
6th Sept	Cabinet / Executive Management Team (EMT) / SLT	Budget update
9th Sept	Finance panel	Scrutiny of updated MTFS and feedback to 15th
15th Sept	Cabinet / EMT / SLT	MTFS sign off for Cabinet on 20th
15th Sept	Schools Budget Forum	Opportunity to meet the requirements of the School Forums regulations in relation to consultation on schools' budget and any Service Level Agreements (SLAs) / charging for goods / services to schools' budget shares (NB minimum 3 months before agreement finalised)
Sept	Welsh Government (WG)	Autumn spending review
Sept	Finance	Collate all savings and growth proposals in IBPs
Sept	Finance	Collate the capital proposals identified through the IBP - if any as we know bids can be submitted through the year
Sept	Scrutiny	Scrutiny engagement
Sept	Cabinet / EMT / SLT	Decide on public engagement re budgets and work up approach
Sept	Finance Panel	Budget consultation and budgets
October	IBP Service Panels	Various dates - Each Head has a panel challenge event Oct 04th October – IBP Education 06th October IBP – Adult Social Care 10th October – IBP Workforce Organisational Development 12th October – IBP Planning, Property, Public Protection 18th October – IBP Housing, Community Development 20th October – IBP Highways, Transport, Recycling 24th October – IBP Children’s Services 09th November – IBP Finance 10th November – IBP T&C and Economy and Digital
October	Group Leaders	Alternative budgets timetable agreed
1st and 14th November	Cabinet / EMT / SLT	Budget workshop

17th November	Schools Budget Forum	Consultation required on any proposed new charges / SLAs or changes to existing charges / SLAs to schools' budgets at least three months before agreement is finalised.
November	Council	Budget seminar
November	SLT/Comms	Planning the budget consultation
November	Scrutiny	Scrutiny
November	Group Leaders	Budget Update
22-Nov	Cabinet	Set council tax base
Nov / Dec	Comms	Budget consultation with public goes live
1st Dec	Schools Budget Forum	Opportunity to meet the requirements of the School Forums regulations in relation to consultation on schools budget and any SLAs / charging for goods / services to schools' budget shares (NB minimum 3 months before agreement finalised)
Dec	Group Leaders	Budget Update
6th Dec	Cabinet / EMT / SLT	Budget workshop
Dec	SLT	Update on budget Finance Resource Model (FRM)
Dec	WG	Draft settlement
Dec	Cabinet	Approve council tax base, update of FRM from final settlement
Dec	Comms	Consultation closure
Dec	Comms	Finalise consultation responses and feedback findings
20th Dec	Cabinet / EMT / SLT	Budget workshop
Dec	Group Leaders	Budget Update
Dec	Audit Committee	Update if needed on agenda
December	Finance	Prepare draft Capital & Treasury Management Strategy
2023		
Jan	Head of Finance	Business rates consultation
Jan	Finance	Community council precepts finalised
Jan	Cabinet/EMT	Finalise draft budget - informal meetings
Jan	Group Leaders	Budget Update
Jan	Group Leaders	Budget Update
Jan	Council	Budget workshop
Jan	Clerks	Publish cabinet agenda
17 th Jan	Formal Cabinet	Approve draft budget (MTFS & FRM), reserve policy, capital strategy and Fees & Charges Register (income and charging schedule) and recommend to full council for approval
01-Feb	Finance Panel	Budget scrutiny
Jan / Feb	Scrutiny's	Scrutiny of draft budget - ensure meeting long enough for robust scrutiny
02-Feb	Political Groups	Last date for preparation of Alternative Budget & discussions with Heads re Impact assessments
02-Feb	Head of Finance	Discussion of alternative Budget with Section 151 officer
03-Feb	Finance / Groups	Last date for submission of alternative budget with Final Impact assessments
Feb	Schools Budget Forum	Discussion of final agreement for proposed charges / SLAs
07-Feb	Clerks	Issue Scrutiny Agenda for Alternative Budget (papers to follow)
07-Feb	Cabinet	Informal Cabinet to consider Scrutiny Comments on Cabinet Budget
07-Feb	Head of Finance	Last date for Alternative budgets to be approved by Section 151 officer

08-Feb	Clerks	Send Alternative Budget papers to Scrutiny if approved by Section 151 officer
10-Feb	Group Leaders	Budget Update
13-Feb	Scrutiny	Scrutiny Of Alternative Budgets
13-Feb	Finance	Prepare Scrutiny Report for alternative budget
14-Feb	Cabinet	Cabinet consider Alternative Budget
17-Feb	Clerks	Publish Cabinet and any alternative Budgets
23-Feb	Council	Approve final budget (MTFS & FRM) and capital strategy, reserve policy and Fees & Charging Register (income & charging schedule).
02-Mar	Council	Council approve council tax
March	WG	Final settlement
Mid March	Finance	Full budget included in the finance system
Mid March	Finance	Full budget set out in the budget book available on the website

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Utilities Efficiency in Schools



06/01/2023

Reference: 9108-5818-8510-4723

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Utilities Efficiency in Schools
Description of proposal	Ensure efficient use of utilities in schools: <ul style="list-style-type: none">* Turn off lighting when it is not being used* Cessation of photocopying activity* Implement a 2 degree Celsius reduction in heating temperature* Turn off laptops and other electrical devices when not being used

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£936,810

Further information

Ensure efficient use of utilities in schools:

- * Turn off lighting when it is not being used: 2023-24 = £194,812
- * Cessation of photocopying activity: 2023-24 = £242,982
- * Implement a 2 degree Celsius reduction in heating temperature: 2023-24 = £427,013
- * Turn off laptops and other electrical devices when not being used: 2023-24 = £38,962

Consultation requirements

Consultation required?	No
Justification	The proposals are to effectively use resources and does not impact on staff.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data is processed as a result of this proposal

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	<p>The proposal ensures the efficient use of utilities in schools:</p> <ul style="list-style-type: none"> * Turn off lighting when it is not being used: turning off lighting reduces costs and electricity usage and supports CO2 and sustainability targets. * Cessation of photocopying activity: cessation of photocopying activity reduces costs and electricity usage and supports CO2 and sustainability targets. * Implement a 2 degree Celsius reduction in heating temperature: limited impact, classrooms will be 2 degrees Celsius cooler but still within Health and Safety requirements. In addition, the change reduces electricity costs and supports CO2 and sustainability targets. * Turn off laptops and other electrical devices when not being used; reduction in the use of electricity reduces costs and supports CO2 and sustainability. There is also a reduction in fire risk.
Impact rating	Very good
Mitigation	Not specified

4d. Residents and communities

Impact	None
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4e. Evidence

Evidence is the current energy costs, risk assessments regarding current practice in schools and reports such as <https://www.theguardian.com/resource/switch-off-and-save>

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	<p>The proposal ensures the efficient use of utilities in schools:</p> <ul style="list-style-type: none"> * Turn off lighting when it is not being used: turning off lighting reduces costs and electricity usage and supports CO2 and sustainability targets. * Cessation of photocopying activity: cessation of photocopying activity reduces costs and electricity usage and supports CO2 and sustainability targets. * Implement a 2 degree Celsius reduction in heating temperature: limited impact, classrooms will be 2 degrees Celsius cooler but still within Health and Safety requirements. In addition, the change reduces electricity costs and supports CO2 and sustainability targets. * Turn off laptops and other electrical devices when not being used; reduction in the use of electricity reduces costs and supports CO2 and sustainability. There is also a reduction in fire risk.
Impact rating	Very good
Mitigation	Not specified

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	<p>The proposal ensures the efficient use of utilities in schools:</p> <ul style="list-style-type: none"> * Turn off lighting when it is not being used: turning off lighting reduces costs and electricity usage and supports CO2 and sustainability targets. * Cessation of photocopying activity: cessation of photocopying activity reduces costs and electricity usage and supports CO2 and sustainability targets. * Implement a 2 degree Celsius reduction in heating temperature: limited impact, classrooms will be 2 degrees Celsius cooler but still within Health and Safety requirements. In addition, the change reduces electricity costs and supports CO2 and sustainability targets. * Turn off laptops and other electrical devices when not being used; reduction in the use of electricity reduces costs and supports CO2 and sustainability. There is also a reduction in fire risk.
Impact rating	Very good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Evidence is the current energy costs, risk assessments regarding current practice in schools and reports such as <https://www.theguardian.com/resource/switch-off-and-save>

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Based on the research that has been undertaken to develop these proposals, there has been no impact identified in these areas. References to the source material to reach these conclusions are given in the additional evidence section at the end of this impact assessment.

7. Likelihood and risks

Risk 1

Description	Individual schools do not adopt the efficiency measures and therefore do not reduce costs.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Schools Service and Finance work with schools to promote the cost and environmental benefits of the utilities efficiency measures.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

Overall, our assessment is that these measures will provide overall benefits. Individual schools will gain a reduction in energy costs and therefore, not need to mitigate by cuts elsewhere in their budget, whilst the Council's broader agenda regarding the green economy and progress towards net zero carbon will be enhanced by the reduced energy usage in schools. This is based upon evidence of delivery of similar programmes in schools elsewhere within the UK and individual schools will be supported towards achieving this via Finance Surgeries.

Officers are therefore confident that these proposals are economically sound and realistic in respect of actual delivery.

Schools are expected to incorporate this challenge within their existing approach to curriculum planning for a greener, sustainable future.

Cabinet reference	N/A
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9. Additional evidence

<https://www.theguardian.com/resource/switch-off-and-save>

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monitoring will take place across the financial year 2023-24.

Review date

17/12/2023

null

Impact Assessment

Effective Use of Grant Income



10/01/2023

Reference: 2507-6870-6968-0062

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Effective Use of Grant Income
Description of proposal	<p>Effective use of stable grant income will enable:</p> <ul style="list-style-type: none">• Grant funding to offset some base funded staff• Grant funding to manage pay inflation for some staff

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£250,000

Further information

Effective use of stable grant income will enable:

- Grant funding to offset some base funded staff
- Grant funding to manage pay inflation for some staff

Consultation requirements

Consultation required?	No
Justification	The proposal does not impact service delivery or staffing levels.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	There is no processing of personal data as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

	Effective use of grant income will enable:
--	--------------------------------------------

Impact	<ul style="list-style-type: none"> • Grant funding to offset some base funded staff • Grant funding to manage pay inflation for some staff
Impact rating	Very good
Mitigation	Not specified

4d. Residents and communities

Impact	None
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4e. Evidence

<p>The continued receipt of stable grant income will enable:</p> <ul style="list-style-type: none"> • Grant funding to offset some base funded staff • Grant funding to manage pay inflation for some staff

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
---------------	------

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

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Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The continued receipt of stable grant income will enable:

- Grant funding to offset some base funded staff
- Grant funding to manage pay inflation for some staff

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

The continued receipt of stable grant income will enable:

- Grant funding to offset some base funded staff
- Grant funding to manage pay inflation for some staff

7. Likelihood and risks

Risk 1

Description	Risk that grant income is not sustained.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Actively engage with Welsh Government Finance meetings and review the three-year grants profile from the Welsh Government, highlighting any changes				

that are indicated.

Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0
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8. Overall summary and judgement

Outline assessment

The continued receipt of stable grant income will enable:

- Grant funding to offset some base funded staff
- Grant funding to manage pay inflation for some staff

Cabinet reference	N/A
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9. Additional evidence

[Local Government Revenue and Capital Settlement 2023-24 \(provisional\): All Wales - Tables](#)

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Impact will be monitored throughout the financial year and as grant awards are recieved.

Review date	17/12/2023
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null

Impact Assessment

Removal or Restructure of Vacant Posts



06/01/2023

Reference: 7065-1294-4088-8942

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Removal or Restructure of Vacant Posts
Description of proposal	<p>Removal or restructure of vacant hours / positions:</p> <ul style="list-style-type: none">* Vacant Primary School Advisor (SIA) post* Vacant part-time HI-VI post* Vacant part-time Autism Teacher* Limited restructure of other vacant posts within the service

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£147,450

Further information

This is not a reduction in service as all posts / hours are vacant and have been for a period of time.

Consultation requirements

Consultation required?	No
Justification	There is no impact of staff and there is no reduction in service as all posts / hours have been vacant for a period of time.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	This proposal is in respect of the removal of vacant posts / hours, therefore there is no processing on personal information.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Post / hours that have been vacant for a period of time will be removed from the structure as a result of workload redistribution.
Impact rating	Neutral

Mitigation	Changes in working practices has resulted in the relevant work being undertaken by other members of staff and within schools themselves resulting in greater resilience in the delivery of services that were previously assigned to these posts / hours.
Mitigated impact rating	Good

4d. Residents and communities

Impact	None
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4e. Evidence

All posts / hours have been vacant for a period of time and deletion or restructure of posts / hours allows the associated budget to be released:

- * Vacant Primary School Advisor (SIA) post - in line with the Transformation Strategy and the reduction of primary schools, this post is no longer required.
- * Vacant part-time HI-VI post - provision in the area is increased both in terms of central support and school based support
- * Vacant part-time Autism Teacher - provision in the area is increased both in terms of central support and school based support
- * Limited restructure of other vacant posts within the service - workload has been redistributed for some time, allowing for the restructure of a limited number of vacant posts.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	The deletion or restructure of vacant posts / hours could impact on the ability to continue to provide the services.
Impact rating	Poor
Mitigation	As part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased both the level of support in this area and the resilience of the service by not relying on a single member of staff for service provision.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	The deletion or restructure of vacant posts / hours could impact on the ability to continue to provide the services.
Impact rating	Poor
Mitigation	As part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased both the level of support in this area and the resilience of the service by not relying on a single member of staff for service provision.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

At part of the Powys ALN strategy and workforce review the responsibilities related to these posts have been reallocated to different workforce areas resulting in an increase in the numbers of staff with the skills to deliver these services. This has increased the level of support in this area and increased the resilience of the service by not relying on a single member of staff for service provision. These posts have been vacant for long enough for officers to be certain that they can be deleted without detriment to pupils and can be safely deleted.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Deletion or restructure of vacant posts / hours allows the associated budget to be released.
Impact rating	Good
Mitigation	Not specified

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

This proposal has no direct impact in these areas as the workload has already been redistributed, leading to greater resilience in the service.

7. Likelihood and risks

Risk 1

Description	Risk that the restructure or removal of vacant posts / hours will result in a gap in service provision.				
Likelihood score	2	Impact score	1	Risk rating	2.0
Mitigation	Ensure that the proposal is subject to a full appraisal of workforce requirements and is compliant with the Workforce Development Plan for the Service.				
Residual likelihood score	1	Residual impact score	1	Residual risk rating	1.0

8. Overall summary and judgement

Outline assessment

All posts / hours have been vacant for a period of time and workload redistributed. Following the development of the service and the implementation of the ALN Strategy, the deletion or restructure of posts / hours does not impact on service delivery and allows the associated budget to be released.

Cabinet reference	
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9. Additional evidence

Workforce Development Planning documentation

The recent Estyn case study which recognises the service provided by the ALN Team.

In recent primary Estyn inspections, three have been recognised best practice case studies.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Service provision and the workforce are reviewed regularly to ensure that the Service is able to meet and deliver statutory and non-statutory requirements.

Corporate workforce planning is also undertaken an annual basis (as a minimum).

Review date	30/11/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Income Generation for Existing Service Activity



09/01/2023

Reference: 6369-6287-7905-3503

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Income Generation for Existing Service Activity
Description of proposal	<p>Income generation for existing service activity:</p> <ul style="list-style-type: none">* Chargeable training provided to other Local Authorities* School Improvement Advisors are registered Estyn Inspectors which generates a recoupable fee.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£10,000

Further information

A number of School Improvement Advisors are registered Estyn inspectors which enables them to undertake inspection work which generates income.

In addition, the skills and experience developed in recent years allows the authority to deliver a chargeable training offer for other authorities and private providers, which will bring additional income, and enhance the reputation of the authority.

Consultation requirements

Consultation required?	No
Justification	There is no impact on the provision of services to the public as a result of this proposal.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	There is no processing of personal data as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Increased income target for service.
Impact rating	Good

Mitigation	Assess initial income generation to see if it is possible to increase in future financial years.
Mitigated impact rating	Very good

4d. Residents and communities

Impact	None
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4e. Evidence

Staff who are registered inspectors will be inspecting schools in other Welsh local authorities.

Chargeable training is provided by officers within the service to other Welsh local authorities and private providers.

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

5a. A prosperous Wales

Impact	Income generation supports the use of existing budget efficiently.
Impact rating	Good
Mitigation	Assess initial income generation to see if it is possible to increase in future financial years.
Mitigated impact rating	Very good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
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Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Since the re-establishment of Estyn Inspections (post COVID) School Improvement staff have undertaken several inspections on behalf of Estyn. The service has a small proportion of staff qualified to undertake the work and this proposal would see these staff members released to undertake such work where possible.

In addition, various members of the service provide bespoke, chargeable, professional learning as the needs arise.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	The income generation proposals for existing service activity have an interdependence with other organisations for whom the service is being provided.
Impact rating	Neutral
Mitigation	Ensure effective communication with other organisations so that the income generating service provision continues and adapts as necessary.
Mitigated impact rating	Very good

6b. Impact on the workforce

Impact	It is necessary that the relevant members of the staff have the appropriate training in order to deliver the income generating services.
Impact rating	Neutral
Mitigation	Ensure that relevant training and development opportunities are available so that the members of staff continue to be able to deliver the income generating services.
Mitigated impact rating	Very good

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Staff who are registered inspectors have been undertaking inspections in other Welsh schools and local authorities since the re-introduction of Estyn inspections (post COVID).

During recent years, chargeable training has been provided by officers within the service to other Welsh local authorities and private providers.

7. Likelihood and risks

Risk 1

Description	External service provision is no longer required reducing / removing the income generation.				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Ensure that the relevant staff keep up-to-date with best practice and any changing service requirements and can adapt the service delivery as necessary.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

The proposal to generate income for existing service activity for staff who are registered Estyn inspectors and staff who provide chargeable training to other local authorities has no negative impact on existing service provision.

Cabinet reference

N/A

9. Additional evidence

Staff who are registered inspectors have been undertaking inspections in other Welsh schools and local authorities since the re-introduction of Estyn inspections (post COVID).

During recent years, chargeable training has been provided by officers within the service to other Welsh local authorities and private providers.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposal will be monitored via the existing budget monitoring mechanisms on a monthly basis.

Review date

15/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Reduction in Secondary Strategy Investment and Associated Consultancy Support



06/01/2023

Reference: 7837-1016-1819-1253

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Reduction in Secondary Strategy Investment and Associated Consultancy Support
Description of proposal	Annual reduction in Secondary Strategy growth funding and removal of associated consultancy support. Following the demise of ERW, and effective succession planning, it was agreed that a permanent Secondary Improvement Team would be appointed in September 2022. There will be a reduction in the need for external consultant support for secondary schools, as the team will be to provide bespoke school improvement support and facilitate effective collaboration through school-to-school working. Therefore, it will be possible to reduce the allocated growth funding by an annual amount of £50,000 over the next two years and removal of £50,000 in associated consultancy support. There should be no negative impact as a result of this change.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£150,000

Further information

Growth funding was awarded to Education to support the implementation of the Secondary Improvement Strategy and there has been spend on external consultancy support. Work is moving forward at pace, and the reduction of external support, combined with the increased school-to-school collaboration, means that a portion of the allocated growth funding can continue to be returned annually over the next two financial years and some consultancy spend can be removed in 2023-24.

Consultation requirements

Consultation required?	No
Justification	There is no reduction in service or provision.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No processing of personal details of individuals is included in the proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	The implementation of the Secondary School Improvement Strategy and the introduction of the new Secondary School Improvement Team has enabled more bespoke support including joint delivery of cluster INSET days, in line with the National Mission. Furthermore, subject specific networks have been developed as part of the Mid-Wales Education Partnership to facilitate more effective school to school working.
Impact rating	Good
Mitigation	The robust approach to the implementation of the strategy is increasing the pace by which leadership, teaching and learning and the curriculum, and its implementation, will address the seven dimensions for Schools as Learning Organisations [SLO].
Mitigated impact rating	Very good

4d. Residents and communities

Impact	None
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4e. Evidence

The implementation of the Secondary School Improvement Strategy and the introduction of the Secondary School Improvement Team, mean that it is possible to reduce the amount of external support required, which in turn results in the reduction of investment required.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	One of the guiding principles of the Secondary School Improvement Strategy is to ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh'. The removal of this consultancy element reduces the finance available to secure additional secondary school support to be delivered through the medium of Welsh.
Impact rating	Good
Mitigation	Enhanced collaborative working with the Mid Wales Education Partnership (MWEP) and between Welsh Medium schools will ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh' is progressed at increased pace.
Mitigated impact rating	Very good

Promoting Welsh

Impact	The removal of the consultancy element reduces the finance available to secure bespoke secondary school support to be delivered through the medium of Welsh.
Impact rating	Neutral

Mitigation	<p>Enhanced collaborative working with the Mid Wales Education Partnership (MWEP) and between Welsh Medium schools will ensure that 'Welsh-medium provision...is accessible and provides a full curriculum in Welsh' is progressed at increased pace.</p> <p>The Mid Wales Education Partnership provides a fully bilingual school improvement service across the partnership region. This means that the authority has direct access to bilingual support staff without the additional cost of having to bring in external consultants who will not have had the opportunity to build an ongoing relationship with the staff they are supporting.</p>
Mitigated impact rating	Very good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	The Secondary Improvement Strategy supports all learners aged 11-18.
Impact rating	Good
Mitigation	Not specified

Disability

Impact	The Secondary Improvement Strategy supports all learners aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Gender Reassignment

Impact	The Secondary Improvement Strategy supports all learners aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Marriage or Civil Partnership

Impact	None
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Race

Impact	The Secondary Improvement Strategy supports all learners aged 11-18.
Impact rating	Very good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Religion or Belief

Impact	The Secondary Improvement Strategy supports all learners aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'

Mitigated impact rating	Very good
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Sex

Impact	The Secondary School Improvement Strategy will support learners aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Sexual Orientation

Impact	The Secondary School Improvement Strategy supports all learners aged 11-18.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The Secondary Improvement Strategy is one of several key policy initiatives, which together aim to support learners from socio-economic disadvantaged backgrounds.
Impact rating	Good

Mitigation	Successful implementation of the Secondary Improvement Strategy will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

5h. Evidence

The Mid Wales Education Partnership provides a fully bilingual school improvement service across the partnership region. This means that the authority has direct access to bilingual support staff without the additional cost of having to bring in external consultants who will not have had the opportunity to build an ongoing relationship with the staff they are supporting.

Through effective collaboration with schools and other regions, the Secondary School Improvement Team provide subject specific pedagogical support inline with Estyn recommendations and the National Mission.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The Secondary Improvement Strategy supports all learners aged 11-18 and introduces a sustainable and long-term approach to secondary schools in Powys.
Impact rating	Good
Mitigation	Through the introduction of the Secondary School Improvement Team, Post-16 pedagogical and leadership support is currently being provided. This support has strengthening support for more vulnerable learners e.g. ALN and more able and talented learners, whilst establishing effective links to life-long learning with key stakeholders including external providers and employers.
Mitigated impact rating	Very good

Collaboration

Impact	The Secondary Improvement Strategy supports all learners aged 11-18 and is building on effective links with key stakeholders including external providers and employers.
Impact rating	Good
Mitigation	Successful implementation of the Secondary Improvement Strategy and implementation of the Post-16 Transformation programme will ensure that 'all children and young people in Powys should experience high-quality education and develop the knowledge, skills and attributes that will enable them to become personally fulfilled, successful, economically productive, socially responsible and globally-engaged citizens.'
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The implementation of the Secondary School Improvement Strategy and the introduction of the Secondary School Improvement Team means that it is possible to reduce the amount of external consultancy support required, which in turn results in the reduction of investment required but strengthens the capacity of the service.

Through effective collaboration with schools and other regions, the Secondary School Improvement Team provide subject specific pedagogical support inline with Estyn recommendations and the National Mission.

7. Likelihood and risks

Risk 1

Description	Progress against the Secondary School Improvement Strategy does not continue at the same pace resulting in the inability to release the allocated funding as anticipated.				
Likelihood score	2	Impact score	3	Risk rating	6.0
Mitigation	Progress is monitored and supported through the existing operational and strategic Secondary School Improvement Strategy boards.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The implementation of the Secondary School Improvement Strategy and the introduction of the Secondary School Improvement Team, mean that it is possible to reduce the amount of external support required, which in turn results in the reduction of investment required. Furthermore, through effective succession planning, the expertise of the permanent Secondary School Improvement Team is ensuring that there is appropriate levels of support available to all schools and a more cohesive approach to service delivery.

Cabinet reference	
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9. Additional evidence

Transforming Education Strategy

Secondary School Improvement Strategy

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposal will be monitored via the strategic Secondary School Improvement Strategy board and the existing budget monitoring mechanisms.

Review date	17/12/2023
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Impact Assessment

Post-16 Transition to be Managed within Service



06/01/2023

Reference: 3971-0554-8253-4031

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Post-16 Transition to be Managed within Service
Description of proposal	Growth funding was awarded to support transition for Post-16 transformation but this has been reviewed during 2022-23 and can be managed within the service.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£150,000

Further information

As part of the schools transformation process the schools service received growth funding to enable changes to be made to the post-16 service including transition management. During the review of budgets for the coming year it was identified that the ongoing plans can be achieved without the need to use additional resources. As a result the service are submitting the growth funding back as a saving since the changes can be managed within budget.

Consultation requirements

Consultation required?	No
Justification	There is no impact to service delivery or staffing as a result of this proposal.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data is processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	The review of costs in preparation for the 2023-24 budget year have identified that the proposed changes can be managed within budget, without the need to call on the additional funding allocated to it based on current spend patterns.
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Impact rating	Good
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Very good

4d. Residents and communities

Impact	None
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4e. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Collaboration

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

Prevention

Impact	None
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Integration

Impact	Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.
Impact rating	Neutral
Mitigation	Continue the co-production of the Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Growth funding was awarded to support transition for Post-16 transformation, but this has been reviewed during 2022-23 and can be managed within the service.

Co-production of Post-16 offer with headteachers will continue to ensure the transformation and resultant transition is managed effectively.

7. Likelihood and risks

Risk 1

Description	Risk that the transition costs cannot be managed within the Service as initially anticipated.				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Continue the co-production of Post-16 offer with headteachers to ensure the transformation and resultant transition is managed effectively.				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

As part of ongoing evaluation, it has been identified that the transformation process can be implemented without needing to use the full growth funding allocation. The co-production of the Post-16 offer with headteachers will be continued to ensure the transformation and resultant transition is managed effectively to provide a broad curriculum offer. The service has concluded that it is possible to deliver the Post-16 transformation agenda within the current cost envelope and not draw down on the additional elements of the previous growth funding.

Cabinet reference

N/A

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

This will be monitored throughout 2023-24 as part of the continuing co-production of Post-16 offer with headteachers.

Review date

17/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Transformation (Stage 1) - Pupil Referral Units



06/01/2023

Reference: 3618-3415-1556-2332

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Transformation (Stage 1) - Pupil Referral Units
Description of proposal	A full review of all budget headings, including all grants and other income, has identified slippage which can be removed without impacting service delivery or provision to children and young people.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£50,000

Further information

Routine budget analysis work, that included a review of all grants and other income streams, identified a number of areas of slippage within this budget area that can be removed without impact on service delivery or provision to children and young people.

Consultation requirements

Consultation required?	No
Justification	There is no impact on service delivery or provision to children and young people.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data is being processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Identification of slippage within specific budget areas and a review of grant expenditure will allow the service to continue to operate at the same level but with a reduced cost envelope.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	None
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4e. Evidence

A full review of all budget headings, including all grants and other income, has identified slippage which can be removed without impacting service delivery or provision to children and young people.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

As part of the budget process, the senior managers undertook a detailed review of all spend. This identified the changes that are proposed here and further analysis confirmed that they could be made without impact on service delivery. As there is no change to service provision there is no impact on any of the areas identified in this part of the assessment.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

As part of the budget process, the senior managers undertook a detailed review of all spend. This identified the changes that are proposed here and further analysis confirmed that they could be made without impact on service delivery. As there is no change to service provision there is no impact on any of the areas identified in this part of the assessment.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Officers identified these savings as part of a routine review of expenditure and income within the service area. They will not impact the actual service delivery, as they will remove slippage from the budget. As such officers can confirm that the only identified impact is to improve the overall efficiency of the service.

Cabinet reference	N/A
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9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The impact will be monitored as part of ongoing financial monitoring during 2023-24.

Review date	17/12/2023
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null

Impact Assessment

Third Sector Spend Review



06/01/2023

Reference: 4898-8705-7888-2427

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Third Sector Spend Review
Description of proposal	Following an initial third party expenditure review, Action for Children expenditure will be ceased.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£70,000

Further information

During an initial review of third party expenditure in the light of improvement to in house provision the Action for Children expenditure was identified as an area where in-house provision was now able to support this service area without need for external support.

This is inline with the overall plan to ensure resilience within the service through in-house delivery and not relying on external contracts

Consultation requirements

Consultation required?	No
Justification	There is no impact on staffing and internal service delivery, which is in line with the ambitions of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, which has increased as a result of ALN Transformation, therefore, it is possible to reduce this third party spend.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data will be reviewed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	The change from an external support supplier to an internal provision could lead to a temporary disruption of service to the children involved
Impact rating	Neutral

Mitigation	Changes to the internal service as a result of the ALN strategy rollout now means the necessary provision is managed internally. The continued implementation of the strategy will further strengthen the provision.
Mitigated impact rating	Good

4c. Learning and skills

Impact	The change from an external support supplier to an internal provision could lead to a temporary disruption of service to the children involved
Impact rating	Neutral
Mitigation	Changes to the internal service as a result of the ALN strategy rollout now means the necessary provision is managed internally. The continued implementation of the strategy will further strengthen the provision.
Mitigated impact rating	Good

4d. Residents and communities

Impact	None
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4e. Evidence

During an initial review of third-party expenditure in the light of improvement to in-house provision the Action for Children expenditure was identified as an area where internal provision was now able to support this service area without the need for external support

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

5a. A prosperous Wales

Impact	The loss of the contract could have a detrimental impact on the service provider.
Impact rating	Poor
Mitigation	Ensure that effective communication and liaison supports the contract cessation.

Mitigated impact rating	Neutral
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	The change from an external support supplier to an internal provision could lead to a temporary disruption of service to the children involved.
Impact rating	Neutral
Mitigation	Continue to develop and implement ALN Transformation.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	The change from an external support supplier to an internal provision could lead to a temporary disruption of service to the children involved.
Impact rating	Neutral
Mitigation	Continue to develop and implement ALN Transformation.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

There is no impact on internal service delivery, as the implementation of the ALN Strategy, which is in line with the ambitions of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, has strengthened internal provision.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Following an initial third-party expenditure review, Action for Children expenditure will be ceased. There is no impact on current staffing. There is also no impact on internal service delivery, which is in line with the ambitions of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, and which has increased as a result of ALN Transformation, therefore, it is possible to reduce this third party spend.

7. Likelihood and risks

Risk 1

Description	Removal of Action for Children service may result in a negative response from some schools or families.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Appropriate provision is put in place prior to the cessation of the contract.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

Following an initial third-party expenditure review, Action for Children expenditure will be ceased. There is no impact on current staffing. There is also no impact on internal service delivery, which is in line with the ambitions of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, and which has increased as a result of ALN Transformation, therefore, it is possible to reduce this third party spend.

Cabinet reference

N/A

9. Additional evidence

ALN Strategy - The Future of Special Education Needs / Additional Learning Needs in Powys Strategy

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

This change will be monitored throughout the year by the Inclusion and Youth Team.

Review date

17/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

VAWDASV Contribution



06/01/2023

Reference: 6933-9790-4150-1461

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	VAWDASV Contribution
Description of proposal	<p>Removal of the School Service contribution to VAWDASV training delivery.</p> <p>As part of the ongoing process of bringing training fully in house within the School Service, the proposal is to remove the commissioning of training support in this area and incorporate it within standard training offer for schools.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£35,000

Further information

Removal of the School Service contribution to VAWDASV training delivery.

Consultation requirements

Consultation required?	No
Justification	Proposal is in respect of the removal of a financial contribution only.

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

3a. Impact on other service areas

- Workforce & Organisation Development

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data is processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.
Impact rating	Poor

Mitigation	We will establish an effective delivery model which suits the needs of our staff and delivers against the WG agenda by introducing a train the trainer model working in conjunction with other members of the Service.
Mitigated impact rating	Good

4d. Residents and communities

Impact	None
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4e. Evidence

The use of an effective delivery model which suits the needs of our staff, which increase training compliance.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training, however the introduction of a train the trainer model working in conjunction with other members of the Service will ensure that the relevant level of training is provided.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.
Impact rating	Poor
Mitigation	The introduction of a train the trainer model, working in conjunction with other members of the Service will ensure that the relevant level of training is provided.
Mitigated impact rating	Good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training, however the introduction of a train the trainer model working in conjunction with other members of the Service will ensure that the relevant level of training is provided.

7. Likelihood and risks

Risk 1

Description	Schools staff are required to undertake Ask and Act training so the removal of the contribution may impact on the availability of the training.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	The introduction of a train the trainer model working in conjunction with other members of the Service will ensure appropriate training is provided.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

Schools staff are required to undertake Ask and Act training, so the removal of the contribution may impact on the availability of the training, however, by establishing and implementing an effective delivery model, which suits the needs of our staff, and delivers against the WG agenda, will ensure the appropriate training is provided.

Cabinet reference	N/A
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9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Establish, rollout and review a train the trainer model across 2023-24.

Review date	17/12/2023
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Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Realignment of Union Costs



06/01/2023

Reference: 7331-1702-6761-8865

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.

1. Proposal Information

Author name	Sarah Quibell, Professional Lead for Education Support Services
Head of service	Georgina Bevan, Head of Education
Portfolio holder	Pete Roberts, portfolio holder for Cabinet Member for a Learning Powys
Proposal title	Realignment of Union Costs
Description of proposal	Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£22,340

Further information

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.

Consultation requirements

Consultation required?	No
Justification	There is no impact on staffing or service provision.

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

3a. Impact on other service areas

- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data is being processed as a result of this proposal.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget.
Impact rating	Neutral
Mitigation	Not specified

4d. Residents and communities

Impact	None
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4e. Evidence

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

Realignment of teaching staff Union costs from School Service budget to the delegated contingency budget. There is no impact of service provision or staffing.

7. Likelihood and risks

Risk 1

Description	Risk that adding additional costs to delegated contingency will reduce flexibility to support in other areas.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Ensure that delegated contingency is monitored effectively in conjunction with the Finance Team.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

The realignment of teaching staff Union costs from School Service budget to the delegated contingency budget will place an additional call on this budget area without any additional budget being allocated. However, this can however be effectively mitigated by appropriate financial management of the budget meaning that the proposal has no impact on service provision, staffing or corporate priorities

Cabinet reference

N/A

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Working with the Finance Team, the delegated contingency will be monitored throughout the financial year.

Review date

17/12/2023

null

Impact Assessment

Reduction in office expenses and ending subscription



Powys

DRAFT

03/01/2023

Reference: 4683-0192-6386-2793

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.

1. Proposal Information

Author name	Catherine James, Head of Transformation and Democratic Services
Head of service	Emma Palmer, Head of Transformation and Communications
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduction in office expenses and ending subscription
Description of proposal	<p><i>These changes are:-</i></p> <ul style="list-style-type: none"><i>Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and</i><i>Reducing the general office expenses in Democratic services by £4,360.</i>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£7,972	£0	£0	£0	£0	£7,972

Further information

The proposed savings are:-

- Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and
- Reducing the general office expenses in Democratic services by £4,360.

Consultation requirements

Consultation required?	No
Justification	This is not going to have an impact on the public or staff

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
--------	------

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

There will be no impact

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact

None

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

There is no impact

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

There is no impact

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposed savings are:-

- Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and
- Reducing the general office expenses in Democratic services by £4,360.

The saving that can be achieved by the Transformation and Democratic Service is £7,972 for 2023 /24.

In terms of impact, there is NO impact on the people of Powys or staff, the reduction of these budgets will not directly impact anyone.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

No arrangements will be put in place as the savings are a one-off and will not have a lasting impact on service delivery

Review date

30/11/2023

null

DRAFT

Impact Assessment

Community Services - 10% General Reduction in Business Mileage



10/01/2023

Reference: 8399-3738-7204-1562

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.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Community Services - 10% General Reduction in Business Mileage
Description of proposal	To reduce business mileage by 10% across Community Services, creating a saving of £4,480. This will be achieved as a number of staff within the services are now 'flexible workers' which means that more regularly they are working from home, but still have the option to work from the office or other locations if necessary.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£4,480	£0	£0	£0	£0	£4,480

Further information

The savings will be made through a reduced amount of travel by staff in Community Services as many are now 'flexible workers' and work from home on a more regular basis following the Covid pandemic.

Consultation requirements

Consultation required?	No
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Justification

As part of the 'New Ways of Working' in Powys, staff have an agreed work base (fixed or flexible) which will help managers to determine how much travel should be undertaken during the year. A reduction in travel can be achieved as a number of staff are now flexible workers, so will be working from home on a more regular basis and the decision is not being imposed on staff. Staff are reminded to consider whether travel is necessary before making a journey to help reduce service costs.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

New Ways of Working Scheme

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

5a. A prosperous Wales

Impact	Less travel by staff will have a positive impact on the climate and environment.
Impact rating	Good
Mitigation	Not specified

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Less staff travel will have a positive impact on the environment i.e. less cars on the roads.
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Impact rating	Good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	There will not be any less opportunities for people to use the Welsh language or use it less favourably by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	There will not be any less opportunities to promote the Welsh language by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	If staff are travelling a little less, they may have more time / opportunities to participate in sport, art and recreation.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

<p>New Ways of Working Scheme</p> <p>Powys Environmental Objectives</p>

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	If all staff consider whether travel is necessary, and reduce their annual mileage over time this will have a longer-term positive impact on the environment and support Powys' aspirations to become carbon neutral.
Impact rating	Good
Mitigation	Where possible, staff could consider alternative methods of travel (walking / cycling / train) rather than using their car.
Mitigated impact rating	Very good

Collaboration

Impact	Staff are encouraged to car share where possible.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The implementation of this proposal will further encourage staff to consider whether travel is necessary before making a journey.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Less staff travel could mean that staff have more time in their day to participate in out of work activities.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal will not have an impact on these principles as staff will still travel for work, but will just travel slightly less than previously and will consider whether travel is necessary before making a journey.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal should not create a negative impact on the service. Staff travel will be managed and monitored by service managers. Staff will be encouraged to consider whether journeys are necessary before travelling.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Services will monitor travel each quarter. Community Services will monitor staff travel on a quarterly basis and make any future decisions based on evidence gathered.

Review date	10/10/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

NPTC (Neath Port Talbot College) - Increased Income Y Gaer



11/01/2023

Reference: 5150-9427-7787-7807

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.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	NPTC (Neath Port Talbot College) - Increased Income Y Gaer
Description of proposal	An agreement has been reached between Powys County Council & NPTC whereby NPTC will occupy some community rooms / spaces in the Y Gaer building and also will open the cafe to the public which will generate £35,000 for the service.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£35,000	£0	£0	£0	£0	£35,000

Further information

£35,000 is income received from NPTC to Powys for the occupation of community rooms in Y Gaer and delivery of a cafe service.

Consultation requirements

Consultation required?	No
Justification	When the Y Gaer building works were completed, to ensure long-term sustainability and affordability of the building it was necessary for the service to find ways to attract additional funding. An 'Expression of Interest' was circulated in the local area and beyond to invite groups and organisations to apply for the available space - which was an open and transparent process. 'Friends of Y Gaer/Arts' groups that take a particular interest in the building and its welfare were also kept informed.

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

3a. Impact on other service areas

- Community Services

3b. Impact on geographical locations

Individual localities:

- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality
- Brecon Locality
- Crickhowell Locality
- Ystradgynlais Locality
- Hay and Talgarth Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	With NPTC occupying part of the Y Gaer building, it will bring potentially new people and contacts into Y Gaer - those who may not have normally accessed. More meetings and networking sessions, events and community groups could be held and created as part of the new arrangements, which in turn will support development of the economy in the Brecon area.
Impact rating	Good
Mitigation	Not specified

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	NPTC will have more direct access to the library which is also located in the Y Gaer building. Students will have suitable facilities to undertake their learning and skills development.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	Positive links and relationships will be developed between Y Gaer, Community Services, residents and communities as a result of the new arrangement.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

Lease arrangements between Powys & NPTC
Increased participation numbers
Increased numbers of groups accessing Y Gaer
Customer satisfaction survey information

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

5a. A prosperous Wales

Impact	By maximising use of the building will develop a more sustainable, efficient environment and maintained facility.
Impact rating	Good
Mitigation	Not specified

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	The community spaces within Y Gaer are fit for purpose and provide a good learning environment for students. The cafe will provide a social space for students, college staff and the public which will support health and mental well being.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The new arrangement will have a positive impact on enhancing and improving the use of community spaces in Y Gaer. The arrangement could also encourage further networking and connections within the community.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	The new arrangement will encourage and empower residents, communities and students to utilise Y Gaer which could improve the cultural, social and economic aspects of the building and how it is utilised.
Impact rating	Good

Mitigation	Not specified
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The proposal should not reduce the ability for people to access services in Welsh and may provide opportunities for people to access more opportunities over time.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	The proposal should provide more opportunities for people to promote the Welsh Language and services provided through the medium of Welsh.
Impact rating	Unknown
Mitigation	Not specified

Sports, Art & Recreation

Impact	As more and potentially different people will be accessing Y Gaer as part of the new arrangement it could encourage more participation in the arts as there is a dedicated gallery in the building.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	The proposal will contribute positively to this goal as potentially more younger people will be encouraged to access Y Gaer as a result the new arrangement.
Impact rating	Good
Mitigation	Not specified

Disability

Impact	All people, regardless of their abilities, disabilities or requirement for additional support should not be impacted negatively by this proposal as it should encourage a wider range and number of residents, students and visitors to utilise the facility.
Impact rating	Good
Mitigation	Not specified

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	The proposal should contribute positively to this goal and should not have any detrimental effects.
Impact rating	Good
Mitigation	Not specified

Religion or Belief

Impact	The proposal should not have any negative effects on this goal.
Impact rating	Neutral
Mitigation	Not specified

Sex

Impact	The proposal should not have any negative impact to the contribution to this goal.
Impact rating	Neutral
Mitigation	Not specified

Sexual Orientation

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Impact	The proposal should not contribute negatively to this goal.
Impact rating	Neutral
Mitigation	Not specified

Pregnancy and Maternity

Impact	The new arrangement should support this goal.
Impact rating	Good
Mitigation	Not specified

Socio-economic Duty

Impact	The new arrangement could encourage a wider range of people from socio-economic backgrounds to access the facility.
Impact rating	Good
Mitigation	Not specified

5h. Evidence

Lease arrangements - Powys & NPTC
 Participation numbers & known user groups
 Profiles of users / membership details

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	To ensure the sustainability and longer-term affordability of the facility and resources available, the new arrangement will help to support this. Other arrangements could be developed in the future which will further contribute positively on this principle.
Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	The proposal impacts positively on this principle through collaborative working through the new arrangement which in turn could develop further collaboration. This is in addition to the collaborative work that Y Gaer already undertakes.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	There will be regular opportunities for residents and stakeholders to provide feedback, not only on the new arrangement between NPTC and Powys but with regards to Y Gaer as a facility. There will also be regular meetings between Powys and NPTC to understand how the arrangement is working and whether there are any amendments needed.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	Powys and NPTC will meet / communicate on a regular basis to understand how the arrangement is working and to find solutions where necessary. Residents and communities will also have the opportunity to engage and provide feedback with regards to the Y Gaer facility which will help prevent any issues from arising at an early stage.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Regular meetings & communication will be undertaken between Powys & NPTC to ensure positive integration.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

	This proposal should impact the workforce positively as there will be
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Impact	additional / increased income for the service as a result of the new arrangement between Powys and NPTC. This will support the longer-term sustainability and affordability of the facility, enabling the maintenance of the building as well as opening hours and access to residents, communities and visitors.
Impact rating	Good
Mitigation	Not specified

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Annual staff appraisals
Participation / visitor numbers

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The new arrangement for NPTC to occupy community spaces and deliver a cafe service which will generate additional income for Y Gaer is a positive impact to the service and facility.	

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The arrangement will be monitored and discussed between Powys & NPTC on a regular basis and amendments made to the agreement where necessary.

Review date

24/07/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

To increase school meals by 10 pence per meal



Powys

DRAFT

06/01/2023

Reference: 8672-1365-4372-3632

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.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	,
Portfolio holder	, portfolio holder for
Proposal title	To increase school meals by 10 pence per meal
Description of proposal	To increase the price of school meals in primary and secondary schools by 10 pence per meal which could generate an additional £187,310 in 2023-24.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£187,310	£0	£0	£0	£0	£187,310

Further information

To increase primary and secondary school meal prices by 10 pence which could generate an additional £187,310

Consultation requirements

Consultation required?	Yes
Union consultation deadline	24/03/2023
Staff consultation deadline	24/03/2023
Public consultation deadline	24/03/2023

Consultation method

The public, parents and carers will be given adequate notice of any increases to meal prices.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

By providing good quality meals to pupils will support their health and well being.

Impact rating

Good

Mitigation

Not specified

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	<p>The increase in school meal prices may have an impact on some residents. However, many learners already receive free school meals and the 'Universal Free School Meal Provision' roll out was started in September 2022 with all primary children being entitled to a free school meal by April 2024.</p> <p>The price of a meal for pupils in Powys is currently one of the lowest in Wales.</p>
Impact rating	Neutral
Mitigation	Not specified

4e. Evidence

School Meal Data 2019 - 2022

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>By increasing the price of meals for pupils, it will go some way to ensure that the service is able to afford the significant increases in good, supplies and salaries. The service follow the Welsh Government nutritional guidance and work to ensure that pupils receive a healthy, balanced meal which supports their physical and mental well being.</p>
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Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The Catering Service regularly engage with pupils to gauge their views on the meals provided and to receive feedback. Pupils also suggest menu ideas and 'theme' months.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	The proposal and service will continue to promote the Welsh Language as currently.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

School Meal data 2019 - 2022

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	The increase in meal prices will support increased salary costs across the service.
Impact rating	Good
Mitigation	Not specified

6c. Impact on payroll

Impact	The increase in meal prices will support rising salary costs.
Impact rating	Good
Mitigation	Not specified

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

School Meal Data 2019 - 2022

7. Likelihood and risks

Risk 1

Description	Increasing school meal prices may create a barrier for some parents to purchase school meals.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	The further roll out of Universal Free School Meals to all primary pupils by April 2024 will help to reduce the costs to parents of children 11 years and under.				
Residual likelihood score	3	Residual impact score	1	Residual risk rating	3.0

8. Overall summary and judgement

Outline assessment

To increase school meal prices by 10 pence in primary and secondary schools which could generate additional income of £187,310.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

School meal data is continuously monitored.

Review date

15/06/2023

null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Arts Service Redesign



06/01/2023

Reference: 4307-5897-6718-7753

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.

1. Proposal Information

Author name	Catherine Richards, Professional Lead - Arts & Culture
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Arts Service Redesign
Description of proposal	<p>Powys County Council's Arts Service operates as an entirely externally contracted and commissioned service whereby independent arts organisation partners are commissioned to deliver arts provision across Powys. Due to financial pressures on Council budgets now, and which is expected to continue in future years it has been identified that the way the Council supports its Arts partners has to evolve and develop - something that they have also recognised themselves. It is proposed for a new Arts Strategy to be developed which will help determine future funding arrangements and will support the sector to continue their positive impact on health, education and the local economy. This more strategic approach will align with the national funding body review and encourage a more collaborative approach by organisations to provide and deliver services throughout the county. So as to maximise the use of the reduced budget available a redesign of the Arts service is necessary and to do so, removal of the Arts Commissioning Officer post will become a consequence.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£60,000	£0	£0	£0	£0	£60,000

Further information

The proposal is to remove the Arts and Culture Commissioning Officer from the staffing structure. The costs associated with this post equate to £60,000

Consultation requirements

Consultation required?	Yes
Union consultation deadline	13/02/2023
Staff consultation deadline	13/02/2023
Public consultation deadline	
Consultation method	The consultation will be undertaken in accordance with the council's management of change process

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The proposal will encourage and enable arts organisations in Powys to contribute to a new strategy which will in turn empower them to develop their services collaboratively. This will help strengthen the economy, supporting businesses to grow and promoting Powys as a place where a range of opportunities are available within the arts sector. The proposal will provide opportunities for regeneration and attracting investment.
Impact rating	Good
Mitigation	Not specified

4b. Health and care

Impact	The proposal will provide opportunities for a wide age range of people to be involved in arts activities which will support and benefit mental health and social inclusion.
Impact rating	Good
Mitigation	Not specified

4c. Learning and skills

Impact	The proposal will provide opportunities for people in Powys of all ages to learn new skills and have the opportunity to try new activities.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	The collaborative nature of the proposal will encourage different communities to come together or interact virtually through a range of arts activities.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

Management of Change Business Case January 2023

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Through the collaborative nature of this proposal, people's mental well being will benefit and improvements in some areas will be demonstrated, including quality of life.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The proposal will help to support communities through the various arts organisations and associated activities, which occur in a number of different locations and community spaces. Residents and communities will be encouraged to contribute to the development of the new Arts Strategy.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The proposal will encourage the use of the Welsh Language with some arts activities, performances and events already in the medium of Welsh or provided bilingually.
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Impact rating	Unknown
Mitigation	Further support for Arts organisations to undertake Welsh Language courses or have better access to translation services.
Mitigated impact rating	Good

Promoting Welsh

Impact	The Council will support and encourage Arts organisations to provide more services in Welsh and signpost Welsh language courses where appropriate.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	Recognising the contribution that participation art can make to the well-being of individuals and communities, the Council is taking advantage of opportunities to utilise funding (Shared Prosperity Fund) to develop the Arts Strategy. The proposal should increase opportunities to take part in art activities throughout the county.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Management of Change Business Case

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Through grant funding we have commissioned a feasibility to investigate how we can explore service redesign and create a 5-year strategy for Powys County Council Arts Service
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Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	The proposed Arts Strategy will showcase the value of the arts in Powys and the benefits which they bring to the social, economic and environmental life in the county, encouraging the development of the cultural industries, and recognising that the cultural sector plays a significant role in providing jobs and economic benefits to the area.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	Arts organisations throughout Powys will be asked to be involved with the development of the new Arts Strategy, which in turn will involve residents and communities.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	The proposal will encourage and empower the Arts organisations to become more self-sufficient and not so reliant on Council funding in the future.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	The Arts Strategy will aim to align with the Arts in Health Strategy which is being jointly developed with Powys Teaching Health Board; and Arts Council Wales Investment Review 2023
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	The proposal is to delete the Arts and Culture Commissioning Officer from the staffing structure
Impact rating	Poor
Mitigation	Through a grant funded project we plan to undertake a feasibility around service redesign, and develop a strategy for Powys County Council Arts Service. This will lead to a number of objectives, and an increased number of future workstreams and projects. Essentially the feasibility will create a roadmap for the future of the Arts Service.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	The proposal is to delete the Arts and Culture Commissioning Officer post from the staffing structure
Impact rating	Poor
Mitigation	All redeployment opportunities will be considered to mitigate the impact and to avoid redundancy where possible
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The proposal is to remove one full-time equivalent post from the staffing structure
Impact rating	Poor
Mitigation	Removing this post means reducing the Council's workforce by one full-time equivalent, providing a reduced opportunity around Welsh Language provision for the workforce
Mitigated impact rating	Poor

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Powys County Council Arts Service Redesign

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposed 5 year Arts Strategy with clear objectives will be implemented upon completion by the Professional Lead - Arts and Culture. This will be monitored and evaluated in line with the Arts Strategy roadmap.

Review date

03/01/2024

null

Impact Assessment

Budget Reductions - Library Service 2023/24



06/01/2023

Reference: 4902-6855-7153-6342

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.

1. Proposal Information

Author name	Catherine Richards, Professional Lead - Arts and Culture
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Budget Reductions - Library Service 2023/24
Description of proposal	To reduce the library book budget from £176,770 to £120,000. This will help to support the saving targets for the Council. The reduction in the budget will have an impact on the service and its users as a reduced range of reading materials will be purchased. However, through careful selection a range of materials can still be purchased. A reduction in the numbers of books purchased will result in slower circulation of stock around the branches.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£56,770	£0	£0	£0	£0	£56,770

Further information

It is proposed that £56,770 will be removed from the Library book budget.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required as the proposed savings still enable reading materials to be purchased for the library service.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

	The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space, and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library
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Impact	<p>user survey said that the library has helped them to learn something new, and 48% said it helps them with education. Reducing the amount of library books will have the following impact:</p> <ul style="list-style-type: none"> • potentially a reduced range of reading material in Welsh/English • could reduce opportunities to provide literacy and learning • potential impact on e-resources, as part of the literacy and learning offer which the Library Service is trying to promote to support its Digital Strategy. E-resources are particularly important as the Council has removed the mobile libraries, and is promoting the digital offer to those who cannot visit branches • slower circulation of stock around branches
Impact rating	Unknown
Mitigation	<p>Carefully consider new stock selection to ensure a good range of books for all customers.</p> <p>“Access to Research” is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Ancestry. com and FindmyPast local and family history online resources are similarly only freely available from library computers.</p> <p>Volunteer opportunities allow people to learn, practice and share skills locally in their community.</p> <p>Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc.</p> <p>Literacy is developed for all ages e.g., through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions.</p>
Mitigated impact rating	Good

4d. Residents and communities

Impact	<p>The reduction in the book budget which also supports e-resources, could impact on the literacy and learning offer which the Library Service is trying to promote to support the Cultural Services Digital Strategy. E-resources are particularly important as the Council has removed the mobile libraries and are promoting the e-resources offer to those who cannot visit branches</p>
Impact rating	Unknown

Mitigation	Promote free e-resources and encourage residents and communities to utilise.
Mitigated impact rating	Good

4e. Evidence

<p>Adult library user survey data, Oct 2018</p> <p>Results of public and staff consultation, Feb – April 2019</p> <p>List of services provided by branch libraries</p> <p>Library management system membership and usage data</p> <p>“Connected and ambitions libraries” Welsh Public Library Standards framework 6, 2017 – 2020</p> <p>Libraries – bridging the digital divide. Libraries Wales 2016</p> <p>Analysis of library membership postcodes</p> <p>Analysis of library usage by road zones 2013</p>

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Although a reduction in the library book budget is proposed, residents and communities will retain access to eighteen libraries throughout Powys with a wide range of published materials, e-resources and digital technology to help support and maximise mental well being, learning opportunities and social, interactive community spaces.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	In order to maximise the library book budget available from April 2023, users and stakeholders will have the opportunity to share their views with
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	regards to preferred reading materials.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Welsh and English reading material will continue to be purchased as is currently the case through the library book budget.
Impact rating	Good
Mitigation	Users will regularly be surveyed with regards to preferences of reading materials and language - which will highlight any changes or trends in certain areas.
Mitigated impact rating	Unknown

Promoting Welsh

Impact	The library service will continue to promote the use of the Welsh language and will provide materials and resources in both Welsh and English.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	The proposal could have an impact on the WPLS (Welsh Public Library Standard). However, Powys library service has never met the WPLS standard for recommended spend in order to provide an adequate service.
Impact rating	Unknown
Mitigation	Carefully consider new stock selection to ensure a good range of books for all customers.
Mitigated impact	Good

rating

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact	None
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5h. Evidence

<p>Adult library user survey data, Oct 18 data. Children and young people library user survey Nov 2019 Mobile library user survey data Oct 2018 Results of public consultation, 2019 List of services provided by branch libraries “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020 Libraries – bridging the digital divide. Libraries Wales 2016 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014 Welsh Public Library Standards annual returns and reports</p>

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The current library book fund is already below that expected by Welsh Government. In Powys' Welsh Public Library Standard Annual Assessment Report 2020/21 it was noted that: there has been a 33% decrease since 2017/18 in the materials budget. Although the materials budget is now one of the lowest in Wales per 1000 population, the loans for adult and children are in the second quartile. This suggests that the service is maximising its expenditure and choosing appropriate stock for its customers. Welsh language resource expenditure has been maintained and the service works well with local partners to actively promote its Welsh collection and Welsh learning. The member of staff responsible for stock selection is an active member of the Showcase Wales panel, which creates an annual list of the best Welsh writing in English as a checklist for library authorities.
Impact rating	Unknown
Mitigation	Carefully consider new stock selection to ensure a good range of books for all customers. Continue to support and encourage users to access reading and research materials digitally.
Mitigated impact rating	Good

Collaboration

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Impact	Collaboration with other authorities to share reading material could be considered in the future - which will provide a wider range for residents and communities.
Impact rating	Unknown
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	Users, residents and communities will be engaged so that the service is able to understand preferences for reading materials and resources where appropriate.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	None
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Integration

Impact	It will be important for the service to involve others to maximise the library book budget available in the future.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	
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6f. Evidence

Adult library user survey data, Oct 18 data.
 Children and Young People's survey Nov 2019
 Results of public and staff consultation, 2019
 List of services provided by branch libraries
 "Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
 Trent staff data (Corporate Insight Centre)
 Welsh Public Library Standards return 20/21

7. Likelihood and risks

Risk 1

Description	Possible action by Welsh Government in line with Welsh Public Library Standards. Powys expenditure on books will reduce and remain below the median in Wales. Acquisitions targets will continue to be unmet as currently.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	The service will carefully consider new stock selections to ensure a good range of books for all customers. Officers will liaise with Welsh Government to access the impact on the Powys Welsh Public Library Standards return.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The proposed £56,770 reduction in the book budget will decrease in number and range of books able to be purchased for the Powys libraries stock. Careful consideration will be given to new stock selections to ensure a good range of books for all customers. The service will also continue to encourage and support users to access information digitally as appropriate.

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Decision will be monitored and due attention paid to comments from Welsh Government following future Public Library Standards returns.

Review date

31/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Sports Development - reduction of core budget by
£35,000



06/01/2023

Reference: 7369-2705-3681-3809

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.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Sports Development - reduction of core budget by £35,000
Description of proposal	<p>To reduce the Sports Development 'core budget' from £97,100 to £62,100. The Sports Development budget funds the 'Senior Sport & Active Communities Development Manager' post - who manages the service and officers within it. The core budget also contributes to the Disability Sports Development Officer post (which is being made redundant from April 2023 due to changes in Disability Sport Wales), and also contributes towards the Sports Development officers' posts.</p> <p>Historically, there has been a requirement from Sport Wales for authorities to have an appropriate level of 'match' funding to support their investment. Sport Wales are currently undertaking a review and 'transition' of how they invest in local authorities in the future, and have initiated a 'regional partnership' arrangement. Under these new plans, Powys and Ceredigion will work in partnership to develop and improve opportunities for people to participate in sport and physical activity throughout mid Wales. Rather than both authorities receiving funding from Sport Wales in the future, one amount will be invested in the 'partnership'. Other partners will be encouraged to join the partnership and other funding sources will be identified and secured where possible.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£35,000	£0	£0	£0	£0	£35,000

Further information

£20,000 - from the contribution to the Sport Wales grant (funds Sports Devt officers). The number of officers has reduced recently through vacancies and reduction in hours.

£13,000 - from the contribution towards the Disability Sport Officer post - which is being made redundant from 31st March 2023 due to changes and investment from Disability Sport Wales (changed to a 'regional officer model').

£2,000 - from the Sports Development budget reduction in travel.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	05/01/2023
Staff consultation deadline	09/01/2023
Public consultation deadline	
Consultation method	Consultation with the Disability Sports Development Officer is underway with initial meetings being held in December 2022. The officer has been offered redeployment opportunities and has been encouraged to trial other roles.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Housing Services
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The loss of the Disability Sport Officer, with many years of knowledge, experience and the development of relationships over time will have an impact on disabled people. However, the loss of the Disability Sport Officer is not a Powys decision - this has been made by Disability Sport Wales who have changed the way they invest their funding and have moved to a 'regional model' for officer provision. Therefore, an officer will work within the mid Wales region, but there will not be a specific 'disability officer' in each local authority.
Impact rating	Poor
Mitigation	Having one officer with the majority of experience and knowledge is never a good service model. Therefore, over the past four years the other officers within the Sport Development team have become more familiar with working with a range of participants who may have a variety of disabilities and conditions that sometimes limits or changes the way that they are able to participate. The sport & active community officers have undertaken training and are regularly working with clubs and individuals to raise awareness and the importance of inclusion as the norm.
Mitigated impact rating	Good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	A reduction in the Sports Development core budget will reduce the number of activities or opportunities that are available for residents and communities.
Impact rating	Unknown
Mitigation	To maximise the remaining budget available. To work collaboratively with partners to encourage joint projects / schemes. To identify and secure additional funding.
Mitigated impact rating	Good

4e. Evidence

Over the last two to three years there has been more than sufficient grant funding from Sport Wales to deliver the intended outcomes for the service and the Council. With the new regional model introduced by Sport Wales, it will be the responsibility of the partner organisations to generate additional funding where needed to support any additional schemes.

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

5a. A prosperous Wales

Impact	There may be less opportunities for training courses to be funded.
Impact rating	Unknown
Mitigation	Organisations and the Council are able to bid for additional funding to deliver training courses and develop skills.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	A reduction in the core budget could have an impact on 'a healthier Wales' as fewer opportunities may be available.
Impact rating	Unknown
Mitigation	Other Sports Development officers, other Powys services and partners are able to offer similar or enhanced opportunities throughout Powys which would help to mitigate any negative impacts. Collaborative working will be encouraged and undertaken where possible.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	The opportunity to communicate in Welsh and promote the language will not change as a result of this proposal.
Impact rating	Good
Mitigation	All staff are encouraged to attend Welsh lessons where necessary. All communication is available bilingually.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	A reduced budget may reduce the number of opportunities available to participate.
Impact rating	Unknown
Mitigation	Sports Development officers will continue to encourage participation in sport and recreation activities.
Mitigated impact rating	Neutral

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	A reduced budget could result in fewer opportunities that may have been available for people in 'socio-economic disadvantage'.
Impact rating	Unknown
Mitigation	The Sports Development officers/team work with a range of partners and organisations to gather data in order to understand needs throughout the county and how they can be met. This will continue to happen.
Mitigated impact rating	Good

5h. Evidence

Although it will be a great loss of specific experience and knowledge when the Disability Sport Wales officer post is made redundant (through DSW change of investment), the role of ensuring inclusion, disabilities and alternative needs of residents and communities will be the future responsibility not only of the other Sport & Active Community Officers but of a number of other services throughout the authority.

The Senior Sport & Active Communities Development Officer regularly attends regional and national meetings and events to support benchmarking and good practice with other authorities.

Engagement is undertaken with a range of groups, stakeholders and interested parties to understand needs, gaps and where development opportunities are available.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The reduction in budget will not have a direct impact on the workforce as there is sufficient funding for existing staff and the transition to the 'regional' Sport Wales model should present additional opportunities in the future.

7. Likelihood and risks

Risk 1

Description	Potentially fewer opportunities to participate in healthy physical activity or development opportunities due to a reduced level of funding				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Increased collaborative working. Securing additional funding to support activity.				
Residual likelihood score	4	Residual impact score	1	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The reduction of the Sports Development core budget by £35,000 could have an impact on the opportunities available to participate in healthy physical activity for residents and communities. However, this would be minor and mitigating measures could be introduced to reduce the impact further.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The budget reduction will be monitored regularly to understand the impact. Engagement with stakeholders, residents and communities will be undertaken to determine any impact and measures needed to mitigate where necessary.

Review date

08/09/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Planning Service - Training budget reductions



09/01/2023

Reference: 6245-8589-9281-2824

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.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service - Training budget reductions
Description of proposal	Reduce the Planning Service budget for staff training and development by £5,400.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,400	£0	£0	£0	£0	£5,400

Further information

Reduce budget for staff training by £5,400.

Consultation requirements

Consultation required?	No
Justification	No staff redcutions proposed.

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

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

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

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	<p>The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. A successful and vibrant economy is reliant on an effective Planning Service with well trained officers who can assist in delivering and enabling economic growth, regeneration, housing, etc.</p> <p>The reduction in budget would reduce the service areas ability to “grow our own” staff and to retain staff, as the offer of training has been a key source of appointments within the service in recent years. It would transfer the cost for training and career development directly onto senior staff within the service area, and would restrict learning and development and career progression of staff.</p> <p>Less qualified and a reduced number of professional staff within the service would impact on the quality of service provided with further risks to the authority including additional costs (e.g. appeals, awards of cost, etc).</p>
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited. Senior Officers to provide more training capacity (please note this resource is already stretched).
Mitigated impact rating	Very poor

4b. Health and care

Impact	Delivering this priority is reliant upon an effective Planning Service with well-trained officers able to support and enable the delivery of the land use related elements of this priority e.g. delivering accessible, affordable, adaptable and lifetime homes.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	Having an effective Planning Service with well-trained professional staff is essential to supporting and enabling this priority to be met e.g. to develop planning policies and secure planning permission for affordable, adaptable and lifetime homes.
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Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited. Potential for Senior Officers to provide more training to junior officers but this is severely limited by their workload capacity.
Mitigated impact rating	Very poor

4d. Residents and communities

Impact	Having an effective Planning Service with well-trained, professional planning officers and staff is essential for meeting this priority. Developing planning policy and determining planning applications with the engagement of residents and communities are statutory duties of the planning system, as is the need to develop sustainable more resilient communities, and to safeguard and enhance the natural environment. Well trained staff are needed to secure this priority.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

4e. Evidence

Providing learning and development opportunities for officers within the Planning Service is an essential part of the Service's workforce plan in line with the Council's corporate approach to "Workforce and Organisational Development -

Organisational development and training play important roles in helping organisations and those who work in them to be effective. All organisations have a responsibility to train their employees to develop their knowledge, skills and capability to perform effectively in their role. Investment in training and development is generally regarded as good management practice to maintain appropriate skills and expertise and to provide it for the future. Training has implications for productivity, health, safety and well-being at work and for personal development." (Source: <https://en.powys.gov.uk/powysworkforce>)

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

5a. A prosperous Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An innovative, productive and low carbon society is reliant on an effective Planning Service with well trained officers who can assist in delivering and enabling the delivery of a prosperous Powys and Wales.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5b. A resilient Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers. The Planning Service is essential to achieving a more resilient Powys and Wales and addressing issues of climate change, biodiversity, green /renewable energy, green infrastructure, pollution, etc.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5c. A healthier Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring health needs are considered as an integral part of future development.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5d. A Wales of cohesive communities

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring cohesive communities are delivered as an integral part of future development.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5e. A globally responsible Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers. Ensuring sustainable development e.g. safeguarding important resources for future generations is an integral part of the planning system.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring Welsh language is considered as an integral part of future development.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service with well trained officers is responsible for planning policy development and determining planning applications to enable a more equal Powys.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. The socio-economic duty is applicable to the development of Planning Policy and determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5h. Evidence

The preparation of planning policy (Local Development Plan) and determination of planning applications is subject to the requirements of the Wellbeing of Future Generations Act, 2015. An informing Integrated Impact Assessment is a statutory requirement for the preparation of the Replacement Powys LDP.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The Planning Service is required to deliver sustainable development and apply the principle and officers are key to this through the preparation of planning policy and determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Collaboration

Impact	Collaboration, engagement, involvement are essential requirements for delivering a Planning Service including planning policy (LDP) preparation and the determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Involvement (including Communication and Engagement)

Impact	Collaboration, engagement, involvement are essential requirements for delivering a Planning Service including planning policy (LDP) preparation and the determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Prevention

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. Taking preventative action is a key part of all planning decisions.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.

Mitigated impact rating	Very poor
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Integration

Impact	The Planning Service is a key mechanism for delivering well-being goals and objectives, through the formulation of planning policy through to decision making on planning applications. Having well-trained and skilled staff is essential for this.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6b. Impact on the workforce

Impact	<p>The reduction in reduction in the training budget will:</p> <ul style="list-style-type: none"> • Restrict the ability to train and develop staff across the Planning Service. • Would limit the ability to “grow our own” staff and to retain staff – this has been a key source of appointments within the service in recent years. • Would potentially transfer some costs for training and career development directly onto staff. • Would restrict career progression of staff and stunt the development of staff skills and learning. • Would make alternative employment / employers more attractive in comparison. • Deterrent to the recruitment of applicants – the Planning Service already struggles to recruit. • Less qualified and reduced number of professional staff within the service which would impact on the quality of service provided with further risks to the authority including additional costs (e.g. appeals, awards of cost, etc). • Could result in inconsistency across the Authority in terms of the support provided to staff for training.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6f. Evidence

The Planning Service has struggled to recruit in recent years and, as part of its Workforce Plan, has sought to grow and develop staff within the Service as one solution. It has done this successfully as evidenced by the number of staff / officers that work for the Service having received training and development support.

7. Likelihood and risks

Risk 1

Description	Restrict the ability to effectively train and develop staff across the Planning Service, impacting upon the delivery of an effective Service.				
Likelihood score	5	Impact score	3	Risk rating	15.0
Mitigation	With a reduced budget, mitigation options are limited.				
Residual likelihood score	5	Residual impact score	3	Residual risk rating	15.0

8. Overall summary and judgement

Outline assessment

The reduction in the Planning Service budget for staff training and development by £5,400, has the potential to create disruption across the Planning Service and would be counter-productive to service provision. It will restrict the ability to train and develop staff across the Planning Service and deny the ability to “grow our own” staff which has been a key source of appointments within the service in recent years.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monitoring the direct impact on staff will take place through staff appraisals, staff performance, staff exit interviews and workforce planning.

Review date	31/10/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Planning Service – Budget line reductions (other services)



12/01/2023

Reference: 7465-4505-6800-0013

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.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service – Budget line reductions (other services)
Description of proposal	Reduce the Planning Service budget lines (Other services, books and publications).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£9,400	£0	£0	£0	£0	£9,400

Further information

Budget line reductions for the Planning Service (other services, books and publications)

Consultation requirements

Consultation required?	No
Justification	Staff not directly affected by saving proposal.

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

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

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

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	The proposal is a budget line reduction.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Proposal is a budget line reduction.

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The proposal is a budget line reduction.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Negative impact to staff learning and development within the Planning Service, particularly when combined with proposed reductions to the Service's training budget. The ability to secure external advice (counsel) and sources of information will be diminished.
Impact rating	Poor
Mitigation	Increased sharing of learning and development within the Service area.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Proposal is a budget line reduction.

7. Likelihood and risks

Risk 1

Description	Planning Service budget is exceeded.				
Likelihood score	3	Impact score	3	Risk rating	9.0

Mitigation	Secure external funding via Planning Performance Agreements where possible.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

Planning Service – budget line reductions other services, books and publications. Potential saving is marginal and increases risk and likelihood that the Planning Service budget is exceeded. Alternative solutions for staff training, learning and development will need to be found.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The service areas budget will continue to be closely monitored by those responsible for service budgets.

Review date

30/09/2023

null

Impact Assessment

Planning Service - Staff Travel Budget Reduction



09/01/2023

Reference: 6385-6916-7025-1922

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.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service - Staff Travel Budget Reduction
Description of proposal	Reduce the Planning Service budget for staff travel by £5000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,000	£0	£0	£0	£0	£5,000

Further information

Staff travel budget savings.

Consultation requirements

Consultation required?	No
Justification	Budget line reduction for staff travel.

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

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

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

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Budget projection shows potential marginal saving.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Estimated budget line reduction based on likely projected spend for 2022/23.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Reducing the staff travel budget may lead to some amended working practices by staff e.g. virtual site visits.
Impact rating	Neutral
Mitigation	Discuss working practices and learned experiences at staff meetings.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal is a budget line saving based on projected likely spend in 2022/23.

7. Likelihood and risks

Risk 1

Description	Risk that travel budget is exceeded .				
Likelihood score	4	Impact score	2	Risk rating	8.0
Mitigation	Budget forecasting of projected spend. Discuss and agree priorities and working practices with staff to manage spend within budget.				

Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0
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8. Overall summary and judgement

Outline assessment

Based on current expenditure trends, it is considered that the risk of this savings proposal is low. This will have to be closely monitored as improved staff retention may impact on recent travel trends.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Budget forecasting and monitoring will be required in order to manage the budget.

Review date	31/10/2023
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null

Impact Assessment

Staffing budget reduction - Environmental Health (Commercial)



10/01/2023

Reference: 1435-8632-5108-8601

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.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Staffing budget reduction - Environmental Health (Commercial)
Description of proposal	<p>Reduction in the staffing budget of the Environmental Health (Commercial) service area of £62,272. This is likely to take the form of a reduction of 1.0 Environmental Health Officers.</p> <p>These posts deliver food hygiene, health and safety, infectious disease and public health work all of which are statutory functions.</p> <p>This proposal would see a further reduction to a service which has already suffered reductions in FTEs from 16.5 in 2008/09 to 12.0 currently. Additional management reductions have also occurred resulting in added responsibilities and subsequent pressure being placed on this workforce.</p> <p>The statutory work carried out by the service is regulated by the Food Standards Agency, Health and Safety Executive, Public Health Wales and Welsh Government. The service area is currently failing to meet their statutory obligations as it recovers from the impacts of covid-19 and this proposal is likely to reduce the level of statutory compliance and increase the likelihood of one or more of these bodies intervening. Through failing to comply with statutory requirements the proposal has the potential not only to have a negative impact on the economy but to place the well-being, safety and the lives of people at risk.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£62,272	£0	£0	£0	£0	£62,272

Further information

This saving proposal is secured by reducing the staffing budget of the Environmental Health (Commercial) service area. This is likely to take the form of a reduction of 1.0 FTE Environmental Health Officers.

Consultation requirements

Consultation required?	No
Justification	The service area currently has vacant posts. No existing staff members will be made redundant as part of this saving proposal.

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

3a. Impact on other service areas

- Education
- Legal and Monitoring
- Economy & Digital Services
- Property Planning and Public Protection
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	<p>The proposal will have a negative impact on the economy. Currently Environmental Health Officers support businesses set up and guide businesses throughout their lifetime. This proposal would result in a significant reduction in controls, protection and support for businesses and the potential for reputational damage not just to the Council but to businesses and the overall economy of Powys as a result is high.</p> <p>Businesses require documentation from Environmental Health to enable them to trade, such as a current Food Hygiene Rating. This proposal would reduce the capacity of the team to deliver the inspections required to provide the business ratings. It is anticipated that the staffing reduction would reduce service capacity by approximately 144 less ratings per year.</p> <p>Businesses often require added levels of documentation to export or provide complex/high risk foods, which require approval. The proposed staffing reduction would adversely impact on the capacity to provide a responsive service to support of our local businesses.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4b. Health and care

Impact	<p>As a direct result of having reduced levels of staffing the Environmental Health (Commercial) team would not have the capacity to be appropriately inspecting, advising or responding to complaints from a food hygiene, health and safety or public health perspective, which will inevitably have a significant impact on health.</p> <p>It is considered that more food poisoning, infectious diseases, accidents and other public health incidents etc., will occur as a result of the reduction in the service areas capacity to implement important and timely control measures.</p> <p>The safety of businesses, schools, nursery and care settings would potentially be compromised as a result of the Environmental Health Service not having the resilience to appropriately respond to incidence of infectious disease.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

4c. Learning and skills

Impact	The service will potentially be unable to deliver any training, promotional and advisory provision and as such will not be able to support improving the skills of young people and adults.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4d. Residents and communities

Impact	Reduced staffing levels will result in the service area being less responsive to the needs of residents and communities. The service area will be unable to respond to the same level of service requests, requests for advice, complaints, accidents and infectious disease notifications etc.
Impact rating	Very poor
Mitigation	No mitigation available.

4e. Evidence

Based on levels of activity from previous years, the Service area can advise that the loss of 1.0FTE Environmental Health Officers will result in:

- A shortfall of approximately 144 high risk food hygiene inspections and the ensuing remedial action, revisits, advice to business, opportunities for income generating work along with provision of their Food Hygiene ratings which enable these businesses to trade freely and fairly.
- Approximately 33 less food samples taken, each of which would be an indicator of food and water safety compliance.
- An even greater chance of failing to uncover serious food safety issues and unfit/potentially hazardous foods being placed on the market and causing illness/death. Sampling exercises within the county have uncovered issues with the pathogenic organisms Listeria, Staphylococcus and E. coli.
- A shortfall of approximately 30 infectious disease notifications that will not be responded to within the target response time. This figure does not include the multiple resident and visitors to the County which maybe be affected by a single food poisoning or infectious disease event. The consequence of this is an even greater burden of disease within the county which is likely to spread to individuals in risk groups causing greater numbers of outbreaks and increasing the risk of deaths in vulnerable groups e.g. children in nurseries and elderly in care homes.

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

5a. A prosperous Wales

Impact	<p>The proposal will have a negative impact on the economy. Currently Environmental Health Officers support businesses set up and guide businesses throughout their lifetime. This proposal would result in a significant reduction in controls, protection and support for businesses and the potential for reputational damage not just to the Council but to businesses and the overall economy of Powys as a result is high.</p> <p>Businesses require documentation from Environmental Health to enable them to trade, such as a current Food Hygiene Rating. This proposal would reduce the capacity of the team to deliver the inspections required to provide the business ratings. It is anticipated that the staffing reduction would reduce service capacity by approximately 144 less ratings per year.</p> <p>Businesses often require added levels of documentation to export or provide complex/high risk foods, which require approval. The proposed staffing reduction would adversely impact on the capacity to provide a responsive service to support of our local businesses.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>As a direct result of having reduced levels of staffing the Environmental Health (Commercial) team would not have the capacity to be appropriately inspecting, advising or responding to complaints from a food hygiene, health and safety or public health perspective, which will inevitably have a significant impact on health.</p> <p>It is considered that more food poisoning, infectious diseases, accidents and other public health incidents etc., will occur as a result of the reduction in the service areas capacity to implement important and timely control measures.</p> <p>The safety of businesses, schools, nursery and care settings would potentially be compromised as a result of the Environmental Health Service not having the resilience to appropriately respond to incidence of infectious disease.</p>
Impact rating	Very poor
Mitigation	No mitigation available

Mitigated impact rating	Very poor
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5d. A Wales of cohesive communities

Impact	Reduced staffing levels will result in the service area being less responsive to the needs of residents and communities. The service area will be unable to respond to the same level of service requests, requests for advice, complaints, accidents and infectious disease notifications etc.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	This proposal has the potential to place the safety and potentially the lives of residents, people employed in Powys and visitors to Powys at risk.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

Based on levels of activity from previous years, the Service area can advise that the loss of 1.0FTE Environmental Health Officers will result in:

- A shortfall of approximately 144 high risk food hygiene inspections and the ensuing remedial action, revisits, advice to business, opportunities for income generating work along with provision of their Food Hygiene ratings which enable these businesses to trade freely and fairly.
- Approximately 33 less food samples taken, each of which would be an indicator of food and water safety compliance.
- An even greater chance of failing to uncover serious food safety issues and unfit/potentially hazardous foods being placed on the market and causing illness/death. Sampling exercises within the county have uncovered issues with the pathogenic organisms *Listeria*, *Staphylococcus* and *E. coli*.
- A shortfall of approximately 30 infectious disease notifications that will not be responded to within the target response time. This figure does not include the multiple resident and visitors to the County which maybe be affected by a single food poisoning or infectious disease event. The consequence of this is an even greater burden of disease within the county which is likely to spread to individuals in risk groups causing greater numbers of outbreaks and increasing the risk of deaths in vulnerable groups e.g. children in nurseries and elderly in care homes.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal undermines the long term resilience of the service area.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Collaboration

Impact	The proposal reduces the service areas ability to collaborate with partners.
Impact rating	Poor
Mitigation	No mitigation available.

Mitigated impact rating	Poor
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Involvement (including Communication and Engagement)

Impact	The proposal reduced the service area capacity to engage.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Prevention

Impact	The proposal reduces the service areas ability to undertake preventative work.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	<p>This proposal will put a team of officers who are already under considerable strain in an even more vulnerable position.</p> <p>The team were critical to the delivery of infection and control throughout the Covid-19 pandemic, working to protect the more vulnerable in our society and have since had to attempt to recover the significant backlog of work which awaited them. This has proved challenging as businesses themselves are being challenged by the economic climate so officers are finding serious and more challenging concerns as they undertake their visits, adding another level of pressure to their work. Added to this the team continue to support the ongoing covid TTP work which is likely to fall back to them to oversee when TTP are disbanded in March. How this can then be managed with a reduced workforce is a serious concern and risk. This is a team of officers who have always worked out of hours and an on call arrangement purely on a good will basis, no paid standby as is the case in other service areas. Reducing an already under pressure team will pose serious risks around retention but also around their co-operation which we are so reliant on at present to be able to respond to the more serious instances of infectious disease which require tight turnaround times in the interest of protecting lives.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Failure to deliver statutory functions by not carrying out all high risk food hygiene inspections. Failure may result in increased risk of food poisoning outbreak.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

Risk 2

Description	Failure to deliver health and safety and infection control interventions which focus on improving standards in areas known and proven risk. This will result in risk of serious incident and accidents of life threatening nature.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

Risk 3

Description	Failure to respond to incidents, accidents or infectious disease notifications in a timely manner. This may result in risk of transmission and continuation of life threatening risk.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

8. Overall summary and judgement

Outline assessment

The proposal has the potential to have an adverse economic and health and safety risks.

The proposed reduction in staffing capacity will result in the council continuing to fail to comply with statutory requirements. The proposal has the potential to place the well-being, safety and potentially the lives of residents, people employed in Powys and visitors to the area at risk.

By not complying with statutory requirements agencies such as the Food Standards Agency, Health and Safety Executive, Public Health Wales and Welsh Government may intervene. The chances of having a critical audit will increase if the proposal is accepted.

The service area are currently facing a more challenging workload visiting businesses who haven't received inspection for quite some time who themselves are being economically challenged, added to this they are seeing more complex and serious infectious diseases emerging.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Impacts to be reviewed periodically by service area.

Review date	31/12/2023
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null

Impact Assessment

Staff budget reduction - Closed Landfills and Contaminated Land service area



10/01/2023

Reference: 5668-2029-3217-6996

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.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Staff budget reduction - Closed Landfills and Contaminated Land service area
Description of proposal	Reduction in the staffing budget of the Closed Landfills and Contaminated Land service area of £50,480. This is likely to result in the service area losing 1FTE (service area currently consists of 1.8 FTEs).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£NaN	£0	£0	£0	£0	£50,480

Further information

Reduction in the staffing budget of the Closed Landfills and Contaminated Land service area of £50,480. This is likely to result in the service area losing 1FTE (service area currently consists of 1.8 FTEs).

Consultation requirements

Consultation required?	Yes
Union consultation deadline	31/01/2023
Staff consultation deadline	31/01/2023

Public consultation deadline	
Consultation method	As staff are impacted by this proposal, a management of change exercise will need to be undertaken.

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

3a. Impact on other service areas

- Education
- Legal and Monitoring
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4b. Health and care

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor

Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	The service area enables brownfield sites to be developed safely. The team also investigates pollution incidents and works with Natural Resources Wales to minimise adverse impacts on groundwater, land and residential dwellings. If there is a reduction in the workforce, there will be insufficient capacity to carry out this work.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	<p>The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.</p> <p>The team deal with pollution incidents. If the team is reduced by 1 FTE, the team's ability to deal with pollution incidents will be severely diminished.</p>
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

Collaboration

Impact	If the team is reduced by 1 FTE then the ability to collaborate with internal and external parties will be severely compromised.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	If the team is reduced by 1 FTE then there will be periods of time where there is no cover for contaminated land, pollution incidents and closed landfill issues.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	If the team is reduced by 1 FTE then there will be periods of time where there is no cover for contaminated land, pollution incidents and closed landfill issues.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	The removal of 1 FTE contaminated land officer will severely impact on the service areas ability to respond to planning applications, pollution incidents and manage the Council's closed landfill sites.
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Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.				
Residual likelihood score	4	Residual impact score	2	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

The removal of 1FTE Contaminated Land Officer will severely impact the service area's ability to respond to planning applications, pollution incidents and to effectively manage the Council's closed landfill sites. This could result in the service area being unable to fully meet its statutory functions and may result in increased risk of adverse audits and legal challenge.

Cabinet reference

9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Service area to monitor periodically.

Review date

31/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Energy efficiency measures - offices



09/01/2023

Reference: 0809-6713-7295-5547

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.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Energy efficiency measures - offices
Description of proposal	Reduction in the temperature (where possible) of offices to 19 degrees, to save £26000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£26,000	£0	£0	£0	£0	£26,000

Further information

Reduction in the temperature (where possible) of offices to 19 degrees, to save £26000.

Consultation requirements

Consultation required?	No
Justification	No staffing reductions or changes to terms and conditions proposed.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
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Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A

Mitigated impact rating	Good
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building. Impacts are considered to be positive.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic reviews by service area.

Review date	31/12/2023
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null

Impact Assessment

Reduce energy management budget



09/01/2023

Reference: 1281-8408-3247-4656

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.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduce energy management budget
Description of proposal	Reduction in the energy management budget by £5000. This budget is currently used to pay for energy surveys to assist in identifying carbon reduction measures.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,000	£0	£0	£0	£0	£5,000

Further information

Reduction in the energy management budget by £5000. This budget is currently used to pay for energy surveys to assist in identifying carbon reduction measures.

Consultation requirements

Consultation required?	No
Justification	No staff impacted.

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

3a. Impact on other service areas

- Education
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact

None

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures. The proposal will therefore have a negative impact on the councils ability to reduce carbon.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Proposal to be reviewed periodically by the service area.

Review date	31/12/2023
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null

Impact Assessment

Staffing budget reduction - Strategic Property



09/01/2023

Reference: 2964-9877-0565-4131

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.

1. Proposal Information

Author name	Gwilym Davies , Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Staffing budget reduction - Strategic Property
Description of proposal	Reduction in the Strategic Property staffing budget of £131,500. This equates to approximately 3.4 FTE positions.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£131,500	£0	£0	£0	£0	£131,500

Further information

Reduction in the Strategic Property staffing budget of £131,500. This equates to appropriately 3.4 FTE posts.

Consultation requirements

Consultation required?	No
Justification	Vacant positions to be removed from Strategic Property structure.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	Reduced staffing levels has the potential to impact on the level of service given to the Councils commercial tenants and the Councils ability to sustain commercial properties in an appropriate condition.
Impact rating	Poor
Mitigation	No mitigation available.

Mitigated impact rating	Poor
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain school buildings in an appropriate condition for use by residents and communities.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

4d. Residents and communities

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain council buildings in an appropriate condition for use by residents and communities.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain council buildings in an appropriate condition for use by residents and communities. It also reduces the councils capacity to undertake work to reduce its carbon footprint.
Impact rating	Very poor
Mitigation	No mitigation available
Mitigated impact rating	Very poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Reduced staffing levels may adversely impact on the Councils capacity to implement appropriate climate change measures.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Reduced staffing levels may adversely impact on the Councils ability to sustainably maintain council buildings in an appropriate condition for use by residents and communities.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Reduced staffing levels may adversely impact on the Councils ability to sustainably maintain council buildings in an appropriate condition for use by residents and communities. The lack of preventative maintenance work will have a long term adverse impact.
Impact rating	Very poor

Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal will result in the loss of vacant positions. This will result in the existing staff resource remaining under considerable pressure to deliver the councils priorities.
Impact rating	Very poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Failure to ensure property assets are compliant with relevant health and safety legislation or where assets are not complaint, ensure that appropriate risk assessments are undertaken and implemented.				
Likelihood score	4	Impact score	4	Risk rating	16.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	4	Residual risk rating	16.0

Risk 2

Description	Failure to implement asset reviews in accordance with the councils Asset Management Strategy.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	3	Residual risk rating	12.0

Risk 3

Description	Insufficient resources available to dispose of surplus property.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	Commission private agents to undertake work.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The proposal will impact on the ability of the Strategic Property team to ensure that property assets are appropriately maintained and compliant with relevant health and safety legislation. The reduced staffing capacity will also impact on the teams ability to undertake functions such as asset reviews, office moves and asset disposals. With regards to climate change, the reduction in staffing levels will adversely impact on the capacity of the team to implement carbon reducing measures.

Cabinet reference	
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9. Additional evidence

Officer judgment.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic reviews - compliance board, quarterly portfolio holder meetings etc.

Review date	31/12/2023
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null

Impact Assessment

Reduced maintenance budget - offices and depots.



09/01/2023

Reference: 5736-6563-0091-8071

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.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduced maintenance budget - offices and depots.
Description of proposal	Reduce the maintenance budget for offices and depots by £128,000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£128,000	£0	£0	£0	£0	£128,000

Further information

Reduce the maintenance budget for offices and depots by £128,000. Budget removal will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose.

Consultation requirements

Consultation required?	No
Justification	No staff impacted directly.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	Building improvement schemes, such as schemes to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Building improvement schemes, such as schemes to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Building improvement schemes, such as scheme to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams. Putting the ambition of reducing our long-term carbon footprint at risk.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	<p>Budget removal will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken with no beneficial improvement of the building assets. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose. This will also result in a back log of maintenance which will require increased expenditure in the future as we may have to replace rather than repair building elements.</p> <p>The reduction of budget will constrain the ability to deliver a 'Corporate Landlord' model as no revenue funding is provided centrally for the delivery of this service. This includes all public properties; including libraries, museums, cemeteries, and buildings which the council has a repairing responsibility. If maintenance levels reduce significantly this may also have a potential adverse impact on service delivery and public perception especially where we are unable to maintain listed buildings and structures.</p>
Impact rating	Very poor

Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Reduced capacity to undertake energy efficiency improvements.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	External funding streams to applied for to enable funding for energy efficiency measures.				

Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0
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Risk 2

Description	Failure to appropriately maintain property assets result in buildings not complying with health and safety requirements.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Consideration to be given to reducing the number of building assets to ensure maintenance budget remains adequate.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

A reduction in the maintenance budget for offices and depots will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken with no beneficial improvement of the building assets, such as implementing energy efficiency measures. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose. This will also result in a back log of maintenance that will require increased expenditure in the future as replacement rather than repair is required.

Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will become highly dependent on finding additional funding streams such as grants. This risks putting the ambition of reducing the councils long-term carbon footprint at risk.

Health and safety requirements may be compromised if buildings cannot be appropriately maintained. It is essential that the Council continues to comply with the Health & Safety at Work Act in relation to managing premises.

The reduction of budget will constrain the ability to deliver the 'Corporate Landlord' model. This includes all public properties; including libraries, museums, cemeteries, and buildings which the council has a repairing responsibility. If maintenance levels reduce significantly this may also have a potential adverse impact on service delivery and public perception especially where we are unable to maintain listed buildings and structures.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review to be implemented by service area.

Review date	
	31/12/2023

null

Impact Assessment

Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects



09/01/2023

Reference: 5339-8649-9823-3182

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.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects
Description of proposal	Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£73,910	£0	£0	£0	£0	£73,910

Further information

Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects.

Consultation requirements

Consultation required?	No
Justification	No staffing implications.

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

3a. Impact on other service areas

- Education
- Housing Services
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	The proposal will ensure regulatory safety inspections are undertaken, this will ensure learners are able to access and use safe buildings.
Impact rating	Good
Mitigation	None.
Mitigated impact rating	Good

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	If appropriate funding is not provided for statutory compliance work, the authority will be at risk of prosecution and reputational and financial risk.				
Likelihood score	4	Impact score	4	Risk rating	16.0
Mitigation	Funding professionally qualified officers to undertake statutory inspections will ensure the risk associated with regulatory compliance is managed to an acceptable level.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The ability to recover costs will allow the continued programme of statutory inspections to take place by a professional officer, minimising risk to the authority. The ability to manage compliance remedial projects will be at risk if costs cannot be recovered. This places the authority at risk.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

A programme of monitoring outcomes from the inspections will be undertaken periodically. Reports on same are provided to the Compliance Board where minutes and actions are recorded.

Review date	31/12/2023
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null

Impact Assessment

Rent Park Office, Newtown



09/01/2023

Reference: 4412-5410-4473-4102

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.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Rent Park Office, Newtown
Description of proposal	Relocation of PCC services from Park Offices to Ladywell house and rent out Park Office.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£47,925	£47,925	£0	£0	£0	£95,850

Further information

Revenue savings circa £65,850 will be available from the closure of the building as business rates, maintenance, servicing, utility costs will cease. The savings are predicated on leasing the building to a partner organisation. Should the property be leased an additional income stream of circa £30,000 pa is envisaged.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	31/12/2022
Staff consultation deadline	31/12/2022

Public consultation deadline	
Consultation method	Consultation being undertaken with relevant staff.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Property Planning and Public Protection
- Childrens Services
- Adult Services

3b. Impact on geographical locations

- Individual localities:
- Newtown Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	All services currently delivered from the Park office will transfer to Ladywell House. Appropriate accommodation will be provided to deliver existing services.
Impact rating	Neutral
Mitigation	None proposed.
Mitigated impact rating	Neutral

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	A positive impact is envisaged allowing PCC services to co-locate together in one building. This will reduce the carbon footprint of delivering PCC services.
Impact rating	Good
Mitigation	None proposed.

Mitigated impact rating	Good
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	The proposed accommodation will provide greater access to collaborative spaces for services to meet service users from the community.
Impact rating	Good
Mitigation	Appropriate contact spaces will be provided for service professionals to meet clients in an appropriate environment which is warm, secure and fit for purpose.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer Judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The transfer of services to Ladywell due to the closure of the Park offices will ensure enhance service provision.
Impact rating	Good
Mitigation	Ladywell House has been recently renovated and provides a long term and sustainable building for delivering PCC services.
Mitigated impact rating	Good

Collaboration

Impact	A number of public bodies and third sector organisations will be located within a single building. This will enhance user experience and make multiple health and well being resources more accessible to the public.
Impact rating	Good
Mitigation	None proposed.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal will result in the relocation of staff from the Park offices to Ladywell House.
Impact rating	Neutral
Mitigation	Ladywell House has been renovated to ensure that it offers fit for purpose accommodation.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	A lease of the building once closed by a partner does not materialise.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Consideration will need to be given to leasing to non partner organisations or selling the property.				

Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0
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8. Overall summary and judgement

Outline assessment

The closure of the Park Office offers several benefits. These include revenue savings and improvements to service delivery in the short and medium term. Additionally, co locating services to a single building has environmental benefits as it reduces waste and reduces the energy consumption associated with delivering services from multiple buildings.

The ability to lease the Park Office in this financial climate remains a financial risk.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

A project review will take place post completion of the project to identify outcomes and lessons learnt.	
Review date	31/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Cleaning frequency reduction in office accommodation



09/01/2023

Reference: 5137-6497-1603-6660

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.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Cleaning frequency reduction in office accommodation
Description of proposal	Reduction in cleaning frequency to a minimal level dependent of area usage.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£60,000	£0	£0	£0	£0	£60,000

Further information

Savings will be found from the reduction in cleaning frequency resulting in a reduction in staffing levels.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	28/02/2023
Staff consultation deadline	28/02/2023
Public consultation deadline	

Consultation method

If required, the Cleaning Service will undertake the consultations with staff impacted by the proposal. This will be undertaken in line with PCC policy and with HR representation.

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

3a. Impact on other service areas

- Community Services
- Property Planning and Public Protection

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
--------	------

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal has the potential to result in a reduction in the workforce. This may impact on the resilience of the service provision.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	The reduction in the staffing budget has the potential to reduce the scope to offer apprenticeships.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Savings will be found from the reduction in cleaning frequency resulting in a reduction in staffing levels. This will have a negative impact on staffing but a limited negative impact on service provision.

Cabinet reference

9. Additional evidence

Officer judgements.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

To be monitored periodically.

Review date

31/12/2023

null

Impact Assessment

Increase income from commercial estate



09/01/2023

Reference: 2308-3273-5003-7370

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.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Increase income from commercial estate
Description of proposal	Increase income generation by £15,000 by reviewing existing fee arrangements.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£15,000	£0	£0	£0	£0	£15,000

Further information

Increase income generation by £15,000 by reviewing fee arrangements.

Consultation requirements

Consultation required?	No
Justification	No staff impacted by proposal.

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

3a. Impact on other service areas

- Legal and Monitoring
- Property Planning and Public Protection
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
--------	------

4c. Learning and skills

Impact	None
--------	------

4d. Residents and communities

Impact	None
--------	------

4e. Evidence

Officer judgement.

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

5a. A prosperous Wales

Impact	None
--------	------

5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

It is considered that increasing income generation by reviewing fee arrangements will mainly result in a neutral impacts.

Cabinet reference

9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review by service area.

Review date

31/12/2023

null

Impact Assessment

Staffing reduction - Building Control



09/01/2023

Reference: 6703-2015-5747-3186

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.

1. Proposal Information

Author name	Gwilym Davies, Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Staffing reduction - Building Control
Description of proposal	<p>Reduce the staffing budget for Building Control by £54,940. This equate to one Building Control Surveyor.</p> <p>This will reduce the services ability to undertake non-fee earning functions tasks such as dangerous structures, demolitions and activities associated with unauthorised works, which results in fee generating activity of 140% of normal building regulation charges.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£54,940	£0	£0	£0	£0	£54,940

Further information

Reduce the staffing budget for Building Control by £54,940. This equate to one Building Control Surveyor.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	28/02/2023

Staff consultation deadline	28/02/2023
Public consultation deadline	
Consultation method	Consultation with staff impacted in accordance with adopted policy.

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

3a. Impact on other service areas

- Education
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	<p>The proposal will result in a reduced level of service by Building Control. This included potential delays to fee paying business customers waiting the outcomes of building regulations services (including receiving services such as a site inspection) before proceeding with building works. This has the potential to affect construction start dates, material orders and business cash flow.</p> <p>Reduced staff will result in possible delays in responding to dangerous structures impacting on business continuity and home owner enjoyment of their property/environment. Attendance at dangerous structures can take up valuable resources resulting in staff being removed from fee earning activities where customers have paid to receive a service.</p>
Impact rating	Poor
Mitigation	No mitigation considered to be available.
Mitigated impact rating	Poor

4b. Health and care

Impact	<p>The reduction in staff will potentially impact on the speed of PCC Housing/ Social Services ability to obtain building regulation approval and carrying out of site inspections relating to buildings addressing this health and care priority. Reduced service delivery in building control has the potential to create costly delays in construction and subsequent occupation of these vitally important properties.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	<p>The reduction in a surveyor will affect customer expectations who have paid to use Building Control services as their preferred supplier of building regulation services over the private sector.</p> <p>Integral to the service is the ability to give citizens of Powys the piece of mind that their building work is compliant, safe and energy efficient. Reductions in Building Control staff reduces the services ability to give those assurances to the citizens of Powys resulting a drop in consumer confidence.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Building Control average 1045 building regulation applications a year equating to approximately 150 applications per surveyor. With a reduction in 1 x FTE the average number of applications per surveyor increases by 16% (to 174 applications).

So far in 2022 building control have undertaken 6529 building regulation site inspections (an average of 932 inspections per officer.) A reduction in 1 x FTE, pressure will be placed upon surveyors to service the resultant increase in inspections whilst ensuring that statutory decisions relating to full plans assessments is not compromised. Failure to issue a full plans decisions on time is a breach of statutory duty.

Any resultant increase in individual workloads will impact upon an officers ability to dedicate enough resource to meet the expectations of the public in a timely and qualitative manner. This has the potential be a catastrophic risk whereby citizens in Powys decide to stop using Powys services and choose the private sector instead thus impact upon revenue.

Since April 2019 BC has dealt with 98 dangerous structures incidents. In major cases attendance is time critical. The reduction in 1 x FTE Surveyor will impact upon BC and emergency service response times due to officers being elsewhere in the county or tied up undertaking core building regulation site inspections.

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

5a. A prosperous Wales

Impact	<p>Building Control is a facilitator of energy efficiency and sustainability in the construction of new building in Powys. Through the application of building regulation knowledge building control, as a regulator, contributes to the drive for carbon reduction through the assessment of applications and the education of those responsible for designing and procuring building work in Powys.</p> <p>Reduction in staff impacts upon building controls ability to provide adequate resource to support designers in the delivery and physical inspection of carbon reduction measures adopted within a new building.</p>
Impact rating	Poor
Mitigation	None available.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	<p>Building Control is a key facilitator in energy efficiency and sustainability in the construction of new building in Powys. Through the application of building regulation knowledge building control, as a regulator, contributes to the drive for carbon reduction through the assessment of applications utilising green technologies including through assessment of applications, the education of those responsible for designing and procuring building work in Powys.</p> <p>Reduction in staff impacts upon building controls ability to provide adequate resource to support designers in the delivery and physical inspection of carbon reduction measures adopted within a new building.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	<p>As a regulator in the built environment building control has a direct influence over the internal environments in which the citizens of Powys live and work. Energy efficiency, accessibility, ventilation and the internal comfort of peoples homes are all reliant upon building control supervising the works of building designers and construction in Powys.</p> <p>Reduced resource in building control directly influences the level of supervision afforded to new buildings in Powys.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
---------------	------

Promoting Welsh

Impact	None
---------------	------

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

As a statutory regulator building control approves and inspects building works that have a direct impact upon peoples domestic and working lives in Powys. With an overarching objective of ensuring the built environment delivers on key regulatory requirements such as energy efficiency, renewable energy, safe, healthy and accessible buildings. Without an appropriate level of oversight, the quality of the built environment across the whole of Powys cannot be guaranteed potentially leaving residents residing and working in buildings that fail to meet the minimum standards set by government.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

<p>Impact</p>	<p>The service is directly impacted by the events at Grenfell and the subsequent legislative intervention to introduce stringent measures to overhaul the regulatory and construction environment in Wales. This will include robust government oversight of how building control is delivered including the quality of its outcomes and overall performance. Fundamental to this new approach is the forthcoming introduction of licensing of building control inspectors in Wales which will impose legal requirements upon employers and individuals in how building control functions are delivered. The consequential impact of licensing (mandatory from Spring 2024) is yet to be fully realised but will influence the future direction of Powys as a statutory provider of building controls functions.</p> <p>The future landscape of building control in Powys will however be wholly dependent upon Welsh Govts vision for the future. Key to the effective delivery of building control functions across Wales is the ability to adequately resource the need together with delivering on competency and capability. In Jan 2023 Audit Wales commence a Wales wide review of resource and governance in Building Control which will then contribute to Welsh Govts future direction.</p> <p>Failure to adequately resource building control in Powys in terms of numbers and competence capability may directly influence Welsh Govts vision for the future delivery of building control in Wales.</p>
<p>Impact rating</p>	<p>Poor</p>
<p>Mitigation</p>	<p>No mitigation considered available.</p>

Mitigated impact rating	Poor
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Collaboration

Impact	<p>From Spring 2024, only officers who hold appropriate licenses will be able to deliver building control functions. This removes options for bolstering shortcomings in resourcing through internal support or redeployment. Wider support from other bodies (other LAs) holding the necessary licences may be necessary to deliver BC functions in Powys.</p> <p>The outcome in Wales post Grenfell may result in regional BC working to address current and future resource capability. This would provide the opportunity for all LAs across Wales to address current shortcomings in the delivery of BC functions and as a result improve compliance with the built environment.</p>
Impact rating	Neutral
Mitigation	Ensure that the licensing of all Powys BC staff to the appropriate level is delivered on time. A highly qualified competent work force will deliver efficiencies and improved service effectiveness therefore passing on benefits to Powys and its citizens.
Mitigated impact rating	Neutral

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

	The reduction in a Surveyor will result in existing and future workloads being passed to others to undertake. Scope of individual officers to pick up
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Impact	<p>work activities previously dealt with by the lost post is difficult to quantify but will through experience result in a reduction in service delivery and response time to its customers.</p> <p>Building regulations place statutory time frames on certain BC functions. Failure to meet those time frames results in a legal position favourable to the customer and not Powys CC, including reimbursement of costs and a deemed approved status for building works not approved under building regulations.</p> <p>Imminent changes to building control standards will place extra burden on staff to deliver and improve upon current reporting practices which will be both time consuming and labour intensive.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

<p>The drivers for change significantly impacting upon building control resourcing going forward.</p> <p>The Building Safety Act 2022.</p> <p>Welsh Govt Operational Standards (for building control) published in draft 30/08/2022.</p>

Welsh Govt Operational Standards KPIs (for building control) published in draft 30/8/22.

Welsh Govt Building Inspector Competency Framework published in draft Sept 2022.

The implementation of the above in 2024 will significantly impact upon individuals operating in building control by creating greater demand upon officer time in terms of increased levels of recording and data capture, greater demands upon diligence through greater care and judgement in undertaking their duties.

7. Likelihood and risks

Risk 1

Description	Reduction in a Building Control Surveyor will result in a reduction in BC service delivery and potential for building works in Powys going unchecked. Current staffing levels already at a minimum level to be considered effective.				
Likelihood score	5	Impact score	3	Risk rating	15.0
Mitigation	No mitigation available.				
Residual likelihood score	5	Residual impact score	3	Residual risk rating	15.0

8. Overall summary and judgement

Outline assessment

Powys CC building control service is already considered to be undertaking its functions with minimum staffing levels. As well as measurable workloads, the size of geographical coverage across Powys also plays a part in contributing to the pressures placed upon the service. Travelling large distances to and between sites results in a high percentage of unavoidable non-productive time on a daily basis. Reducing staffing numbers will only compound the issue further for those having to cover the area where the incumbent post is lost.

Current workloads and enforcement activity can only be described as manageable underpinned with an acceptance of risk that building works and dangerous structures do and will continue to go unchecked. The reduction in a surveyor will further impact upon the services resilience in delivering building control services resulting in an even greater number of buildings works and dangerous structures across Powys going unchecked.

When set in the context of the forthcoming changes being imposed upon building control by Welsh Government, the expectation is that Welsh Government will consider that the level of resource within Powys building control is not fit for purpose, triggering the need for future investment in staff and training, all of which will be audited and reported upon to Welsh Govt in 2023. From 2024 Welsh Govt are, under statute, at liberty to apply sanctions to any local authority or private sector provider where it considers building control standards are not being met.

Should the reduction in staff be accepted then building control service levels (and staff wellbeing) will inevitably suffer and result in unintended consequences such as reductions in quality standards within the built environment that directly affect the goals of Powys Vision 2025, plus by failing to meet customer expectations there becomes a real risk of a potential loss in revenue receipts due to building control customers going elsewhere for their building regulation services. Once customers abandon Powys CC building control then Powys runs the risk of further staff losses due to reduced income affecting break even targets.

Cabinet reference

9. Additional evidence

Reference:

Quarterly KPIs measuring

Applications decided within statutory time periods

% market share compared to competitors

% of initial appraisals within 15 days

Customer experience using feedback forms and verbal feedback whilst on site

LABC Cymru Executive Management Committee

Welsh Govt white paper on the Safety of Buildings in Wales

PCC Building Control reporting

PCC Quality Audits - Quantitative and Qualitative

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic service performance reviews (APRs, Quarterly Portfolio Reviews etc).

Review date

31/12/2023

null

Impact Assessment

Increasing fee income generation across Property,
Planning and Public Protection.



03/01/2023

Reference: 5589-6040-2559-0995

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.

1. Proposal Information

Author name	Gwilym Davies , Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Increasing fee income generation across Property, Planning and Public Protection.
Description of proposal	Increasing fee income across the Property, Planning and Public Protection service area to secure an additional income of £58,558. The income is to be secured by increasing select income streams by 10%, inflation, or where appropriate securing full cost recovery. The principal income streams impacted include, water sampling, licensing, Estate and Letting Agency and building control.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£58,558	£0	£0	£0	£0	£58,558

Further information

The income is to be secured by increasing select income streams by 10%, inflation, or where appropriate securing full cost recovery. The principal income streams impacted include, water sampling, licensing, Estate and Letting Agency and building control.

Consultation requirements

Consultation required?	No
Justification	No staff impacted by proposal.

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

3a. Impact on other service areas

- Education
- Property Planning and Public Protection
- Finance (Section 151)
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

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Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
--------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Increasing select income streams by 10%, inflation or where appropriate securing full cost recovery is considered to have negligible impacts.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review by relevant service areas.

Review date

31/12/2023

null

Impact Assessment

Increase burial fees



09/01/2023

Reference: 4122-6523-7777-7555

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.

1. Proposal Information

Author name	Gwilym Davies, Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Increase burial fees
Description of proposal	Increase income generation derived from the councils cemeteries by £42,810 by increasing burial fees by approximately 10%.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£42,810	£0	£0	£0	£0	£42,810

Further information

Increase income generation derived from the councils cemeteries by £42,810 by increasing burial fees by approximately 10%.

Consultation requirements

Consultation required?	No
Justification	No impact on staff. This proposal will form part of the Council wide consultation on increasing fees.

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

3a. Impact on other service areas

- Highways Transport & Recycling

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	It is considered that there will be minimal impact on the economy. If burial fees are increased, local funeral directors and memorial masons may find that bereaved families will use services out of county.
Impact rating	Neutral
Mitigation	No mitigation available.
Mitigated impact rating	Neutral

4b. Health and care

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor

Mitigation	No mitigation available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Powys burial fees are currently the 4th highest in Wales.

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

5a. A prosperous Wales

Impact	If burial fees are increased, local funeral directors and memorial masons may find that bereaved families will use services out of county.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members. This may lead to upset and distress to families at an already difficult time emotionally.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact	An increase in burial fees may result in lower income families being unable to meeting funeral costs. In these circumstances, the Council will have to pay for the funeral costs (public health funerals).
Impact rating	Poor
Mitigation	Council paying for funeral costs.
Mitigated impact rating	Neutral

5h. Evidence

The number of public health burials (where a family is unable or unwilling to pay for the funeral) that the Council has dealt with in 2020 was 8 and in 2021 was 7.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Increase in the number of public health funerals funded by the Council.				
Likelihood score	4	Impact score	2	Risk rating	8.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	2	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

An increase in the cost of arranging a funeral in one of the Council's cemeteries may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members. This may result in them choosing alternative cemeteries where fees are less. This will potentially result in the service area losing income. If families are unable to meet the costs, the number of public health burials may increase, which places pressure on existing resources. The overall assessment is that the proposal will have a negative impact.

Cabinet reference

9. Additional evidence

Cemetery fees were increased by 67% in 2016, 10% in 2018 and 20% in 2019. The fees are now in the highest quartile in Wales.

Any increase in fees is likely to result in further complaints from the public, funeral directors, memorial masons and Councillors.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The service area will periodically monitor the impacts of the proposal. Monitoring will take the form of reviewing the number of burials, number of public health burials and number of complaints received.

Review date

31/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Income from Trunk and Capital



DRAFT

10/01/2023

Reference: 0264-9203-4324-8781

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.

1. Proposal Information

Author name	Shaun James, Senior manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Income from Trunk and Capital
Description of proposal	<p>An inflation pressure submitted by the service has been fully awarded, however some of this inflation is offset by income streams such as trunk and capital income.</p> <p>This saving is essentially a financial adjustment to offset of the inflation pressure that is funded by income related work.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£676,800	£0	£0	£0	£0	£676,800

Further information

Inflation has been awarded for pay and non-pay elements of staffing, materials and contractors used by highway operations and engineering design. However some of this inflation pressure is offset by income streams such as trunk and capital income.

This saving is essentially a financial adjustment to offset of the inflation pressure that is funded by income related work.

Consultation requirements

Consultation required?	No
Justification	Internal financial adjustment.

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

3a. Impact on other service areas

[Redacted]

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	[Redacted]

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

N/A

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact

None

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

N/A

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

No impact

Cabinet reference

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

N/A

Review date

31/03/2042

null

DRAFT

Impact Assessment

Reduction in Street Lighting Energy Costs



12/01/2023

Reference: 9710-4586-1169-2241

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.

1. Proposal Information

Author name	Shaun James, Senior Manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Reduction in Street Lighting Energy Costs
Description of proposal	<p>Street lighting is in general a non-statutory service, and therefore the proposal is to reduce the current energy costs and contribute to the net zero target by 2030. To continue the ongoing renewal programme and continue to undertake :</p> <ul style="list-style-type: none">• LED conversion• County wide part night and/or part night dimming• Removing non-critical lighting <p>Saving delivery relies upon continued capital investment and the renewal programme.</p> <p>Dark sky initiatives (brighter futures) raises both the issue of light pollution and carbon footprint; and the recognition of such socio-economic trends and changes in people's mindset, priorities and self-awareness.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£66,350	£0	£0	£0	£0	£0	£66,350

Further information

Reduction in energy costs through the implementation of LED conversion and county wide part night and/or part night dimming, as part of the capital renewal programme.

Consultation requirements

Consultation required?	No
Justification	There is no set or formal consultation, however consultations with Town and Community Councils will be required on a case by case basis as the renewal progresses across the county.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	It is considered there will be a perception that there will be a detriment to the social environment especially crime and road safety.
Impact rating	Poor
Mitigation	Town and Community Councils will be consulted as required.
Mitigated impact rating	Poor

4e. Evidence

The programme has been ongoing for several years, and experience has demonstrated reduced energy costs and carbon footprint can be achieved.

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

5a. A prosperous Wales

Impact	The carbon footprint will be decreased. The social environment may be impacted upon from service withdrawal / reduction. Procurement of street lighting materials will be via framework.
Impact rating	Neutral
Mitigation	Town and Community Councils will be consulted on proposals.
Mitigated impact rating	Neutral

5b. A resilient Wales

Impact	The carbon footprint will be decreased. Reduction of lighting provision will benefit the natural environment for nocturnal species.
Impact rating	Good
Mitigation	Town and Community Councils will be consulted as required.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	The social environment may be impacted upon from service withdrawal or reduction
Impact rating	Poor
Mitigation	Town and Community councils will be consulted as required
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	It is considered there will be a perception that there will be a detriment to the social environment especially crime and road safety.
Impact rating	Poor
Mitigation	Town and Community Councils will be consulted as required
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	The proposal will contribute to the Net Zero target by 2030.
Impact rating	Good
Mitigation	Town and Community Councils will be consulted as required
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	It is considered that a reduction of streetlighting levels may likely have greater impact on the vulnerable.
Impact rating	Poor
Mitigation	Not specified

Disability

Impact	It is considered that a reduction of streetlighting levels may likely have greater impact on those with a disability.
Impact rating	Poor
Mitigation	Town and Community Councils will be consulted as required
Mitigated impact rating	Poor

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
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Sex

Impact	It is considered that a reduction of streetlighting levels may likely have greater impact on women.
Impact rating	Poor
Mitigation	Town and Community Councils will be consulted as required
Mitigated impact rating	Poor

Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

The programme has been ongoing for several years, and experience has demonstrated reduced energy costs and carbon footprint can be achieved.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	It is considered the perception will be that there will be a detriment to the social environment especially crime and road safety. There are though significant longer-term benefits in contributing to Net Zero target by 2030.
Impact rating	Poor
Mitigation	Town and Community Councils will be consulted as required
Mitigated impact rating	Poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	Town and community councils will be consulted as and when required
Impact rating	Neutral
Mitigation	Not specified

Prevention

Impact	It is considered that the perception will be that there will be a detriment to the social environment especially crime and road safety.
Impact rating	Poor
Mitigation	Town & Community Councils will be consulted as required
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

The programme has been ongoing for several years, and experience has demonstrated reduced energy costs and carbon footprint can be achieved.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal may have a minor impact on some residents and communities.

The proposal will reduce energy costs and will contribute to the Net Zero target by 2030.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Energy Usage will continue to be monitored

Review date

31/03/2042

null

Impact Assessment

Route Optimisation of Waste and Recycling Collections



DRAFT

10/01/2023

Reference: 3639-7043-4026-1274

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.

1. Proposal Information

Author name	Ashley Collins, Senior Manager - Waste and Recycling Services
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Route Optimisation of Waste and Recycling Collections
Description of proposal	To optimise the routes of all the waste and recycling collections vehicles, which will result in savings of vehicles and staff. There are a number of staff on Agency, and this along with the high turnover of operatives, should mean that there will be little if any requirement to make redundancies. Currently there are older vehicles that can be taken off the road and also hired vehicles which will no longer be required following this process.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£52,500	£52,500	£0	£0	£0	£105,000

Further information

The savings will be made by reducing the number of vehicles required along with some reduction in the staff establishment. Due to the current use of some Agency employees along with the turnover of staff, there should not be a requirement for redundancies. The process is a complicated one and therefore it is not envisaged that it will be completed before September 2023, hence the split of the savings over the two financial years.

Consultation requirements

Consultation required?	No
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Justification

The only impact on the public will be changes to their collection days which can be easily communicated. The impact on staff will also be minimal, and again easily communicated.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

Individual addresses will be entered into the routing software, but they will not be attributed to individuals.

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The only impact will be a change of collection day for residents.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	A small reduction in vehicles will have a corresponding reduction in carbon emissions.
Impact rating	Good
Mitigation	Routes will be kept under review
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The reduction in vehicles will have a corresponding reduction in carbon emissions which will contribute to the overall global environment.
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Impact rating	Good
Mitigation	The routes will be continually monitored for any further efficiencies.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	An assisted collection scheme is already operated for residents who struggle to put their waste and recycling containers out for collection and this will be incorporated into the route optimisation
Impact rating	Good
Mitigation	Routes will be continually monitored for any possible improvements.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The reduction in vehicles will have a small impact on carbon emissions, although this will be partially offset by the increased use of the remaining fleet. Assisted collections are continually reviewed to ensure that the right people receive this service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	Waste and Recycling Operatives will be required to collect from more properties each day, although this will still be within their current working hours and their base will not change. There will also be a minor reduction in the staff establishment, although this should be accommodated with reducing Agency numbers and through the natural turnover of staff.
Impact rating	Neutral
Mitigation	Operational staff will be involved in formulating the new routes so that they are able to take ownership of and appreciate the value of the changes.
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

6f. Evidence

Previous route optimisation exercises have taken a short period of time to settle, which requires involvement of and communication with operational staff to ensure effectiveness.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The impact of the route optimisation will be on the existing staff who will be required to adapt to the new routes. They will be involved with the process so that they can take ownership of and appreciate the benefits. Most residents will have a change in collection day, which will be clearly communicated to them in advance of the changes.

Cabinet reference

9. Additional evidence

Previous work has identified that savings can be made through the optimisation of routes. The exact impact will not be known until the full process has been completed, but estimates are that at least one vehicle with its attendant crew can be removed from the service.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The reductions in vehicles and staff are easily quantifiable in the first instance. The routes will then be continually monitored to ensure that they remain fit for purpose and also where further improvements can be made.

Review date

31/03/2024

null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Increased income from fees and charges register



09/01/2023

Reference: 5118-5881-1832-8143

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.

1. Proposal Information

Author name	Shaun James, Senior Manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Increased income from fees and charges register
Description of proposal	Fees and charges have been reviewed and increased for 23/24.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£50,000	£0	£0	£0	£0	£0	£50,000

Further information

The fees and charges register has been reviewed and the majority of charges increased.

Consultation requirements

Consultation required?	No
Justification	This is an annual review of charges levied by the council.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	Increases in charges levied will have a minor financial impact on a limited number residents and some businesses.
Impact rating	Neutral
Mitigation	Not specified

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	Increases in charges levied will have a minor financial impact on a limited number residents and some businesses.
Impact rating	Neutral

Mitigation	Not specified
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4e. Evidence

Charges have been reviewed in view of inflation

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

5a. A prosperous Wales

Impact	An increase in charges may have greater impact on those with lower incomes.
Impact rating	Neutral
Mitigation	Not specified

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

No specific evidence available

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

No specific evidence available

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

An increase in charges may impact a limited number of residents and some businesses, and those on low income will be more impacted by increased charges.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Annual review of charges

Review date

31/03/2042

null

Impact Assessment

Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)



04/01/2023

Reference: 2047-9085-4143-3843

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.

1. Proposal Information

Author name	Ashley Collins , Senior Manager - Waste and Recycling Services
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)
Description of proposal	The North Powys Bulking Facility, located on Abermule Business Park, is currently operating as the base for the waste and recycling collections in the north of the County. Following granting of planning permission, the bulking facility has been constructed and is now waiting for NRW to grant an Environmental Permit for its use to bulk recyclable material prior to onward transfer to processors. A third party site is currently being used for this, the cost of which being the £100k proposed saving by utilising this site.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£100,000	£0	£0	£0	£0	£100,000

Further information

Recyclables collected at the kerbside is currently taken to a third party for bulking before onward transport for processing. The North Powys Bulking Facility was constructed so that all vehicles could operate from one strategically located site which they are now doing. To maximise their efficiency, as well as reduce the third party costs, this facility is also to be used as a bulking facility, subject to granting of the Environmental Permit.

Consultation requirements

Consultation required?	No
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Justification

The site is already being used as an operational base so the further impact on the public would be negligible. Furthermore, NRW have undertaken an extensive consultation exercise during the permit application process.

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

3a. Impact on other service areas

3b. Impact on geographical locations

Individual localities:

- Welshpool and Montgomery Locality
- Newtown Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	There will be a reduction in travel by the recycling collection vehicles as they will be able to tip off at the end of the route, which will have a positive impact on carbon emissions.
Impact rating	Good
Mitigation	Route optimisation will further reduce the carbon footprint of the collection vehicles.
Mitigated impact rating	Good

4e. Evidence

Vehicle movements are quantifiable as there will not be the requirement for additional mileage for vehicles to travel to an alternative bulking facility.

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

5a. A prosperous Wales

Impact	Local employment opportunities are available.
Impact rating	Good
Mitigation	All posts are advertised through local outlets.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	The reduction in vehicles will reduce carbon emissions. The use of the site will also provide a long term sustainable strategic solution for the bulking of recyclable material in the north of the County.
Impact rating	Good

Mitigation	Route optimisation will further improve efficiencies and reduce carbon emissions form the fleet of vehicles.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The reduction in vehicles will reduce carbon emissions. The use of the site will also provide a long term sustainable strategic solution for the bulking of recyclable material in the north of the County. This will assist in the Welsh Government achieving the statutory recycling targets and future circular economy aspirations.
Impact rating	Good
Mitigation	Route optimisation will further improve efficiencies and reduce carbon emissions form the fleet of vehicles.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Vehicle movements are quantifiable as there will not be the requirement for additional mileage for vehicles to travel to an alternative bulking facility. It is clear that having a strategically located north bulking facility will provide long term resilience.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal provides a long term sustainable solution for bulking up recyclable material collected from the kerbside, which will allow the Council to maintain and improve on the high recycling rates achieved.
Impact rating	Very good
Mitigation	The service will be continually reviewed to ensure that the high recycling rates can be maintained.
Mitigated impact rating	Very good

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Having a strategically located bulking facility will clearly benefit recycling in Powys and hence the impact on Wales and globally. As the site is currently already in use as a base for vehicles and further impact on local residents will be negligible and already subject to an NRW consultation exercise.

7. Likelihood and risks

Risk 1

Description	Not receiving the Environmental Permit from NRW				
Likelihood score	2	Impact score	4	Risk rating	8.0
Mitigation	Through effective dialogue with NRW, and then potentially an appeal in the event of the refusal of the permit.				
Residual likelihood score	2	Residual impact score	4	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

The North Powys Bulking Facility, located at the Abermule Business Park, is already fully operational as the base for the Waste and Recycling vehicles. The application for an Environmental Permit is currently being considered and consulted on by NRW, but it is expected that it will be granted despite a previous refusal, as all issues have been thoroughly addressed.

The impact will be positive in terms of providing a long term sustainable solution for waste and recycling in the north of the County. This will mean that Powys is able to achieve and exceed the Welsh Government's Statutory Recycling Targets as well as contributing to the circular economy and carbon reduction objectives.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The potential savings will be immediate, but all waste and recycling services are reviewed to ensure that they continue to provide the most sustainable as well as economically advantageous solutions.

Review date	30/06/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Proposed reduction in revenue contribution to the Councils Fleet reserve.



DRAFT

16/02/2023

Reference: 7673-1208-0775-6031

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.

1. Proposal Information

Author name	John Forsey, Senior Manager Corporate Fleet & Transport
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Proposed reduction in revenue contribution to the Councils Fleet reserve.
Description of proposal	Proposed reduction in revenue contribution to the Councils Fleet reserve.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£1,191,000	£0	£0	£0	£0	£0	£1,191,000

Further information

Each year HTR services make a payment in to the transport fund, this is to fund the replacement of vehicles and equipment, as part of a rolling cycle. The transport fund is then held as a reserve and used instead of borrowing to pay for the replacement assets.

In 2023-24 the saving proposal is to take a one-year break and the service will not contribute the planned £1.191m the transport fund (reserve). All required accounting entries will be made in the Council accounts according to CIPFA code

Consultation requirements

Consultation required?	No
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<p>Justification</p>	<p>This is for 1 year only (non-recurrent) and planned contributions will resume in 2024-25</p> <p>If we don't take a one year break and not contribute £1.191m into the transport fund we will face a financial gap in terms of setting the budget and HTR contributing realisable savings</p>
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3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

<p>Will the proposal involve processing the personal details of individuals?</p>	<p>No</p>
<p>Is Powys County Council the data controller?</p>	<p>Yes</p>
<p>Further information</p>	<p>Not applicable</p>

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

It is a straight-forward accountancy transaction as the money is transferred to a reserve.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

If we don't take a one year break and not contribute £1.191m into the transport fund we will face a financial gap in terms of setting the budget and HTR contributing realisable savings

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Straight-forward accountancy saving transfer of budget

7. Likelihood and risks

Risk 1

Description	If we don't take a one year break and not contribute £1.191m into the transport fund we will face a financial gap in terms of setting the budget and HTR contributing realisable savings				
Likelihood score	5	Impact score	4	Risk rating	20.0
Mitigation	The risk of not doing this means the service would have to identify alternative savings to balance the budget				

Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0
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Risk 2

Description	That vehicles will be operated for an additional six months after their due replacement date, which may cause very small operational issues.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Continue with preventative maintenance regimes				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

This is a low risk, one off accountancy saving opportunity. We are fortunate enough to be able to do this, this year as the fleet majority of the fleet is relatively new or about to be replaced and through careful management of the fleet, we can extend their life by around 6 months to help with the significant budget pressures for next year.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The fleet will continue to receive preventative maintenance inspections as per the regulatory requirements and will monitor condition of vehicles via this process.

null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Closer to Home and Placements Savings



Powys

DRAFT

10/01/2023

Reference: 3175-2592-6051-1396

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.

1. Proposal Information

Author name	Charlie Darwin, Senior Manager Corporate Parenting
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Sandra Davies, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	Closer to Home and Placements Savings
Description of proposal	<p>This impact assessment will look at the impact of making a saving of £1,050,000 through undertaking work through planned working groups and analysing our data to bring our children looked after back to Powys or be discharged from the care of Powys County Council.</p> <p>The working groups are:</p> <ul style="list-style-type: none"> • High Cost Placements: looking at our most vulnerable children and young people in expensive provisions and to step these young people into alternative safe provisions within Powys. • Permanency Panel: a tracker following children that enter care until they reach permanency. The purpose of this panel is to identify and allocate resources at an early point to achieve permanency. • Closer to Home; the strategy identifying placement provision within Powys, 16 + accommodation and the increase of our in-house accommodation for children and young people. • Special Guardianship Order support Team workstream; the development of this service to transfer children in care with their kinship carers to a Special Guardianship Order where the child is no longer looked after.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£NaN	£0	£0	£0	£0	£1,050,000

Further information

The savings will be delivered by bringing children looked after back to Powys or discharging them from the care of Powys County Council.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required due to their not being an impact on staffing or our partners.

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

3a. Impact on other service areas

- Childrens Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The impact is children and young people living outside of Powys, and not staying connected with their families and communities with little impact around growth and development and opportunities to reside and contribute to the growth of Powys.
Impact rating	Poor
Mitigation	This proposal will bring Powys children looked after back to the area of Powys. The money currently being spent on private care companies out of county will be spent on Powys local foster carers and in house residential children's homes. This proposal will also provide new jobs and training as foster carers and as residential home staff. Staff within these children's homes will also have the opportunity to be part of the Grow Our Own Social Worker programme.
Mitigated impact rating	Good

4b. Health and care

Impact	Children and young people will receive their needs outside of Powys and not be able to identify within their local communities and resources.
Impact rating	Poor
Mitigation	<p>This proposal will ensure that where possible Powys children looked after will live in Powys. Children will be closer to home and be able to maintain connections with their families and community.</p> <p>Powys Children Looked After will be looked after within our in house residential children's homes and with Powys in house foster carers.</p> <p>Powys Children looked after living within Powys will ensure continuity for their healthcare by being linked to Powys Teaching Health Board.</p> <p>This proposal will increase the availability and suitability of our in house placements.</p>
Mitigated impact rating	Good

4c. Learning and skills

Impact	Children and young people may well not be able to access learning and development opportunities within Powys as they will be living outside or Powys and outside of Wales.
Impact rating	Poor
Mitigation	Children and young people will have access to education, learning and development opportunities within Powys and within Wales.
Mitigated impact rating	Good

4d. Residents and communities

Impact	Powys children looked after will remain in or be returned to their own communities.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

This proposal fits within the Closer to Home strategy, vision and value base of ensuring that Powys children have the opportunities to grow and develop with Powys and stay connected to their communities.

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

5a. A prosperous Wales

Impact	Children and young people could be living outside of Powys and outside of Wales due to a lack of placements and provision.
Impact rating	Poor
Mitigation	This proposal will bring Powys children looked after back to the area of Powys. The money currently being spent on private care companies out of county will be spent on Powys local foster carers and in house residential children's homes. This proposal will also provide new jobs and training as foster carers and as residential home staff. Staff within these children's homes will also have the opportunity to be part of the Grow Our Own Social Worker programme.

Mitigated impact rating	Good
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5b. A resilient Wales

Impact	Children and young people with have greater distances from their communities and from Powys and Wales to develop their identity and build their own self esteem, confidence which contributes to their resilience.
Impact rating	Poor
Mitigation	Bringing our Children looked after back to Powys will reduce the volume of miles being travelled to visit these children who are currently placed all over the UK. It will enable them to grow and develop connections and access sources here in Powys.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	Children and young people will be living in areas which may or may not speak Welsh and have access to their sense of identity. Their wellbeing in terms of having access to their communities will not be met.
Impact rating	Poor
Mitigation	<p>The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community. Bringing our children looked after back to Powys will mean we can work more closely with our local partner's where good relationships have already been built to ensure that the child has the best access to services and their physical, emotional and mental needs are being met.</p> <p>Developing therapeutic foster placements will contribute to the healthier wellbeing of people who have experienced care</p>
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Children and young people will not be able to connect to Powys, Wales if living outside of the county.
Impact rating	Poor

Mitigation	Children are closer to home and maintain connections with families and communities and school placements. As children grow and develop into adulthood, there is a greater possibility that they will remain in Powys as adults.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	Living outside of Powys and Wales will not assist any child or young person to be able to contribute to responses and connections for their future if wanting to remain living in Wales.
Impact rating	Poor
Mitigation	This proposal will keep children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Children are enabled to live and grow in communities which represent their own language and culture. Active offer of Welsh language services to foster carers and children in care.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	If Children and young people live outside of Powys and Wales there will be little opportunity to engage in all things Welsh and have the ability to speak and learn the language of Welsh.
Impact rating	Good

Mitigation	There will be more opportunities for development, learning and engagement. Children and young people will have a natural access to resources, communities and have the ability to speak, practice and learn Welsh and associate with their Welsh identities and connections.
Mitigated impact rating	Very good

Sports, Art & Recreation

Impact	Children and young people will have access to a variety of recreational activities within their own communities and be able to develop identity with Welsh culture.
Impact rating	Good
Mitigation	Children are closer to home and maintain connections with families and communities and school placements, this will enhance their opportunities to engage in local and community aspects of their interests and hobbies.
Mitigated impact rating	Very good

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

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6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Maintaining children living within their own family or staying connected to their family limits disruptions and promotes stability throughout their lives.
Impact rating	Good

Mitigation	To continue to promote strengths based practice, early help and early intervention and prevention in order to support families.
Mitigated impact rating	Good

Collaboration

Impact	By working in ways that are collaborative, joins up discussions with Education services, Health Services and Voluntary sector providers to work in ways which enhance a families ability to build on strengths.
Impact rating	Good
Mitigation	Working with multi agency partners and families to meet the needs of children. The corporate parenting group contains partners from all agencies. Have plans working with families to build their existing strengths to be able to co produce more effective ways of parenting and gaining support from key agencies.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Earlier help and intervention and prevention at the right time in the right way is key to keeping families together.
Impact rating	Good
Mitigation	This proposal will improve the emotional wellbeing of children and keep them closer to home. It will ensure that they are returned home and discharged from the care of Powys County Council where safe to do so. This proposal will ensure that safe placements which meet their needs are provided for children.
Mitigated impact rating	Very good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

N/A

7. Likelihood and risks

Risk 1

Description	Unable to recruit foster carers				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Work is being undertaken through workstreams and with the fostering team to improve marketing and offers to foster carers.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

Risk 2

Description	The national transfer scheme mandated percentage of Unaccompanied Asylum Seekers has risen to 1% from 0.7%. This may increase further in future, increasing our population of CLA and care leavers.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	We do not have any control over the mandated figures to Powys, but we are increasing awareness within our recruitment of foster carers, supported lodgings and 16+ provisions to meet the needs of these young people within Powys.				
Residual likelihood score	4	Residual impact score	3	Residual risk rating	12.0

Risk 3

Description	In house residential homes not being able to provide the number of expected/ anticipated placements. Due to possible issues with staffing, matching of children, and registration with CIW.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	We are currently recruiting into the vacant permanent positions. Applications are due to be submitted to CIW for registration Pre-placement planning meetings are being held to consider matching for young people.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The overall impact of these changes is positive, both to children using services, the workforce and the wider communities. The Closer to Home strategy is key to successful planning, intervention and ensuring that children and young people have opportunities to stay connected to their families and communities. This will enable them to have opportunities to grow, develop, build identity, resilience and enable them to have a voice for both now and in the future within Powys and Wales.

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Progress will be reviewed by the Children's Leadership Team. There are weekly meetings being held for each work stream linked to this progress and monthly Closer to Home Meetings which reviews the progress of all workstreams.

Review date

30/06/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

16+ Provision Care Leavers



Powys

DRAFT

10/01/2023

Reference: 0366-2613-6654-0384

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.

1. Proposal Information

Author name	Charlie Darwin, Senior Manager Corporate Parenting Service
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Susan McNicholas, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	16+ Provision Care Leavers
Description of proposal	<p>The maintaining and development of 16 + provision for Care Leavers within Powys.</p> <p>The savings will amount to 1,000,000 by developing our own in house provision so that our Care Leavers are able to remain in supported accommodation within Powys rather than having to access expensive provision outside of Powys.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£1,000,000	£0	£0	£0	£0	£1,000,000

Further information

Savings made by utilising services within Powys and not provision/providers outside of Powys.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required due to their not being an impact on staffing or our partners.

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

3a. Impact on other service areas

- Childrens Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The impact is if young people do not return to Powys then their lived experiences, connections and ability to have access to their own communities is reduced.
Impact rating	Poor
Mitigation	The provision of 16 + accommodation within Powys will enable jobs to be developed to support care leavers to live independently. Powys care leavers can remain within Powys and contribute to the employment market and remain within their communities.
Mitigated impact rating	Good

4b. Health and care

Impact	Young people if not resident in Powys will have to access services elsewhere.
Impact rating	Poor
Mitigation	Care experienced young people and care leavers will remain living in their communities, accessing universal services.
Mitigated impact rating	Good

4c. Learning and skills

Impact	If young people can not access learning within Powys or Wales, then they could be disadvantaged living elsewhere and not connected to their communities.
Impact rating	Poor
Mitigation	Care experienced young people and care leavers remaining within Powys will have access to training, employment and education within Powys.
Mitigated impact rating	Good

4d. Residents and communities

Impact	Young people will not be supported to reside in Powys and have access to resources within their communities.
Impact rating	Poor
Mitigation	Powys care experienced young people and care leavers will remain in their communities into adulthood.
Mitigated impact rating	Good

4e. Evidence

Powys children and young people remaining in the Authority as adults.

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

5a. A prosperous Wales

Impact	By bringing young people back to live in Wales offers opportunities for growth and development. If they remain outside of Powys their ability to connect within their local communities reduces significantly.
Impact rating	Poor
Mitigation	The proposal allows for Powys young people to remain in the Local Authority as opposed to residing elsewhere as young people and adults. The support staff needed for some of the young people will create job opportunities. Young people will remain in Powys and work, train and reside within Powys.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	If young people remain living outside of Powys and Wales, this creates barriers and opportunities for identity and has an impact on the social care workforce to travel greater distances from their base.
Impact rating	Good
Mitigation	Young people and care leavers residing in Powys will reduce the miles driven to out of county placements, increase identity, growth and development of connections within local communities.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	Young people will live outside of Powys and live in areas which they may not be familiar, and where their needs can not be met.
Impact rating	Poor
Mitigation	Care experienced young people will remain residing in Powys, in their communities reducing the risk of isolation from peers and support

	networks. Access is available from services within Powys.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Young people would be disconnected from their own communities and where they were born.
Impact rating	Poor
Mitigation	Powys care experienced young people will remain within their communities into adulthood. Young people will have access to the services provided to their communities.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	There would be more travelling time for both young people and the social care workforce to engage with each other and to promote engagement with their families and connections in Powys.
Impact rating	Poor
Mitigation	Powys care experienced young people will remain in the community in which they grew up in. This promotes a persons links to family, friends and their immediate community.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Active offer of the Welsh Language to all care experienced young people.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	Lack of opportunity to use the Welsh Language if living outside of Wales.
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Impact rating	Poor
Mitigation	By living in Powys there would be more opportunity to see, hear and speak the Welsh Language on many different levels which would promote engagement, understanding and identity.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	There would be a less or a connection with the Welsh Language, learning, opportunities to promote the Welsh language if living outside of Wales and access to Welsh medium as a whole.
Impact rating	Poor
Mitigation	Powys care experienced young people will have access to recreational activities within Powys.
Mitigated impact rating	Good

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	If young people are not living in Powys, then they will not have a voice about the future direction of Powys and their community.
Impact rating	Poor
Mitigation	Powys care experienced young people will have the option to remain residing in Powys into adulthood.
Mitigated impact rating	Good

Collaboration

Impact	If young people live outside of Powys, we are reliant on engagement with those services elsewhere which can be challenging due to their knowledge and understanding of young people's needs.
Impact rating	Poor
Mitigation	There would be more opportunities for engagement, more forums of discussion and more strategic oversight of services if young people are living within Powys.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	If young people live outside of Powys, involvement with other preventative services in their particular area can be difficult for the young person and the staff who are supporting the young people.
Impact rating	Good
Mitigation	Powys young people will remain residing in Powys with the support they need available. The impact on mental well-being from residing close to families and communities is likely to be improved.
Mitigated impact rating	Good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

N/A

7. Likelihood and risks

Risk 1

Description	If provision to support 16 + in Powys is not created, the risk is that care experienced young people will remain residing away from their communities and families.				
Likelihood score	2	Impact score	3	Risk rating	6.0
Mitigation	Workstreams underway to support the growth and maintenance of 16 + accommodation within Powys.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The overall impact of these changes is positive, both to children and young using services, the workforce and the wider communities. Powys care experienced young people have the opportunities to remain residing in Powys.

Cabinet reference	
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9. Additional evidence

NA

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Review 1.12.2023

Review date

30/06/2023

null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

c) Special Guardianship Order Project and f) Adoption Services



Powys

DRAFT

10/01/2023

Reference: 3666-2953-3259-7522

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.

1. Proposal Information

Author name	Charlie Darwin, Senior Manager Corporate Parenting Service
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Susan McNicholas, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	c) Special Guardianship Order Project and f) Adoption Services
Description of proposal	<p>The Special Guardianship Order Project is around children and young people remaining within the same living environment whether that is with an extended family member of foster carer and changing their legal status through a different court order.</p> <p>The savings from converting legal orders in this way amounts to £90,200.</p> <p>The Adoption savings of £50,000 amounts to a reduction in the money being provided to the Regional Adoption Service.</p> <p>Total savings £ 140,200</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£140,200	£0	£0	£0	£0	£140,200

Further information

Children no longer subject to being 'looked after' by the Local Authority care via a Special Guardianship Order or Adoption.

When a child is no longer a child looked after, the Local Authority is no longer sharing parental responsibility for the child. This results in some costs being saved as the need for statutory services ends.

The Adoption savings is money that can be saved from the base budget.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required due to their not being an impact on staffing or our partners

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

3a. Impact on other service areas

- Childrens Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	If the children and young people do not move towards a legal status of a Special Guardianship order, then this will continue to have an impact on services that engage with them at the Care Order level arrangements.
Impact rating	Poor
Mitigation	Family members who become Special Guardians in Powys will continue to utilise and access universal health services.
Mitigated impact rating	Good

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	Children and young people will not have permanency plans which do not enable them to move away from a Child Looked after legal status.
Impact rating	Good
Mitigation	Children who were looked after will no longer be looked after by the Local Authority and instead reside with their Special Guardians. They will be integrated within their local communities within Powys.
Mitigated impact rating	Good

4e. Evidence

N/A

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

5a. A prosperous Wales

Impact	Children and young people will not have the permanency planning attached to their care plan and will continue to be looked after children.
Impact rating	Poor
Mitigation	Children and young people who reside with their SGO carers or adoptive parents within Powys will integrate and use the services within Powys, contributing to the economy and community. It is possible that these young people will remain in Powys into adulthood contributing to the economy through employment and training.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	Children and young people will continue to be children looked after therefore not building the Welsh Government principles of reducing children who are looked after in order to have better outcomes.
Impact rating	Poor
Mitigation	Children who are no longer looked after by the Local Authority do not require statutory services which involves Powys employees driving and using vehicles to complete visits.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	Children who are looked after children often do not receive better outcomes in the longer term as a result of this status.
Impact rating	Poor
Mitigation	Children and young people receive stability and permanency through a Special Guardianship Order or Adoption.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Children who are looked after do not necessarily receive better outcomes in the longer term.
Impact rating	Poor
Mitigation	Some children and young people will remain in Powys with their Special Guardians or adoptive parents and attend local provision such as nursery, schools, colleges and extra curricular activities.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	Children and young people could be living outside of Powys and Wales with distance between their connections and identity.
Impact rating	Poor
Mitigation	This proposal will keep some Powys children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Children and young people could be living outside of Powys and Wales therefore bringing them back into their own area promotes different opportunities around the Welsh Language and culture.
Impact rating	Poor
Mitigation	Children are enabled to live and grow in communities which represent their own language and culture. Active offer of Welsh language services to Special Guardians and prospective adoptive parents/adoptive parents.
Mitigated impact rating	Good

Promoting Welsh

Impact	Staff are able to conduct assessments in the Welsh Language.
Impact rating	Good
Mitigation	Further develop the use of the Welsh Language and have access to the Active offer and promote the use of the Welsh Language in a more proactive way.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	Children are residing with their connected family members or with their adoptive parents and maintain connections with families and communities and school placements.
Impact rating	Good
Mitigation	Children and young people can forge deeper connections and access more recreational activities with peers and within their communities and not have to have the stigma of being a looked after child.
Mitigated impact rating	Good

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal is about reducing children who are looked after in line with the principles laid out by Welsh Government. If this does not happen these recommendations will not be met.
Impact rating	Good

Mitigation	This proposal aims to reduce the children looked after numbers within Powys and offers permanency to children who can reside with their Special Guardian(s) or Adoptive parents. This reduces the need for statutory intervention and supports the child's rights to a family life. The Local Authority will make cost saving through no longer being involved in a child and families life through statutory involvement.
Mitigated impact rating	Very good

Collaboration

Impact	Multi agency partnership to support the children and families post legal order.
Impact rating	Good
Mitigation	Building a new team and developing and enhancing new service provision will be able to support children and young people in different ways with a less reliance on statutory intervention.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Children and young people will receive stability through permanency, this will reduce the likelihood of placement breakdowns.
Impact rating	Good
Mitigation	Further care packages of support through a different care plan with dedicated staff to provide the intervention will enable the carers and children/ young people to receive the same service but in a different way with less stigma attached to them as individuals when know as children who are looked after.
Mitigated impact rating	Very good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

N/A

7. Likelihood and risks

Risk 1

Description	Children and young people and their families do not progress to a Special Guardianship Order or adoption, thus not securing permanency and the Local Authority remaining involved.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Ensure worker capacity to progress care plans. The SGO support team to be implemented to offer on-going support and advice.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

The overall impact of these changes is positive, both to children and families using services, the workforce and the wider communities.

The impact will be greater permanency arrangements for children and young people with less stigma attached to them being known as a child looked after.

The savings for this new project team and the reduction in the need for adoption provision will be £140,200

Cabinet reference	
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9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Progress will be reviewed by the Children's Leadership Team. The Special Guardianship Support Team is in development to support those carers wishing to progress to a Special Guardianship Order. Children who are due to move onto an adoptive placement are being tracked to ensure that they can receive permanency in a timely way.

Review date	31/08/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

d- staffing agency/ permanent and e- travel expenses



DRAFT

10/01/2023

Reference: 3084-6567-0150-5278

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.

1. Proposal Information

Author name	Sharon Powell, Interim Head of Children's services
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Sandra Davies, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	d- staffing agency/ permanent and e- travel expenses
Description of proposal	The proposal is savings target set around a reduction in agency social workers and recruiting permanent social workers. It also is around saving £10000 reducing staff travel due to hybrid working.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£149,000	£0	£0	£0	£0	£149,000

Further information

e- Travel expenses- saving of £10,000 due to reduction in staff travelling and hybrid working opportunities.

d- The savings will be made in the reduction of agency social workers and replacing with full time permanent social workers with a saving of £ 139,000

Total amount: £149,000

Consultation requirements

Consultation required?	No
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Justification

There are no job losses or differences to the staffing structures or different terms and conditions around travelling expenses.

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

3a. Impact on other service areas

- Childrens Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	Only relevant to staff recruitment and retention.

4. Impact on Vision 2025

4a. The economy

Impact	A reduction in expenditure on high cost agency social workers.
Impact rating	Good

Mitigation	Recruitment will continue to reduce agency expenditure but there is an element of risk due to the national shortage of social workers. The Grow our own programme will continue to build our own social workers from within Powys. We have 10 practitioners qualifying as Social Workers in November 2023.
Mitigated impact rating	Very good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The recruitment and retention strategy coupled with the workforce strategy will further enhance this risk being reduced. Children's services needs to create a sustainable workforce which is attractive to both the recruitment and retention of staff and which is competitive across Wales and the counties bordering Powys.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

No evidence required as Social Care Standards, practice, employment law and guidance apply.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Building strengths within the existing workforce and having a permanent workforce creates sustainability.
Impact rating	Good
Mitigation	To move forwards with recruitment and retention of staff and building the resilience from within Powys through our grow our own workforce.
Mitigated impact rating	Very good

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Evidence is the recruitment of 10 Grow our own social workers during Autumn 2023.

7. Likelihood and risks

Risk 1

Description	If the grow our programme does not create 10 social workers this will have an impact on building a sustainable workforce and then have an over reliance on expensive agency social workers.				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	The risk can be mitigated against by continuing to grow and develop our own workforce which creates sustainability and growth for the future of Powys.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

The saving for the mileage based on 2022/23 will be met within the £10,000 savings target.

The savings against the £139,000 in reducing agency social workers and recruiting permanent staff members is based on a saving that can be made during quarter 3 and quarter 4 of 2023 when 10 newly qualified social workers will be employed as part of the grow our own strategy.

The total savings amounting to £149,000

Cabinet reference

9. Additional evidence

Nothing to add.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The impact will be monitored through the workforce development strategy and action plan.

Review date	30/06/2023
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null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Therapeutic Intervention Commissioned via
framework.



DRAFT

10/01/2023

Reference: 8839-8715-7195-8062

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.

1. Proposal Information

Author name	Victoria Ruff-Cock, Senior Manager Intervention and Prevention
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Susan McNicholas, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	Therapeutic Intervention Commissioned via framework.
Description of proposal	To utilise grant funding to commission external therapeutic support for children open to statutory children services releasing net budget as savings. Additional grant funding has been secured through the Regional Partnership Board(RPB) using Regional Integrated Fund (RIF) monies from Welsh Government, to support a therapeutic attachment team which will deliver to children and young people open to other services including Children services.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£45,000	£0	£0	£0	£0	£45,000

Further information

A new therapeutic team is being established in Powys through available funding within the Regional Partnership Board. Using the Regional Integrated Funding- RIF approach to this work, savings will be made within the base budget. The therapeutic support will be provided from the new team within Powys following their start up processes. This service will be delivered in 2023.

Consultation requirements

Consultation required?	No
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3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Childrens Services
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	The growth of a new team will bring employment to different positions being created and supported by both PTHB and Children's services.
Impact rating	Good
Mitigation	The impact of a new team will bring greater collaborative working arrangements and increase opportunities for children, young people and their families to receive intervention in a different approach.

Mitigated impact rating	Very good
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4b. Health and care

Impact	Without this team, access to therapeutic provision here in Powys varies across the county. Having a dedicated team with Psychologist and therapists will enhance opportunities for families to engage in more meaningful interventions.
Impact rating	Very good
Mitigation	The service will provide a much required mental health support to children and young people in Powys using a multi-agency approach. Therapists will not only deliver support to children they will also develop approaches where learning and enhanced practice is available where support is provided to key workers (trusted adults) who will then to be able to deliver and work within a therapeutic model with the child as long as this is required. The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through Start Well. Therefore, Education and other appropriate partners have been consulted with.
Mitigated impact rating	Very good

4c. Learning and skills

Impact	The team will develop a learning approach to practice and intervention building skills within the workforce.
Impact rating	Very good
Mitigation	<p>Therapist's will deliver support to children and will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child as long as this is required.</p> <p>The therapeutic model will support children's ability to develop safe and learning environments to ensure they reach their potential for education and employment.</p>
Mitigated impact rating	Very good

4d. Residents and communities

Impact	The new team will build resilience within local communities by engaging with families based on their individual needs.
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Impact rating	Very good
Mitigation	Supporting children with their emotional and mental wellbeing, will also prevent antisocial behaviour and improve better community relationships.
Mitigated impact rating	Very good

4e. Evidence

N/A

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

5a. A prosperous Wales

Impact	This proposal will create 7 positions in the therapeutic team. This team will also increase the skills and expertise of current practitioners through their support and training.
Impact rating	Very good
Mitigation	Developing the therapeutic team will contribute to employment, engagement and interventions within the local communities.
Mitigated impact rating	Very good

5b. A resilient Wales

Impact	The new team will promote services within the locality that they are needed which will prevent travelling to other areas to receive support.
Impact rating	Very good
Mitigation	The team will grow and develop in line with the needs of communities therefore building greater resilience.

Mitigated impact rating	Very good
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5c. A healthier Wales

Impact	The team is focussing on emotional wellbeing and strengthening the resilience of families within their own communities.
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Impact rating	Very good
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Mitigation	The service will provide a much required mental health support to children and young people in Powys using a multi-agency approach. Therapists will not only deliver support to children they will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child as long as this is required. The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through Start Well. Therefore, Education and other appropriate partners have been consulted with.
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Mitigated impact rating	Very good
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The Welsh Language will be prioritised with the active offer during all interventions.
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Impact rating	Very good
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Mitigation	Therapists will work with trusted adult's to ensure that the support being provided to them and is being provided in the best method and language for intervention.
Mitigated impact rating	Very good

Promoting Welsh

Impact	The Welsh Language will be promoted on a needs based level in line with the Active offer principles.
Impact rating	Very good
Mitigation	Therapists will work with trusted adult's to ensure that the support being provided to them, is being provided in the best method and language for families.
Mitigated impact rating	Very good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Disability

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.

Mitigated impact rating	Very good
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Gender Reassignment

Impact	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Marriage or Civil Partnership

Impact	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Race

Impact	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Religion or Belief

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
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Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Sex

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Sexual Orientation

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Pregnancy and Maternity

Impact	This proposal and therapeutic support will be accessible to children up until age of 18. The therapeutic support will be tailored to each individual's needs.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

Socio-economic Duty

Impact	This proposal and therapeutic support will be accessible to children up until age of 18.
Impact rating	Very good
Mitigation	The therapeutic support will be tailored to each individual's needs.
Mitigated impact rating	Very good

5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	This therapeutic team is currently funded for 2 years. A review of the progress, service, funding will be monitored within the Regional Partnership Board.
Impact rating	Very good
Mitigation	An aim of the therapeutic team is to equip children and trusted adult's to manage their own emotional wellbeing throughout their lives. This will build resilience in co productive way.
Mitigated impact rating	Very good

Collaboration

Impact	The project is joint led by Powys County Council and Powys Teaching Health Board through the emotional help and wellbeing stream through the Start Well Board. Therefore, Education and other appropriate partners have been consulted and have been part of ongoing discussions and decisions.
Impact rating	Good
Mitigation	Therapists will not only deliver support to children they will also assist and support key workers (trusted adults) to be able to deliver and work within a therapeutic model with the child. These skills can then be transferred to different children that they might work with in the future.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	Children will be part of the interviewing process for the new job positions within the therapeutic team.
Impact rating	Very good
Mitigation	Impact and evaluation will be considered within the Junior Start Well Board where they will scrutinise and review the effectiveness of the team and impact for young people.
Mitigated impact rating	Very good

Prevention

Impact	The service will provide much required mental health support to children and young people in Powys using a multi-agency approach.
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Impact rating	Very good
Mitigation	Supporting children within their mental and emotional wellbeing will ensure that children and their carers are equipped to make safer decisions for themselves and others around them. This will build resilience within families and their communities through greater access to resources on a local level.
Mitigated impact rating	Very good

Integration

Impact	None
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6b. Impact on the workforce

Impact	We are creating jobs within the health and social care sector and we are also providing skills and support to trusted adult's to develop their own therapeutic approach that they can use within their current role.
Impact rating	Good
Mitigation	Not specified

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

N/A

7. Likelihood and risks

Risk 1

Description	If we are unable to recruit into the posts in the new therapeutic team then the team will not grow in line with recommendations.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	PTHB will lead the recruitment process and this will be monitored as the service develops.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

Risk 2

Description	Underestimated need for the service. This project is in its infancy so evaluating the volume of need for the service and length of work has been based on estimates.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Utilising therapists to train trusted adults and other keyworkers to be able to use the therapeutic model to reduce the direct demand on the therapeutic team. Capacity and demand will be evaluated during the stages of the team development and feedback.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

This impact assessment has highlighted the positive impact of the introduction of a therapeutic based team for the children and young people of Powys.

Cabinet reference

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Evaluation of the project through engagement with young people through the Junior Start Well Board will be a priority over 6-12 months of intervention

The number of referrals through to Children's Services for emotional and wellbeing support will be monitored to assess if there has been an changes or decreases.

The number of children being referred to CAMHS will be monitored.

The number of requests for therapeutic interventions to MAAP and Resource Panel will be monitored.

Review date

31/08/2023

null

Impact Assessment

Utilising additional funding



10/01/2023

Reference: 1459-4635-5510-1183

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.

1. Proposal Information

Author name	Joanna Harris, Senior Strategic Commissioning Manager
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Sandra Davies, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	Utilising additional funding
Description of proposal	Effectively utilise additional funding as it becomes available during 23/24

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£200,000	£0	£0	£0	£0	£200,000

Further information

To offset spend utilising additional grant funding as it becomes available throughout 23/24 in line with grant criteria

Consultation requirements

Consultation required?	No
Justification	Internal consideration and decision making in line with grant funding criteria

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Childrens Services
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	no personal data requirements

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	The saving is being reached by reducing the base budget and accessing funding streams to be able to deliver services in a different way. Effective utilisation of the funding streams will need to be focused and available. If the funding streams are not available then the savings will be a challenge and a review of services and how these can be managed will be required.
Impact rating	Poor
Mitigation	In order to mitigate against the risk above, consideration of all funding streams at every juncture within the financial year will need to be held so that full utilisation of all the funding streams is able to consider how to deliver cost effective services.

Mitigated impact rating	Good
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	There will be a reduction in the available money within the base budget but developing funding streams for alternative funding streams will be considered. The risk will be if the funding sources are not available based on previous funding streams and requirements.
Impact rating	Poor
Mitigation	Full utilisation of funding streams available to deliver cost effective support and services these will be sourced, considered and developed based on the needs of the communities and their residents.
Mitigated impact rating	Good

4e. Evidence

Application of grant criteria to ensure compliant spend in intended areas.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Grant criteria will need to be applied to ensure compliance with the expenditure required.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

utilising funding effectively inline with grant criteria offsetting existing spend.

7. Likelihood and risks

Risk 1

Description	There could be a possibility of insufficient funding to allow offset of existing spend 23/24 if the same level of grants are not available.
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Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	All funding streams to be explored and opportunities implemented.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

To make best use of additional grant funding to offset existing spend in line with grant criteria. It is envisaged that unallocated grant funding will be received throughout 23/24 which can be effectively utilised.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Quarterly finance meetings to assess grant income and expenditure.

Review date 30/06/2023

null

Impact Assessment

Young Carers and VAWDASV



Powys

DRAFT

10/01/2023

Reference: 9266-4978-6248-8129

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.

1. Proposal Information

Author name	Joanna Harris , Senior Strategic Commissioning Manager
Head of service	Sharon Powell, Head of Childrens Services
Portfolio holder	Sandra Davies, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	Young Carers and VAWDASV
Description of proposal	<p>Saving Proposals:</p> <p>The money for Credu was increased during the Global pandemic through accessing the Covid recovery grant funding. This funding stream no longer exists therefore this money will be saved from the base budget and sourced from other funding sources in order to provide the continuation of £17,510.</p> <p>J) Credu- this money will be removed from base budget and sourced from existing grant funding- £17,510</p> <p>The money for the training for VAWDSV will be removed from the base budget and delivered within Children's services as part of ongoing local and regional safeguarding training. This funding could be sourced from the Community Childrens grant- CCG if required for ongoing training and development.</p> <p>K) VAWDASV- this money will be removed from the base budget. £34,520</p> <p>TOTAL SAVINGS: £52,030</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£52,030	£0	£0	£0	£0	£52,030

Further information

J) Credu- this money will be removed from base budget and sourced from existing Communities and Childrens grant (CCG) funding- £17,510

K) VAWDASV- this money will be removed from the base budget and funded from Communities and Childrens grant CCG- £34,520.

Consultation requirements

Consultation required?	No
Justification	The proposal is inline with removing the financial contribution only.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	No personal data to be processed as part of this proposal

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	All staff are required to complete safeguarding training and complete the ask and act offer. This may reduce the availability of training required.
Impact rating	Poor
Mitigation	We will continue to provide training through a development training programme in line with Welsh Government requirements. We will look at a model of training such as train the trainer to continue the work required and review this both internally and with our multi agency partners around the training provision.
Mitigated impact rating	Good

4d. Residents and communities

Impact	None
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4e. Evidence

CCG- Grant criteria stipulates the way in which funding can be used.

CCG is able to fund VAWDASV support for children and young people.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

There will be no change to current service delivery only the funding arrangements which are used to fund.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

No change to service delivery other than funding streams used to fund

7. Likelihood and risks

Risk 1

Description	The continuation of funding for VAWDSV and Young carers will be sourced from the Communities and Childrens grant- CCG and will be removed from the base budget. If this grant was not available then the risk would be a reduction in money being available.				
Likelihood score	2	Impact score	2	Risk rating	4.0
Mitigation	Additional sources of funding would be sourced and if not available, a review of the base budget funding would be required.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

Risk 2

Description	A reduction in the capacity of the delivery of training for VAWDSV				
Likelihood score	2	Impact score	2	Risk rating	4.0

Mitigation	<p>Training compliance to be ensured by managers.</p> <p>A framework to develop train the trainer and on line training.</p>				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

Both the Credu funding of £17,510 and the VAWDSW funding of £34520 will be replaced from the base budget by sourcing available funding from the Communities Childrens grant- CCG. This money is available for 2023/2024. If this funding is reduced at any point, then a review will take place of the base budget and ability to replace this money from elsewhere.

J) Credu - Change to funding stream.

K) VAWDASV- change to funding steam.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Children's Leadership Team will monitor saving delivery and impact to services

Review date

30/06/2023

null

DRAFT

Impact Assessment

Transformation



26/01/2023

Reference: 7500-8666-8467-6488

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.

1. Proposal Information

Author name	Sharon Powell, Interim Head of Children's Services
Head of service	Sharon Powell, Head of Children's Services
Portfolio holder	Sandra Davies, portfolio holder for Cabinet Member for Future Generations (job share)
Proposal title	Transformation
Description of proposal	Recruitment to 3 vacant posts within Children's Services will be frozen for the next financial year to enable the service to undertake transformation work. A saving will be made by these posts remaining vacant whilst transformation work is undertaken.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£170,000	£0	£0	£0	£0	£170,000

Further information

Savings will be delivered by not recruiting into the 3 vacant positions.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required as these positions are already vacant.

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

3a. Impact on other service areas

- Childrens Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	This proposal will have a temporary impact on improving skills and supporting people to get good quality jobs within Powys as it will reduce the positions available within the service. This proposal would result in there being less employment opportunities within Powys Children's Services.
Impact rating	Poor
Mitigation	Transformation work will look at our workforce and the most efficient way we can deliver services to our Children, Young People and their families.
Mitigated impact rating	Good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

N/A

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

5a. A prosperous Wales

Impact	This proposal will have a temporary impact on improving skills and supporting people to get good quality jobs within Powys as it will reduce the positions available within the service. This proposal would result in there being less employment opportunities within Powys Children's Services.
Impact rating	Poor
Mitigation	Transformation work will look at our workforce and the most efficient way we can deliver services to our Children, Young People and their families. Grant funding will also be looked into to ascertain whether this could be used to fund the vacant positions on a temporary basis.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The transformational work will consider sustainability for Children's services as a whole service.
Impact rating	Good
Mitigation	Transformation will consider how to reshape the service to create sustainability.

Mitigated impact rating	Very good
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal will require engagement with the workforce to determine next steps around workforce planning.
Impact rating	Good
Mitigation	Transformation work will look at our workforce and the most efficient way we can deliver services to our Children, Young People and their families.
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

This is yet to be proven as part of the transformation.

7. Likelihood and risks

Risk 1

Description	The reduction in 3 posts which are currently vacant, could increase the workload to other staff members.				
Likelihood score	2	Impact score	1	Risk rating	2.0
Mitigation	Work can be redistributed to other staff members with minimal impact which the transformational work is undertaken which will determine if these 3 posts are required as part of a sustainable Children's services.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

Risk 2

Description	If there is a planned inspection, there is possible reduction in inspection readiness support.				
Likelihood score	3	Impact score	1	Risk rating	3.0
Mitigation	This work can be covered by other colleagues and considered if increased capacity is required at that time.				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

Savings will be made by keeping vacant positions vacant. This proposal is not linked to any staff redundancies. A freeze on these positions will allow us to undertake transformation work within the service and review what posts are required and can the service be delivered within a different more efficient way.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Transformation will be undertaken over 2023 to review the structure of Children's services and consider sustainable next steps for the service to continue to develop and grow whilst maintaining its statutory duties and functions.

Review date	31/05/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Full year effect of the part year savings from 2022
/23 in 2023/24



05/01/2023

Reference: 7685-7444-8021-8790

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Full year effect of the part year savings from 2022/23 in 2023/24
Description of proposal	Full year effect of the part year savings from 2022/23 in 2023/24

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£500,000	£0	£0	£0	£0	£500,000

Further information

Full year effect of the part year savings from 2022/23 in 2023/24. This is in relation to ongoing work around promotion of direct payments; supporting people to move into more independent living and away from Out of County placements and strengths based reviews.

Consultation requirements

Consultation required?	No
Justification	Full year effect of the part year savings from 2022/23 in 2023/24

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Full year effect of the part year savings from 2022/23 in 2023/24. Work has already started and impact identified in previous financial year.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Have updated to say: Full year effect of the part year savings from 2022/23 in 2023/24. Work has already started and impact identified in previous financial year.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Have updated to say: Full year effect of the part year savings from 2022/23 in 2023/24. Work has already started and impact identified in previous financial year.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Full year effect of the part year savings from 2022/23 in 2023/24	
Cabinet reference	

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Financial savings tracker meeting	
Review date	19/03/2023

Impact Assessment

Direct Payments



05/01/2023

Reference: 7829-6491-0551-4665

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Direct Payments
Description of proposal	<p>To actively encourage greater take-up of direct payments which is a more cost effective means of funding care and support compared to externally commissioned domiciliary care organised by the Local Authority.</p> <p>Working in a strength based way with citizens receiving Domiciliary Care to promote and encourage the alternative use of Direct Payments from Domiciliary Care based support.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£200,000	£0	£0	£0	£0	£200,000

Further information

Direct payments are a way for people to arrange their own care and support. They improve choice, control and independence.

This proposal seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self service options. The risk to the community is low but sustained and well planned communications and engagement will be needed to promote the benefits of direct payments.

Consultation requirements

Consultation required?	No
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Justification

The use of direct payments are encouraged in the Social Services and Wellbeing Act. Part 4- Code of Practice makes clear that Direct payments are an important mechanism by which people can exercise choice, voice and control to decide how to meet their needs for care and support and achieve their personal outcomes. As such direct payments are an integral part of meeting people's needs through care and support planning, and must not be seen as a separate, secondary consideration.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

Yes

Is Powys County Council the data controller?

Yes

Further information

Adult Services processes personal details of individuals for the purpose of securing necessary care and support and in line with our privacy notice. See below:

[Privacy Notice for Adult Social Care - Powys County Council](#)

4. Impact on Vision 2025

4a. The economy

Impact	There may be a greater use of community/third sector and independent providers of care as more people look to utilise direct payments to fund more creative means of support.
Impact rating	Good
Mitigation	<p>Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage.</p> <p>Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.</p>
Mitigated impact rating	Good

4b. Health and care

Impact	Promoting the use of direct payments and ensuring that the offer is attractive will help contribute to a greater mixed economy of provision within the County. Direct payments will provider greater choice and flexibility for those that need care and support.
Impact rating	Good
Mitigation	<p>Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.</p> <p>Monitoring of quality of care via direct payments through regular care and support plan reviews to ensure that choice and control remains centre to how care and support is delivered.</p>
Mitigated impact rating	Good

4c. Learning and skills

Impact	Direct payment recipients may become the employer of personal assistants and therefore there may be a resulting increase in skills and employability.
Impact rating	Good

Mitigation	To ensure that every direct payment recipient has the necessary support through our direct payments support service to fulfil their obligations as an employer.
Mitigated impact rating	Good

4d. Residents and communities

Impact	<p>Direct payments provide greater choice and control compared to commissioned provision.</p> <p>People with care and support needs increasing their independence and self-efficacy.</p> <p>More locality based provision of care, delivered by local residents.</p>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

4e. Evidence

Direct payment uptake will be monitored through monthly data intelligence report, through the measure below:

Percentage of Care Packages Provided by Direct Payment - Scheduled

This proposal entails working with new individuals, to promote the uptake of direct payments, thereby managing demand away from commissioned domiciliary care provision. The efficiencies will be achieved over the course of the financial year.

The quality of care will also be monitored through regular care and support plan reviews and via close liason with the direct payments support service.

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

5a. A prosperous Wales

Impact	If more people are to use direct payments, there will be more demand for innovative local businesses such as micro-enterprises.
Impact rating	Good
Mitigation	To further develop the market for direct payment recipients.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.</p> <p>Direct payments can subsequently lead to an increase in an individual's quality of life, although this relies on a choice and sufficiency of provision being available.</p>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder will enable the Council to support the matching of direct payment recipients with suitable care and support options.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	Direct payments provide more autonomy for individuals in terms of how they want their care and support to be delivered.
Impact rating	Good
Mitigation	Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage. Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	Direct payments would enable people to secure Welsh speaking support staff should this be available and required.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan. Direct payments may be utilised therefore to improve physical wellbeing.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.

Mitigated impact rating	Good
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5g. A more equal Wales

Age

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Disability

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Powys has a strong record, relative to other Authorities in the promotion and uptake of direct payments. Approximately 33.4% of all care packages in Powys are delivered via a direct payment and our investment in the Virtual wallet and PA finder has made the administration of direct payments easier for residents. Engagement with direct recipients in Powys has shown that they are a key means of helping people decide how they can meet their own care and support needs in a way that works for them.

Residents will be supported to manage their direct payments via our direct payments support service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	With an ageing population, we know that more people will require care and support. Personalised care options such as direct payments will contribute to the Council's ability to manage this increase in demand in a sustainable way.
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Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder to maximise the care and support options that can be purchased by direct payment recipients.
Mitigated impact rating	Good

Collaboration

Impact	<p>Part 4 Code of Practice is clear that "Local authorities must promote self-management and aim to increase independence by enabling people to become actively involved in shaping their care and support. In the development of, and provision of a direct payment, a local authority must encourage and support people to determine their own personal outcomes and the care and support they require to achieve these taking into account their existing support networks. People must be encouraged to find creative, flexible and innovative ways to maximise their personal outcomes."</p> <p>The Local Authority will continue to work in partnership with other support providers to maximise the care and support options available.</p>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Where eligible care and support needs, or support needs in the case of a carer, have been identified and that individual, or their representative, expresses a wish to receive one, direct payments must be made available in all cases where they enable personal outcomes to be achieved. A local authority must be innovative and creative when working in partnership with recipients or their representatives to explore ways a direct payment can be used to secure the personal outcomes. Preventative options can be funded through direct payments also.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Integration

Impact	Direct payments makes it easier for a resident to draw upon a mixed economy of provision when identifying how eligible needs can be best met.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Success will be monitored through monthly data intelligence meetings and savings tracker meetings.

7. Likelihood and risks

Risk 1

Description	If direct payments are deemed too difficult to manage, then uptake will be lower than anticipated.				
Likelihood score	2	Impact score	3	Risk rating	6.0
Mitigation	Yes. Through promotion of virtual wallet/PA finder and direct payment support service when appropriate.				
Residual likelihood score	1	Residual impact score	3	Residual risk rating	3.0

8. Overall summary and judgement

Outline assessment

This proposal seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self service options. The proposal is in line with the Social Services and Well-being Act which promotes independence and flexibility and choice around care and support.

Cabinet reference

9. Additional evidence

<https://socialcare.wales/resources-guidance/improving-care-and-support/care-and-support-at-home/myths-and-facts-about-direct-payments#section-30964-anchor>

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monitoring will be through monthly data intelligence reporting and finance savings tracker.

Review date

23/01/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Where People Live (with a focus on people returning to Powys)



05/01/2023

Reference: 8462-2768-6714-3742

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Where People Live (with a focus on people returning to Powys)
Description of proposal	<p>Where people live - This is an approach to support people with learning disabilities to live within their own community, or as close to their community as possible. This means a reduction in the number of people who live in care homes and specialist homes outside of Powys and to support people to return to their home community with less intensive support. This will include the shared lives service, repatriating out of county placements, canary systems (Technology Enabled Care) to identify where it is possible replace through-the-night care, for example.</p> <p>This initiative is part of the ongoing Adult Services transformation programme which has already proven to generate efficiencies in previous financial years. This is part of the wider collaborative working with PTHB and other health/care/housing partners.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£100,000	£0	£0	£0	£0	£100,000

Further information

This proposal covers a number of housing and housing support related transformation projects that seek to provide improved outcomes for individuals, that are sustainable, that focus on progression, and that are future proofed. Efficiencies will be achieved by supporting people to move out of high cost residential placements towards more supported living options closer to, or back in the County of Powys.

Consultation requirements

Consultation required?	No
Justification	Engagement with people who are in receipt of services, their families and supportive networks will be undertaken as necessary when it has been identified that people can be supported to progress into more independent accommodation.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Housing Services
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes

<p>Further information</p>	<p>The personal details of individuals will be processed in order to secure the necessary care and support and this will be done in line with the Adult Services privacy notice.</p> <p>Privacy Notice for Adult Social Care - Powys County Council</p>
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4. Impact on Vision 2025

4a. The economy

<p>Impact</p>	<p>There will be a greater use of community/third sector and independent providers of care.</p> <p>The proposal is part of a wider strategy of creating sustainable accommodation options for people with disabilities.</p>
<p>Impact rating</p>	<p>Good</p>
<p>Mitigation</p>	<p>By focussing on the progression of individuals, we will help to ensure that housing and related support enables people to maximise their independence.</p> <p>The proposal will require sustained levels of partnership working and market management so that people have the support they need to sustain new independent living options.</p>
<p>Mitigated impact rating</p>	<p>Good</p>

4b. Health and care

<p>Impact</p>	<p>Supporting people to live more independently will in turn support the wider wellbeing of individuals given that more people will be supported to do more for themselves, and to become more involved in their local communities. This will have a positive impact on wider social determinants of health.</p>
<p>Impact rating</p>	<p>Good</p>

Mitigation	The wider wellbeing of individuals relies on sustained partnership working with a range of stakeholders, including housing associations, the Powys Teaching Health Board and other care and support organisations.
Mitigated impact rating	Good

4c. Learning and skills

Impact	Expectations of supported living providers are that they will also support people to access employability and training options thus increasing learning and skills.
Impact rating	Good
Mitigation	To ensure that contract monitoring maintains a strong focus on what providers are doing to maximise the learning and skills of the residents they are supporting.
Mitigated impact rating	Good

4d. Residents and communities

Impact	People will have access to housing and support that promotes, wherever possible their independence and progression.
Impact rating	Good
Mitigation	It is crucial that individuals, when settled in their tenancies have holistic support to address wider wellbeing outcomes. This will include supporting individuals to have a positive structure through the likes of various work, leisure and learning options.
Mitigated impact rating	Good

4e. Evidence

In 2019, the National Commissioning Board (NCB) commissioned guidance to advise and explore options on the commissioning of accommodation and support services for a good life for people with a learning disability. We have challenged and redefined our accommodation and support model to be more person-centred by offering a ‘support for a good life’ approach. A ‘good life’ is described as “somewhere to live, something to do, someone to love” – i.e., home, occupation, relationships. The Powys Accommodation and Support for Living a Good Life Framework has locality working at its heart, with a specification that enables providers to work flexibly to respond to needs as they arise. The specification also sees accommodation and support as two mutually enforcing interventions that providers should be delivering as an overall offer. This includes an expectation that providers work alongside those drawing upon their support to access real opportunities for work and leisure.

https://en.powys.gov.uk/media/13516/Service-Specification-for-the-provision-of-Accommodation-and-Support-for-Living-a-Good-Life/pdf/Specification_for_the_provision_of_Accommodation_and_Support_for_Living_a_Good_Life.pdf?m=1625132233740

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	The proposal seeks to provide more people with disabilities with the opportunity to live more independent lives, with a holistic support offer that focuses on work, leisure and learning opportunities.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	By ensuring the right provision, right level of support and right living environments, this proposal will lead to an improved quality of life for residents.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	<p>The Accommodation and Support for Living a Good Life Service Specification acknowledges that everyone is an expert in their own life, and everyone has something to contribute.</p> <p>Actively supporting progression by working with statutory and non-statutory organisations in optimising the use of a range of services by building strong and resilient communities, the relationship between individuals and providers is strengthened and provides improved outcomes.</p>
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	More people will be supported to access leisure opportunities.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

5g. A more equal Wales

Age

Impact	More working age adults will be supported to live more independent lives which will have a positive impact on ageing well.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

Disability

Impact	Given the right combination of support, people will have improved confidence to step down into less intensive forms of support, thereby moving away from more intensive forms of institutional support and improving access to more mainstream community assets.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.

Mitigated impact rating

Good

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

In 2019, the National Commissioning Board (NCB) commissioned guidance to advise and explore options on the commissioning of accommodation and support services for a good life for people with a learning disability. We have challenged and redefined our accommodation and support model to be more person-centred by offering a ‘support for a good life’ approach. A ‘good life’ is described as “somewhere to live, something to do, someone to love” – i.e., home, occupation, relationships. The Powys Accommodation and Support for Living a Good Life Framework has locality working at its heart, with a specification that enables providers to work flexibly to respond to needs as they arise. The specification also sees accommodation and support as two mutually enforcing interventions that providers should be delivering as an overall offer. This includes an expectation that providers work alongside those drawing upon their support to access real opportunities for work and leisure.

https://en.powys.gov.uk/media/13516/Service-Specification-for-the-provision-of-Accommodation-and-Support-for-Living-a-Good-Life/pdf/Specification_for_the_provision_of_Accommodation_and_Support_for_Living_a_Good_Life.pdf?m=1625132233740

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The Powys Accommodation and Support delivery plan predicts the likely development of accommodation and support services over the next 5 years. An ongoing commitment to the closer to home programme enables more people to return closer to or back into Powys and to have their care and support needs met in a more proportionate and strengths based way.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

Collaboration

Impact	The work relies on collaborative partnership working with Housing, the Powys Teaching Health Board and commissioned providers.
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Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents. To work in partnership with other providers to ensure that health and care needs of individuals are met.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	There has already been and continues to be extensive engagement with people who we would like to support to move into more independent living, including families and advocates, which is a continuation of current work.
Impact rating	Good
Mitigation	Continue with the necessary engagement with the relevant stakeholders as part of this transformational programme so that decisions are informed and in line with what matters to people.
Mitigated impact rating	Good

Prevention

Impact	By identifying step down options for individuals, the proposal will help ensure that we are providing a form and level of care that maximises independence, thereby preventing necessary access to more expensive forms of care and support.
Impact rating	Good
Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents.
Mitigated impact rating	Good

Integration

Impact	Collaborative working with stakeholders will be key to delivery, through integration and better working with providers and other third sector partners.
Impact rating	Good

Mitigation	To monitor contracts with support providers accordingly and ensure that the Local Authority maintains a lead role in fostering the right partnerships to enhance the overall offer to residents. This will be sustained through ongoing strategic working through the Powys Regional Partnership Board.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

No further evidence to provide as continuation of current programme of work. Achievements to date include:

16 new innovative accommodation environments

A further 25 in development

21 individuals moved back to Powys

11 people stepped down from residential care to live independently in Powys.

7. Likelihood and risks

Risk 1

Description	If there is insufficient staff to manage transitions to new supported accommodation, then efficiencies associated with these transitions may be delayed in their realisation.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	<p>Resource currently being funded via RIF monies. It is important that this funding continues to enable further transformation and efficiencies to be realised.</p> <p>Ensure that funding for the required level of staffing is secured through relevant workforce/transformation grants.</p>				
Residual likelihood score	2	Residual impact score	3	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

Enabling those who wish to return to Powys is a key priority. This is because out of county placements can be expensive, and hard to monitor as they are usually at a distance from the commissioning authority. The proposal is aligned to Vision 2025 and responds the RPB population needs assessment.

The programme of work will offer wider wellbeing benefits through enhancing independent living options, and supporting people to access more work, leisure and learning opportunities.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Live Well Partnership
Financial Tracker Savings Meeting

Review date

23/01/2023

null

Impact Assessment

Funding Body Review



05/01/2023

Reference: 8328-4727-8894-0810

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Funding Body Review
Description of proposal	The proposal is concerned with ensuring that care is being delivered and funded correctly, with respect to the legal thresholds set out in the Social Services and Wellbeing Act (Wales) 2014.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£750,000	£0	£0	£0	£0	£750,000

Further information

The proposal is concerned with ensuring that care is being delivered and funded correctly, with respect to the legal thresholds set out in the Social Services and Wellbeing Act (Wales) 2014.

Consultation requirements

Consultation required?	No
Justification	The proposal is concerned with ensuring that care is being delivered and funded correctly, with respect to the legal thresholds set out in the Social Services and Wellbeing Act (Wales) 2014. No consultation is required for such work.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	Proposal is a continuation of efforts to ensure that care and support is organised and funded correctly with reference to the SSWBA.
Impact rating	Good
Mitigation	Ongoing engagement with partners to foster a consistency of approach in the application of relevant guidelines and frameworks.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.
Impact rating	Good
Mitigation	Ongoing engagement with partners to foster a consistency of approach in the application of relevant guidelines and frameworks.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

7. Likelihood and risks

Risk 1

Description	If necessary guidance and frameworks are not consistently applied amongst partners, then care and support may not be organised/funded via the correct agencies.
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Likelihood score	3	Impact score	4	Risk rating	12.0
Mitigation	Ongoing engagement with partners along with clear and agreed escalation processes as and when required.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

In line with guidance from Welsh Government regarding funding responsibilities and the need to ensure timely and fair decision making, adult services will continue to work in partnership to ensure that those who have eligible needs for care and support, are having that care and support organised and funded through the correct agencies, and with reference to the Social Services and Wellbeing Act.

Cabinet reference

9. Additional evidence

No further evidence required.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Finance savings tracker meeting

Review date 23/01/2023

null

Impact Assessment

Care and Support Plan Transformation Project



05/01/2023

Reference: 3640-6520-6745-8623

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Care and Support Plan Transformation Project
Description of proposal	The Social Services and Wellbeing Act (2014), makes clear that care and support plans should promote wellbeing, so that people are able to maintain an appropriate level of autonomy with the appropriate level of care and support that is consistent with their wellbeing. We propose to undertake strengths-based reviews to ensure that care and support remains proportionate to eligible needs. This will be further enabled through our dignity with care approach and deployment of Technology Enabled Care (TEC) to support independence.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£1,000,000	£0	£0	£0	£0	£1,000,000

Further information

Strengths-based reviews will enable the service to ensure that care and support is proportionate to peoples' eligible care and support needs.

Consultation requirements

Consultation required?	No
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Justification

Regular strengths based reviews are expected and required under the Social Services and Wellbeing (Wales) Act 2014.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	Undertaking a review of individuals' care and support plans will include the processing of personal data, but its use is in line with the Privacy Notice for Adult Social Care. Information will be stored securely in Care Director (WCCIS).

4. Impact on Vision 2025

4a. The economy

Impact	In some cases, strengths based reviews may result in some residents exploring supported employment as a meaningful day opportunity where this is practical, and so more people may have improved opportunities for valued occupation.
Impact rating	Good
Mitigation	Work in partnership to maximise opportunities for employment. Derive social value benefits from future procurement activity to create more employment opportunities for local people.
Mitigated impact rating	Good

4b. Health and care

Impact	More people will be supported to live independently in their own homes for longer.
Impact rating	Good
Mitigation	Social workers, occupational therapists and community connectors to undertake joint reviews where appropriate to do so, in order that people are supported as far as possible to do things for themselves, with support provided only when required.
Mitigated impact rating	Very good

4c. Learning and skills

Impact	As part of any strengths based review, there may be opportunities for residents to learn/regain skills associated with independent living.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	Strengths based reviewing will enable practitioners to better understand and review what matters to our residents, when it comes to the best way to meet eligible social care needs.
Impact rating	Good

Mitigation	Not specified
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4e. Evidence

Six steps to managing demand in Adult Social Care - a performance management approach (Institute of Public Care) sets out a number of strategic objectives that should enable an Adult Services function to effectively manage demand for services. One of these objectives is "People with long-term conditions have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances). Plans are regularly reviewed based on outcomes achieved."
<https://ipc.brookes.ac.uk/publications/six-steps-to-managing-demand-in-adult-social-care-a-performance-management-approach-full-report>
 This savings item is a continuation of work undertaken in 2022/23.

Indicators of success will include

- Average package of domiciliary care
- Percentage of domiciliary care calls that are double handed

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Whilst every individual will have their unique assets and support needs, the principle behind strengths based reviewing is that there should be an ongoing focus on assisting residents to achieve the maximum possible independence (as is realistic and possible for their individual circumstances).
Impact rating	Good
Mitigation	Ensure that reviews are undertaken jointly with other partners when appropriate to do so.

Mitigated impact rating	Good
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	Reviews will be undertaken in Welsh when appropriate to do so as per the Active Offer.
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Impact rating	Good
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Mitigation	Not specified
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Each strengths based review will be with reference to individuals' unique circumstances.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Strengths based reviews will mitigate the impact of both a shrinking working population in Powys and an ageing population that will require more care. It will also assist us in improving equity of access to health and care services across our region.
Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	Strengths based reviews will be collaborative, with due consideration given to what other partners can offer, if there is a view that there is a more proportionate means of meeting eligible needs.
Impact rating	Good
Mitigation	Liaise with community connectors and wider community and voluntary sector when undertaking reviews to maximise the chance of strengths based solutions.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	Reviews are a two/three way process between the individual drawing upon care and support, the provider/s delivering that support and the practitioner coordinating the support. The voice of the resident is paramount in this process.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	Strengths based reviews are a continuation of our efforts to meet eligible needs in the most proportionate way. Preventative services and opportunities will therefore be considered as part of any review.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Strengths based reviews will look at the holistic assets and needs of individuals and therefore, and interdependencies between health and care services will be identified through this process.
Impact rating	Good
Mitigation	To ensure that if we think needs have escalated beyond the legal threshold for what social services can provide, that we liaise with relevant colleagues in the NHS to arrange a joint determination of whether or not a primary healthcare need exists.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Each strengths based review is unique to the individual, however the purpose (which is aligned to the Social Services and Wellbeing Act) is to

- monitor progress and changes
- consider the extent to which the delivery of the plan is meeting assessed needs and how it has helped the individual or family to achieve their outcomes
- determine what support is needed in future, and confirm, amend or end the services involved

A review is a key part of effective care and support and good arrangements can ensure that services remain appropriate, well targeted and relevant to the individual, and encourage the individual to continue to maintain control over their support.

7. Likelihood and risks

Risk 1

Description	If there are insufficient staff to undertake reviews, then reviews will not be undertaken in a timely manner.				
Likelihood score	4	Impact score	4	Risk rating	16.0
Mitigation	Draw upon all available grants and utilise a staffing skills-mix to resource the reviews accordingly.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

Strengths based reviews are a continuation of previous savings plans and are aligned with the strengths based vision for the service as well as the Social Services and Wellbeing Act.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monthly savings tracker meetings, chaired by Head of Service/Finance Business Partner with the invitation of all savings leads are in place, and will continue.

Review date

23/01/2023

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Travel efficiency target 10% - in line with 2022/23
FRM budget funding



05/01/2023

Reference: 5066-4479-0481-5269

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Travel efficiency target 10% - in line with 2022/23 FRM budget funding
Description of proposal	This proposal seeks to reduce the amount Adult Services spends on travel costs in line with corporate requirements.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£64,280	£0	£0	£0	£0	£64,280

Further information

This proposal seeks to reduce the amount Adult Services spends on travel costs in line with corporate requirements.

Consultation requirements

Consultation required?	No
Justification	The proposal does not lead to any changes in job descriptions or substantive changes to roles.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	<p>It should be noted that over 74% of the Adult Services travel budget is accounted for by the travel needs of front-line staff. A relational and strengths based service relies on sufficient face to face contact between workers and those who have cause to draw upon care and support.</p> <p>There also a potential impact on staff wellbeing should staff have less opportunity to benefit from peer-to-peer support that occurs naturally in an office environment.</p>
Impact rating	Poor

Mitigation	A reduction in the travel budget may compromise our strengths based approach, although the service will continue to maximise opportunities for virtual support, such as on-line assessments and reviews where appropriate.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	It should be noted that out of a budget of £642,750, £477,00 (over 74%) is accounted for by the travel needs of front-line staff. A relational and strengths based service relies on sufficient face to face contact between workers and those who have cause to draw upon care and support.
Impact rating	Neutral
Mitigation	A reduction in the travel budget may therefore compromise our strengths based approach, although the service will continue to maximise opportunities for virtual support, such as on-line assessments and reviews where appropriate.
Mitigated impact rating	Neutral

4e. Evidence

All services required to achieve travel reduction efficiencies.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	A reduction in travel will result in a lower level of fuel emissions.
Impact rating	Good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

All services required to achieve travel reduction efficiencies.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact

None

Collaboration

Impact

None

Involvement (including Communication and Engagement)

Impact

None

Prevention

Impact

None

Integration

Impact

None

6b. Impact on the workforce

Impact

None

6c. Impact on payroll

Impact

None

6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

All services required to achieve travel reduction efficiencies.

7. Likelihood and risks

Risk 1

Description	A reduction in the travel budget may compromise our strengths based approach,				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	The service will continue to maximise opportunities for virtual support as well as on-line assessments and reviews where appropriate.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

This proposal seeks to reduce the amount Adult Services spends on travel costs in line with corporate requirements.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Adult Services efficiencies tracker meetings.

Review date

30/01/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Mobile phone 10% target reduction - in line with
2022/23 FRM budget funding



06/01/2023

Reference: 0489-0832-9357-3104

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Mobile phone 10% target reduction - in line with 2022/23 FRM budget funding
Description of proposal	This proposal seeks to reduce the amount Adult Services spends on work mobile phones, in line with corporate requirements.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£6,320	£0	£0	£0	£0	£6,320

Further information

This proposal seeks to reduce the amount Adult Services spends on work mobile phones, in line with corporate requirements.

Consultation requirements

Consultation required?	No
Justification	The saving will not result in changes to job descriptions or substantive changes to work duties.

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

3a. Impact on other service areas

- Economy & Digital Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	It should be noted that over 74% of the mobile phone budget is accounted for by the communication needs of front-line staff. Many of these staff are working in our lower paid roles and have relied on work mobile phones to host scheduling software that enables the coordination of home visits.
Impact rating	Poor
Mitigation	Whilst we are confident that some work mobiles are no longer necessary, the service will not want to compromise the ability of staff to have the information required to facilitate safe and timely home/community visits. Therefore, we will ensure that work phones remain available for front-line practitioners who require them for essential work use.
Mitigated impact rating	Neutral

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

All services required to achieve a reduction in mobile phone usage.

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

All services are required to achieve a reduction in mobile phone usage. The service will achieve this via reducing the level of work mobiles that are no longer required/deemed non essential. There will be no impact on those staff who require a work mobile phone for essential work use.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Over 74% of the mobile phone budget is accounted for by the communication needs of front-line staff. Many of these staff are working in our lower paid roles and have relied on work mobile phones to host scheduling software that enables the coordination of home visits.
Impact rating	Poor
Mitigation	Whilst we are confident that some work mobiles are no longer necessary, the service will not want to compromise the ability of staff to have the information required to facilitate safe and timely home/community visits. We will ensure therefore that work mobiles remain available to those staff who require them for essential phone use.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

All services are required to achieve a reduction in mobile phone usage. The service will achieve this via reducing the level of work mobiles that are no longer required/deemed non essential. There will be no impact on those staff who require a work mobile phone for essential work use.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

This proposal seeks to reduce the amount Adult Services spends on work mobile phones, in line with corporate requirements.

The saving will be achieved by reducing the level of non essential work mobile use and the return of work mobiles (and related contracts) that are no longer required by staff.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Adult Services efficiency tracker meetings	
Review date	30/01/2023

null

Impact Assessment

Disability Day Opportunity redesign - future remodelling required, need time to consult and develop Work, Leisure & Learning



09/01/2023

Reference: 0857-5519-9318-1424

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.

1. Proposal Information

Author name	Hazel Jukes, Senior Manager Social Care Delivery
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Disability Day Opportunity redesign - future remodelling required, need time to consult and develop Work, Leisure & Learning
Description of proposal	<p>The RPB priorities for Live Well identify -</p> <p>“Work, Leisure, and Learning – ensuring that employment and meaningful daytime opportunities are accessible to the whole population which includes people living with disabilities. Working in partnership with citizens, employers and the third sector to develop the optimum conditions necessary to break down the barriers that get in the way of people becoming work ready.”</p> <p>A project has commenced to address this work, in its infancy stage and timescales will be required to be reworked and delivered at pace. Project documents are within the commissioning team for Live Well</p> <p>Powys County Council day services for people with disabilities are re-opening following the pandemic and work is being undertaken to ascertain who wishes to return to services, and the hours required alongside any new referrals. North Powys have higher number of people in services than South Powys. Service profiles for each service with the details have been updated to reflect current position.</p> <p>External and Internal day services are being reviewed under the Enhancing Opportunities for Adults with Learning Disabilities project. This will also include a review of our current commissioned provision and consideration of how things could be delivered differently, ensuring that day opportunities are offering what adults with learning disabilities want.</p> <p>Timescale for this work is currently being reviewed given the requirement to deliver at pace.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
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£0	£10,185	£10,185	£0	£0	£0	£20,370
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Further information

Stage 1 2023/24: Termination of leases for two buildings due to low numbers in attendance/service having been relocated elsewhere

Consultation requirements

Consultation required?	No
Justification	No consultation required at this stage as service provision is not changing.

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

3a. Impact on other service areas

- Legal and Monitoring

3b. Impact on geographical locations

Individual localities:

- Brecon Locality
- Ystradgynlais Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

This impact assessment is in relation to the first stage of a wider review of daytime opportunities for people with disabilities. It only relates to the termination of two leases for buildings that the service no longer has the need to use. There will not be an impact on residents currently using day services at this stage.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

This impact assessment is in relation to the first stage of a wider review of daytime opportunities for people with disabilities. It only relates to the termination of two leases for buildings that the service no longer has the need to use.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

This impact assessment is in relation to the first stage of a wider review of daytime opportunities for people with disabilities. It only relates to the termination of two leases for buildings that the service no longer has the need to use.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The RPB priorities for Live Well identify -

“Work, Leisure, and Learning – ensuring that employment and meaningful daytime opportunities are accessible to the whole population which includes people living with disabilities. Working in partnership with citizens, employers and the third sector to develop the optimum conditions necessary to break down the barriers that get in the way of people becoming work ready.”

This impact assessment is in relation to the first stage of a wider review of daytime opportunities for people with disabilities. It only relates to the termination of two leases for buildings that the service no longer has the need to use.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Contract reviews of commissioned services including financial information, staff supervision, and appraisals will take place on a regular basis. The Work, Leisure and Learning, Enhancing Daytime Opportunities project has a project board, and impact and will be monitored from a partnership /sector-wide perspective there. Individual care and support plans will be reviewed annually. Ceredigion continue to support with carers assessments and support. The Live Well partnership reports to RPB.

Review date

31/12/2023

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Proposal Title Transformation of night-time support in inhouse Extra Care Housing called Bodlondeb



DRAFT

11/01/2023

Reference: 1879-2280-7181-2845

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.

1. Proposal Information

Author name	Hazel Jukes , Senior Manager Social Care Delivery
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Proposal Title Transformation of night-time support in inhouse Extra Care Housing called Bodlondeb
Description of proposal	<p><i>In-house services provide care and support to several people who reside in flats /extra care housing whose landlords are Barcud. The tenants have their tenancy agreements arranged directly with Barcud. If a person is eligible and assessed for care and support , this is provided from the adult social care team which is registered with Care Inspectorate Wales and required to comply with the Registration of Social Care Inspection Act 2016 (RISCA). This service delivery model was established several years ago to reduce the domiciliary care traffic and different agencies in and out of the building; an agreement between social care and housing. Currently the team consists of 7 support workers (grade 5) totalling 157 hours per week and a grade 8 (37 hours pw) team leader and they support 8 people out of 23 flats for 71 hours per week in accordance with the care and support plans. No one has night-time needs in their care and support plans. Providing a member of staff to sleep in the building is historical and interpretation of the agreement with Mid Wales Housing (the original agreement dated 2007 with previous housing landlord).</i></p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£27,000	£0	£0	£0	£0	£27,000

Further information

Savings will be the change in terms and conditions for staff who currently undertake sleep in at Bodlondeb.

The terms and condition of PCC state Shift Allowance a) Hours are worked within a rota covering the full 24 hours in shifts of five or less in seven days, or averaging shifts of five or less in seven over a specified reference period (not exceeding one year). The shift premium is 17.5% on the basic salary.

Staff are also paid a sleep-in rate of £37.72 per night.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	28/02/2023
Staff consultation deadline	31/03/2023
Public consultation deadline	30/04/2023
Consultation method	Consultation with staff and trade unions will be in accordance with PCC Management of Change Policy. Consultation with stakeholders will be undertaken with reviews of care and support plans, social worker teams, Barcud the landlord and face to face meetings with tenants.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Economy & Digital Services
- Housing Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)

3b. Impact on geographical locations

Individual localities:

- Llanidloes Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	To adhere to PCC policy and request advice and guidance as required this will be in relation to emailing and posting information and questionnaires to people who use the services, their families, carers and staff members. Trade unions have access to the details in management of change documentation organisational groups having anonymised data

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	<p>opportunities provide support to fulfil outcomes and support will remain as per care and support plans for the tenants at Bodlondeb the planned proposal will ensure voices are heard and acted upon in the future support delivery; this will include working with partners, community and workforce development for the future.</p> <p>to develop the digital offer of assistive technology and response to emergencies .</p>
Impact rating	Neutral
Mitigation	<p>discussion with partner agencies to ensure safety and wellbeing - such as Fire department. landlord. community services, digital services and technology</p> <p>clarity of tenancy agreement and support from provider including costs for emergency response to tenants</p> <p>open discussion with tenants ,carers , social work teams and workforce</p>
Mitigated impact rating	Neutral

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	<p>Strengthening our relationship with residents and communities through partnership working and alternative service delivery , improved living environment .</p> <p>Safeguarding and enhance the natural environment for residents and communities to maintain the eligible assessed need and care and support plans . Ensuring compliance with RISCA 2016</p> <p>Improving opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life could be developed with assistive technology for night response to emergencies</p>
Impact rating	Neutral
Mitigation	<p>communication proposal to all involved in an open discussion , work collaboratively to ensure the voices are heard and acted on .</p> <p>exploration of digital solutions for the environment</p>

Mitigated impact rating

Neutral

4e. Evidence

Consultation and Engagement with workforce, tenants , stakeholder and families
Management of change in accordance with PCC policies
Benchmarking / Good practice to establish other models of extra care and responses to night time cover

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

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

potential impact on the landlord tenancy agreements , and environmental options with digital transformation and assistive technology

possible impact on workforce with a reduction in salary due to change of working roster for council , increased stress for workforce with proposed changes

possible increase of complaints , stress with tenants, families and carers with the proposed changes

people expectations of Bodlondeb not realised .

financial expectation to reduce budget in line with savings target

Impact rating	Poor
Mitigation	clear communication with workforce , tenants, families and stakeholders. to listen , hear and act on what they say to work with digital services, community providers , landpord and tenants to explore other methods of responding to emergencies at night
Mitigated impact rating	Neutral

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	the planned transformation of night time support at Bodlondeb will be working with community services and stakeholders to enhance the offer or meeting outcomes and inclusion working with people , carers and partners to be involved in shaping the service delivery going forward
Impact rating	Good
Mitigation	to ensure a variety of conversations and opportunities are provided to all stakeholders to promote inclsuin and address the rights of people who use the services
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	support should be using the active offer and no more words model to promote the welsh language the planned project needs to ensure the information is bilingual and opportunities to converse in welsh are promoted and encouraged to identify the welsh speaking staff and promote the available training
Impact rating	Neutral
Mitigation	promote training for staff to learn Welsh language use no more words widely

Mitigated impact rating	Neutral
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Promoting Welsh

Impact	support should be using the active offer and no more words model to promote the welsh language the planned project needs to ensure the information is bilingual and opportunities to converse in welsh are promoted and encouraged to identify the welsh speaking staff and promote the available training
Impact rating	Neutral
Mitigation	promote training for staff to learn Welsh language use no more words widely
Mitigated impact rating	Neutral

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	the service delivers care and support to vulnerable adults in powys
Impact rating	Neutral
Mitigation	care and support plan will be reviewed to ensure the right night time support is provided
Mitigated impact rating	Neutral

Gender Reassignment

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
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Impact rating	Neutral
Mitigation	maintain and implement the above
Mitigated impact rating	Neutral

Marriage or Civil Partnership

Impact	None
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Race

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
Impact rating	Neutral
Mitigation	maintain and implement the above
Mitigated impact rating	Neutral

Religion or Belief

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
Impact rating	Neutral
Mitigation	maintain and implement the above
Mitigated impact rating	Neutral

Sex

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
Impact rating	Neutral
Mitigation	maintain and implement the above

Mitigated impact rating	Neutral
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Sexual Orientation

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
Impact rating	Neutral
Mitigation	maintain and implement the above
Mitigated impact rating	Neutral

Pregnancy and Maternity

Impact	the service support all people who are eligible and need support . all staff are recruited based on skills, knowledge and experience in accordance with the recruitment policy and supported as required
Impact rating	Neutral
Mitigation	to maintain and implement the above
Mitigated impact rating	Neutral

Socio-economic Duty

Impact	None
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5h. Evidence

<p>Consultation and Engagement management of change in accordance with PCC policies Benchmarking / Good practice</p>

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	<p>powys population data evidences that people over 65 are increasing in Powys versus the workforce until 2035</p> <p>promoting more independence and use of digital transformation will reduce the workforce demand to meet more needs in the community</p> <p>extra care is the proposal to meet needs as opposed to residential care enabling people to live in their own homes longer</p>
Impact rating	Good
Mitigation	<p>ensure the data and strategic plan are implemented</p> <p>with with RPB</p>
Mitigated impact rating	Good

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	to be addressed in the management of change policy and process
Impact rating	Neutral
Mitigation	to ensure the policy is implemented in accordance with correct process and procedures

Mitigated impact rating	Neutral
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6c. Impact on payroll

Impact	possible increase work initially to change salary and payments
Impact rating	Neutral
Mitigation	to ensure communication with payroll
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	possible reduction in welsh speaking staff if service evolve and staff chose to leave or numbers are reduced staff may chose to increase their welsh language skills if opportunities arise to support more welsh speaking residents
Impact rating	Neutral
Mitigation	to ensure the project recognises the welsh language and any positive or negative impacts it may have on relaisation
Mitigated impact rating	Neutral

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

<p>Consultation and Engagement management of change Benchmarking / Good practice</p>

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

In-house services provide care and support to several people who reside in flats /extra care housing whose landlords are Barcud. This service was created several years ago to reduce the domiciliary care traffic and different agencies in and out of the building; an agreement between social care and housing.

Currently the team consists of 7 support workers totalling 157 hours per week and a grade 8 (37 hours pw) team leader and they support 8 people out of 23 flats for 71 hours per week in accordance with the care and support plans. No one has night-time needs in their care and support plans.

Over above this the support workers undertake, light domestic duties which include laundry/ on adhoc basis supporting with shopping / lunch club daily.

The lunches could be provided by Shaw Trust residential care home across the campus.? As we do not have duty to provide the lunch club.

This service is registered with Care Inspectorate Wales under RISCA act 2016.

Service can check for current demand with assistive technology such as “just checking .” Tenants could use the suite of assistive technology available to enhance the service delivery.

The team provide night-time support with 1 staff member sleeping in a large 2 bedroomed flat which we are charged rent from Barcud. This space is excessive and could be utilised for step up/step down support.

(ASC rent and service charges of £233.26 per week or £12162.84 per annum) and they respond to the everyone in the property who have a care alarm

Providing a member of staff to sleep in the building is historical and interpretation of the agreement with Mid Wales Housing (the original agreement dated 2007 with previous housing landlord) which states

The aim of the services is to provide 24 hour/365 days social and personal care to designated tenants of Bodlondeb Llanidloes according to assessed needs.

To provide a housing support service and 24 hours/365 emergency social and personal care to all tenants.

The new housing landlord Barcud and we have located a very old agreement which is due to for review January 2023, but we will need corporate support to review this agreement alongside with us. We will need clarity if they charge the tenants for this service

The aim does specifically require a sleep-in person site and the service can respond to care alarm calls from home with an oncall roster.

The terms and condition of PCC state

Shift Allowance a) Hours are worked within a rota covering the full 24 hours in shifts of five or less in seven days, or averaging shifts of five or less in seven over a specified reference period (not exceeding one year). The shift premium is 17.5% on the basic salary.

.Staff are also paid a sleep-in rate of £37.72 per night

How does this align to external extra care schemes? Current provision is being reviewed and will require further work from Commissioning to understand the current care and support need of tenants ensuring the optimum model and appropriate levels of support required to support people to live as independently. Current Provision provides accommodation for 48 individual units with c20 people with identified Care and Support needs. Current delivery is 400 hours per week which is currently being right sized.

Cabinet reference

9. Additional evidence

the proposal have been developed following the requirement to seek savings inline with the financial pressure and budget setting process.

The consultation with tenants, landlord, family and staffing will expand this detail on the transformation going forward.

we have a duty under the Social Services and Well-being Act 2014

Duty to promote and support early intervention and prevention under s.15 Social Services and Wellbeing Act (Wales) 2014 section 15 early intervention and prevention

exploration of the available assistive technology can support this duty and empower people to have more independence .

the proposal will look at toher services, good practices to benchmark transformation of night time support

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Individual care and support plans will be reviewed annually with the social worker team, and personal plans will be reviewed jointly with the people every three months in accordance with RISCA 2016. Annual QA will be completed which incorporate people who use the service, families and staff in accordance with RISCA .

Reviews with the landlord Barcud and the service agreement along with corporate colleagues.

Review date	01/12/2023
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null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

125 - Removal of informal and self-directed Advocacy Services



Powys

DRAFT

11/01/2023

Reference: 0859-6344-1744-2087

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.

1. Proposal Information

Author name	David Moody, Interim Senior Commissioning Manager
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	125 - Removal of informal and self-directed Advocacy Services
Description of proposal	Removal of informal and self-directed Advocacy Services from external provider contract.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£39,785	£0	£0	£0	£0	£39,785

Further information

The £39,785.24 above was intended to fund a staff member to deliver the non-statutory advocacy element. This post, despite efforts to recruit has not been appointed to. Our proposal is to reduce this underspend by removing this post from the contract.

Consultation requirements

Consultation required?	No
Justification	Consultation with the public is ongoing and part of the monitoring process. The monies identified are currently not being utilised, so would have limited impact on the end user. Independent Professional Advocacy would still be available with contracted Provider and Powys would still meet statutory duty under Part 10 of the SSWBA. There are organisations providing Non statutory Advocacy, including 3rd Sector organisations and Supported Living Providers.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	None required

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

In 2021 Powys CC took the decision to remove funding through grants for a number of organisations providing non statutory advocacy on the basis that this is provided through the IPA contracts broader scope.

There are organisations providing Non statutory Advocacy, including 3rd Sector organisations and Supported Living Providers.

Powys CC would still meet their statutory duty of providing IPA under Part 10 of the SSWBA.

Potential increase in demand for statutory referrals (due to escalation of needs) which may lead to unmet need around advocacy because statutory budget not increasing.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
---------------	------

5d. A Wales of cohesive communities

Impact	None
---------------	------

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

There are a number of other 3rd sector organisations providing non statutory advocacy / self advocacy within Powys. People would still have access to self directed advocacy.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

No impact on Workforce. The Post has never been filled by the external provider and the service is offered by other organisations in Powys.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Removal of the £39,785.24 from the Independent Professional Advocacy service which was intended to fund a staff member to deliver the non-statutory advocacy element. This post, despite efforts to recruit has not been appointed to. The proposal is to reduce this underspend by removing this post from the contract.

It is felt that as there are other organisations providing Non statutory Advocacy, including 3rd Sector organisations and Supported Living Providers the Impact on People in Powys would be limited and would continue to receive the appropriate support. Powys CC would still meet their statutory duty of providing IPA under Part 10 of the SSWBA.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Ongoing monitoring of the Independent Professional Advocacy Contract (increase in IPA referrals)

Citizen Engagement forums to provide intelligence and coproduction opportunities.

Working with current 3rd sector, other partners and locality providers to ensure self advocacy is a key focus on the support they provide.

Review date

03/07/2023

null

Impact Assessment

Respite for Learning Disabilities (Short Stay House)



11/01/2023

Reference: 8686-6147-2077-8656

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.

1. Proposal Information

Author name	Rachel Williams, Senior Manager- Mental Health & Disabilities
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Respite for Learning Disabilities (Short Stay House)
Description of proposal	<p><i>Powys County Council commissions three short-stay respite houses across Powys; Brecon, Churchstoke and a house in Llandrindod Wells. The Llandrindod Wells property is rarely used. The provider has indicated they would be in support of the proposal to close this house which would save £20,000 per annum.</i></p> <p><i>In addition, the current respite contract is to deliver a minimum of 128 hours a week and a maximum of 256 hours a week. This is based on a fixed price regardless of the actual hours delivered. In reality, actual hours delivered do not, on average, exceed 200. The proposal is to reduce the maximum delivery to 200 hours per week; this would save £30,000 per annum.</i></p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£50,000	£0	£0	£0	£0	£50,000

Further information

1. Closure of one non-utilised short stay house.
2. In addition, the current respite contract is to deliver a minimum of 128 hours a week and a maximum of 256 hours a week. This is based on a fixed price regardless of the actual hours delivered. In reality, actual hours delivered do not, on average, exceed 200. The proposal is to reduce the maximum delivery to 200 hours per week.

Consultation requirements

Consultation required?	No
Justification	Respite provision still available within 2 other locations within County. The proposal relates to right-sizing of hours and not reducing provision for residents.

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

3a. Impact on other service areas

3b. Impact on geographical locations

Individual localities:

- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Addressing under-utilisation of property and support hours as per savings proposal.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Evidence indicates this specific respite service was not being used. The closure of this service will not impact upon a person's well being as access to the other provision will still be available.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

No evidence required. The proposal is concerned with the right-sizing of care and support provision (under utilised hours) that will not have an impact on residents.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Enabling those individuals who have an assessed need to receive respite should continue to do so- this is important for the persons own well-being and also that of the informal carer . Closing the respite property that has not been used still ensures that the respite can be continued to be provided within the other two properties within the County.

Cabinet reference

9. Additional evidence

Evidence provided previously.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Regular contract meetings with service provider, attended by both Operational and Commissioning team.

Review date

06/01/2024

null

Impact Assessment

Supported Living and care home void management



Powys

DRAFT

11/01/2023

Reference: 1995-6172-7030-3021

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.

1. Proposal Information

Author name	Pamela Iyer, Senior Strategic Commissioning Manager
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Supported Living and care home void management
Description of proposal	<p>A number of placements (for which the Council pays the rent and fixed costs care and support provision) while they are vacant have been identified as priorities for people to occupy.</p> <p>Some shared houses have not been fully occupied for some time. This is partly due to issues of compatibility between residents and legacy accommodation that does not meet current expectations. It is proposed that the Council reduces the number of voids by 25% per year. Currently, voids cost the Council £1,795 per week, or £93,580 per year. 25% reduction in voids = £23,395 efficiency per year.</p> <p>To note that this proposal will rely upon extensive engagement with Registered Social Landlords (RSLs) and a significant amount of social work resource to understand individual circumstances, wishes and feelings, and the undertaking of best interest decisions. Some of the individuals currently residing in these Shared Houses were re-settled following the closure of long-stay hospitals in Powys in the late 1990s.</p> <p>This proposal also incorporates better use of the Older Peoples' Shaw Healthcare contract and reduction in use of Spot contracting (bearing in mind fine balance of risk/reward in the agreed contract). We believe that efficiencies of £100,000 can be achieved through this proposal.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£123,395	£0	£0	£0	£0	£123,395

Further information

Savings will be delivered from reducing the numbers of properties for which we pay rent while nobody is living in them and via better management of the Older People's Shaw Care Home contract.

Consultation requirements

Consultation required?	No
Justification	Improving contract management and reducing the numbers of voids and will be conducted in collaboration with people using the service, using best interests decision principles and will include consideration of the current tenants, the suitable cohort, and friendships and relationships that may already exist, to ensure that people are placed in suitable accommodation with the right support and an appropriate environment.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	This proposal supports people with disabilities and in need of care and support to live independent lives, using a strengths-based approach to maintain their own tenancy and develop their skills in self-care and activities of daily living.
Impact rating	Very good
Mitigation	Not specified

4b. Health and care

Impact	This proposal supports people to live independently with support and prevent homelessness
Impact rating	Very good
Mitigation	Not specified

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The approach taken in void management is highlighted in the forthcoming void management report (to be appended)

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	People will be living in a more appropriate living environment, supporting independent living with empowering, strengths-based care and support.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	This proposal positively impacts people with disabilities, who are more likely to experience disadvantage, in empowering them to take control of their own lives and live independently.
Impact rating	Good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	This proposal will support more people with disabilities to access supported living and empower them to live fulfilled and independent lives.
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Impact rating	Good
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Mitigation	Not specified
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Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Void management report

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

NA

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The work to match people waiting for supported living placements with current available voids will reduce void costs, increase the number of people empowered to live independently, and reduce the numbers of people and length of time waiting for accommodation.

Cabinet reference

9. Additional evidence

Void management report (still currently in draft) and previous void management work in social services (ongoing)

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The Live Well commissioning team work closely with the Mental Health and Disabilities team to monitor voids and vacancies on a monthly basis. This will continue and will monitor the impact of this proposal in terms of the quality of the service people are receiving, the suitability of the placements and ensure any problems are dealt with swiftly.

Review date

31/12/2023

null

DRAFT

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Income from additional clients (if 2022/23
Demography and full year costs expenditure
funded)



09/01/2023

Reference: 3427-4488-1507-4212

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Income from additional clients (if 2022/23 Demography and full year costs expenditure funded)
Description of proposal	<p>Pressures included in Financial Resources Model (FRM) in regard to</p> <ul style="list-style-type: none"> Demography 2022/23 held at Risk and managed via risk reserve – estimated based on winter pressures Part year service pressure in 2022/23, which will be impacting as a full year effect in 2023/24 <p>The increased income of £250k will be in association with the additional cost of Domiciliary Care/Residential or Nursing Care. Modelling assuming x1 additional Residential/Nursing client per shire, per month and the same for Domiciliary Care with an average package of 14 hours per week.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£250,000	£0	£0	£0	£0	£250,000

Further information

The increased income of £250k will be in association with the additional cost of Domiciliary Care /Residential or Nursing Care.

Consultation requirements

Consultation required?	No
Justification	Income in line with service provision, Welsh Government Charging regulations and the individual service user financial profile.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
---------------	------

4c. Learning and skills

Impact	None
--------	------

4d. Residents and communities

Impact	None
--------	------

4e. Evidence

No evidence required. Income in line with service provision, Welsh Government Charging regulations and the individual service user financial profile.

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

5a. A prosperous Wales

Impact	None
--------	------

5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
--------	------

5h. Evidence

No evidence required. Income in line with service provision, Welsh Government Charging regulations and the individual service user financial profile.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

No evidence required. Income in line with service provision, Welsh Government Charging regulations and the individual service user financial profile.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Increased income associated with the additional cost of Domiciliary Care/Residential or Nursing Care in 23/24.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Adult Services Efficiency Tracker meetings

Review date

30/01/2023

null

Impact Assessment

Funding Body Review back dated one off savings;
however the budget reduction will need to be
reinstated the following year



11/01/2023

Reference: 3451-4073-5774-9642

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Funding Body Review back dated one off savings; however the budget reduction will need to be reinstated the following year
Description of proposal	The proposal is concerned with ensuring that care is being delivered and funded correctly, with respect to the legal thresholds set out in the Social Services and Wellbeing Act (Wales) 2014.

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	No
Justification	The proposal is concerned with ensuring that care is being delivered and funded correctly, with respect to the legal thresholds set out in the Social Services and Wellbeing Act (Wales) 2014. No consultation is required for such work.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	Proposal is a continuation of efforts to ensure that care and support is organised and funded correctly with reference to the SSWBA.
Impact rating	Good
Mitigation	Ongoing engagement with partners to foster a consistency of approach in the application of relevant guidelines and frameworks.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.
Impact rating	Good
Mitigation	Ongoing engagement with partners to foster a consistency of approach in the application of relevant guidelines and frameworks.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Section 47 (1) and Section 194 SSWBA sets out the legal thresholds of what a Local Authority should be expected to provide. This proposal is concerned with ensuring that the Local Authority continues to operate within these thresholds.

7. Likelihood and risks

Risk 1

Description	If necessary guidance and frameworks are not consistently applied amongst partners, then care and support may not be organised/funded via the correct agencies.				
Likelihood score	3	Impact score	4	Risk rating	12.0
Mitigation	Ongoing engagement with partners along with clear and agreed escalation processes as and when required.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

In line with guidance from Welsh Government regarding funding responsibilities and the need to ensure timely and fair decision making, adult services will continue to work in partnership to ensure that those who have eligible needs for care and support, are having that care and support organised and funded through the correct agencies, and with reference to the Social Services and Wellbeing Act.

Cabinet reference	
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9. Additional evidence

No further evidence required.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Finance savings tracker meeting	
Review date	11/01/2024

null

Impact Assessment

Direct Payment refunds one off saving; under utilisation due to the pandemic, budget will need to be reinstated the following year



11/01/2023

Reference: 1892-0949-9126-3546

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.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Direct Payment refunds one off saving; under utilisation due to the pandemic, budget will need to be reinstated the following year
Description of proposal	<p>To actively encourage greater take-up of direct payments which is a more cost effective means of funding care and support compared to externally commissioned domiciliary care organised by the Local Authority.</p> <p>Working in a strength based way with citizens receiving Domiciliary Care to promote and encourage the alternative use of Direct Payments from Domiciliary Care based support.</p>

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	No
Justification	<p>The use of direct payments are encouraged in the Social Services and Wellbeing Act. Part 4- Code of Practice makes clear that Direct payments are an important mechanism by which people can exercise choice, voice and control to decide how to meet their needs for care and support and achieve their personal outcomes. As such direct payments are an integral part of meeting people's needs through care and support planning, and must not be seen as a separate, secondary consideration.</p>

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	<p>Adult Services processes personal details of individuals for the purpose of securing necessary care and support and in line with our privacy notice.</p> <p>See below:</p> <p>Privacy Notice for Adult Social Care - Powys County Council</p>

4. Impact on Vision 2025

4a. The economy

Impact	There may be a greater use of community/third sector and independent providers of care as more people look to utilise direct payments to fund more creative means of support.
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Impact rating	Good
Mitigation	Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage. Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.
Mitigated impact rating	Good

4b. Health and care

Impact	Promoting the use of direct payments and ensuring that the offer is attractive will help contribute to a greater mixed economy of provision within the County. Direct payments will provider greater choice and flexibility for those that need care and support.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder. Monitoring of quality of care via direct payments through regular care and support plan reviews to ensure that choice and control remains centre to how care and support is delivered.
Mitigated impact rating	Good

4c. Learning and skills

Impact	Direct payment recipients may become the employer of personal assistants and therefore there may be a resulting increase in skills and employability.
Impact rating	Good
Mitigation	To ensure that every direct payment recipient has the necessary support through our direct payments support service to fulfil their obligations as an employer.
Mitigated impact rating	Good

4d. Residents and communities

Impact	Direct payments provide greater choice and control compared to commissioned provision. People with care and support needs increasing their independence and self-efficacy. More locality based provision of care, delivered by local residents.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

4e. Evidence

Direct payment uptake will be monitored through monthly data intelligence report, through the measure below:

Percentage of Care Packages Provided by Direct Payment - Scheduled

This proposal entails working with new individuals, to promote the uptake of direct payments, thereby managing demand away from commissioned domiciliary care provision. The efficiencies will be achieved over the course of the financial year.

The quality of care will also be monitored through regular care and support plan reviews and via close liason with the direct payments support service.

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

5a. A prosperous Wales

Impact	If more people are to use direct payments, there will be more demand for innovative local businesses such as micro-enterprises.
Impact rating	Good
Mitigation	To further develop the market for direct payment recipients.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan. Direct payments can subsequently lead to an increase in an individual's quality of life, although this relies on a choice and sufficiency of provision being available.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder will enable the Council to support the matching of direct payment recipients with suitable care and support options.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	Direct payments provide more autonomy for individuals in terms of how they want their care and support to be delivered.
Impact rating	Good
Mitigation	Ongoing promotion of virtual wallet and PA finder so that direct payments are made as easy as possible to use and manage. Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	Direct payments would enable people to secure Welsh speaking support staff should this be available and required.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan. Direct payments may be utilised therefore to improve physical wellbeing.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

5g. A more equal Wales

Age

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Disability

Impact	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Powys has a strong record, relative to other Authorities in the promotion and uptake of direct payments. Approximately 33.4% of all care packages in Powys are delivered via a direct payment and our investment in the Virtual wallet and PA finder has made the administration of direct payments easier for residents.

Engagement with direct recipients in Powys has shown that direct payments are a key means of helping people decide how they can meet their own care and support needs in a way that works for them.

Residents will be supported to manage their direct payments via our direct payments support service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	With an ageing population, we know that more people will require care and support. Personalised care options such as direct payments will contribute to the Council's ability to manage this increase in demand in a sustainable way.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and PA finder to maximise the care and support options that can be purchased by direct payment recipients.
Mitigated impact rating	Good

Collaboration

Impact	<p>Part 4 Code of Practice is clear that "Local authorities must promote self-management and aim to increase independence by enabling people to become actively involved in shaping their care and support. In the development of, and provision of a direct payment, a local authority must encourage and support people to determine their own personal outcomes and the care and support they require to achieve these taking into account their existing support networks. People must be encouraged to find creative, flexible and innovative ways to maximise their personal outcomes."</p> <p>The Local Authority will continue to work in partnership with other support providers to maximise the care and support options available.</p>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	<p>Where eligible care and support needs, or support needs in the case of a carer, have been identified and that individual, or their representative, expresses a wish to receive one, direct payments must be made available in all cases where they enable personal outcomes to be achieved. A local authority must be innovative and creative when working in partnership with recipients or their representatives to explore ways a direct payment can be used to secure the personal outcomes. Preventative options can be funded through direct payments also.</p>
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

Integration

Impact	Direct payments makes it easier for a resident to draw upon a mixed economy of provision when identifying how eligible needs can be best met.
Impact rating	Good
Mitigation	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet and PA finder.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Success will be monitored through monthly data intelligence meetings and savings tracker meetings.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

This proposal is a one off saving against direct payments as a result of under utilisation due to the pandemic. The budget will need to be reinstated the following year.

Adult Services seeks to further embed our direct payments offer, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self service options. The proposal is in line with the Social Services and Well-being Act which promotes independence and flexibility and choice around care and support.

Cabinet reference	
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9. Additional evidence

No further evidence required.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monitoring will be through monthly data intelligence reporting and finance savings tracker.

Review date	11/01/2024
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null

Impact Assessment

Commissioning reallocation and effective use of grant funding



11/01/2023

Reference: 1621-7715-5773-3116

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.

1. Proposal Information

Author name	Joanna Harris, Senior Strategic Commissioning Manager - Start Well
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Sian Cox, portfolio holder for Cabinet Member for a Caring Powys
Proposal title	Commissioning reallocation and effective use of grant funding
Description of proposal	<p>These are individual saving proposals which are independent and not related to each other.</p> <ul style="list-style-type: none"> • Remove vacant post from commissioning structure (vacant for several years) • Reduce travel budget • Effectively utilise grant funding <p>Manage via staff slippage and recruitment. When posts become vacant, adverts will go out for longer which will mean a period of no staff member in post causing slippage which can be utilised as a saving. This will relate to perm positions which are not grant funded where a period of vacancy can be sustained and covered by the wider team.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£97,264	£0	£0	£0	£0	£97,264

Further information

Reduce Live Well Commissioning Support Officer (Scale 5) to be deleted - currently vacant = £29,180
 Reduction in travel (from £30k- £10k) = £20,000
 Manage via staff slippage and recruitment = £7,826
 Realign a Grade 10 part time hours to grant = £13,228
 Redivert additional grant funding to support 0-11 Family & Behaviour Support = £3,000
 Redivert additional grant funding to support Other Services/Third Parties = £14,030
 Redivert additional grant funding to support Incredible Years Training = £10,000

Consultation requirements

Consultation required?	No
Justification	<p>Deletion of post which has been vacant for several years. Work has already been absorbed within the team and there will be no impact in the deletion of this post from the structure.</p> <p>Services will not reduce or end they will be funded in alternative way using additional grant.</p>

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Childrens Services
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	no processing of personal data required

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

eligibile grant spend within grant criteria

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

5a. A prosperous Wales

Impact	reduction in staff travel will have a positive impact on this priority.
Impact rating	Good
Mitigation	staff to travel only when required and to make use of car sharing where possible
Mitigated impact rating	Good

5b. A resilient Wales

Impact	reduction in staff car use for work purposes
Impact rating	Good
Mitigation	car sharing will be encouraged and utilised where appropriate
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

services will continue without any impact and reduction in staffing relates to vacant post

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

utilisation of alternative funding to support service delivery and deletion of vacant post

7. Likelihood and risks

Risk 1

Description	manage via staff slippage and recruitment, risk that no posts become vacant so that this can be implemented to achieve the saving this excludes grant funded posts.				
Likelihood score	2	Impact score	3	Risk rating	6.0
Mitigation	Managers will be made aware of this strategy and closely monitor staff movement to ascertain opportunities to implement the strategy.				
Residual likelihood score	2	Residual impact score	3	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

There will be little or no impact to achieve savings proposed. Current services will continue without any impact. The reduction in staffing relates to a post which has been vacant since December 2018 without impact on service delivery or workforce capacity.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

savings will be monitored aby Commissioning Senior Management Team

Review date	01/01/2024
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Review of current contract for Careline/Out of Hours/Lone Working monitoring and installation.



DRAFT

04/01/2023

Reference: 1202-9327-7126-2422

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.

1. Proposal Information

Author name	Helen Dolman , Senior Manager Customer Services and Information Governance
Head of service	Diane Reynolds, Head of Economy & Digital Services
Portfolio holder	Jake Berriman, portfolio holder for Cabinet Member for a Connected Powys
Proposal title	Review of current contract for Careline/Out of Hours/Lone Working monitoring and installation.
Description of proposal	To review the current contract for Careline/Ooohs/Lone working and look to either a) Cease providing the service, or b) Procure a new supplier/solution.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£24,450	£0	£0	£0	£0	£24,450

Further information

it is envisaged that there would be a decrease in contract cost, should a new tender exercise be undertaken. The current contract has been in place for many years. With the passage of time the market has become more competitive and so it is envisaged that the savings of £24,450 can be achieved in this way.

Consultation requirements

Consultation required?	No
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Justification

Consultation is thought felt to be required, since the intention to deliver an alarm monitoring and out of hours service remains.

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	Any changes to the processing of personal data by a supplier will require that the correct documentation is in place supporting the documentation, and due diligence of any new supplier will consider the security of personal data with the new supplier, however the purposes, necessity and proportionality of the processing isn't expected to change

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	<p>By continuing to ensure that alarms are installed and monitored effectively and safely, enabling individuals to be able to raise assistance when required .</p> <p>That out of hours monitoring for lone working staff remains in place ensuring that they are safe.</p> <p>That tenants can raise emergency repairs requests quickly</p> <p>There are multiple services utilising Careline and Delta services such as Housing and Homelessness</p>
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The current service has been in place for a number of years and is widely used, the proposal is to retender for the delivery of this service.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	By the continued delivery of the service it enables individuals to remain in their homes living with a certain degree of independence, with families being confident that should the individual require assistance they can summon help easily.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Currently call handlers are Welsh speaking and so are able to converse with callers in Welsh or English as the individual required.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

Promoting Welsh

Impact	Currently call handlers are Welsh speaking and so are able to converse with callers in Welsh or English as the individual required.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The current service has been in place for a number of years and is widely used, the proposal is to retender for the delivery of this service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal to retender the contract has no impact on these principle nor the Council's workforce

7. Likelihood and risks

Risk 1

Description	Opportunity to improve service at lower cost				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	This is an identified potential opportunity				
Residual likelihood score	4	Residual impact score	3	Residual risk rating	12.0

Risk 2

Description	That the savings identified as needing to be made cannot be realised				
Likelihood score	3	Impact score	4	Risk rating	12.0
Mitigation	No				
Residual likelihood score	3	Residual impact score	4	Residual risk rating	12.0

Risk 3

Description	That a new service is not delivered to the same level of quality as currently being delivered				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	That the tender and procurement process be carefully managed, with due diligence being given to any new supplier before confirming contracts.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The proposal does not intend to make vast changes to the delivery of installation and monitoring of safety alarms in individual's homes, and the delivery of the out of hours service for housing, and the provision of a lone working recording and monitoring service but to attempt to realise savings from retendering the contract, to ensure best spend and quality of services being provided.

The service aids independence of individuals in their own homes, ensures the monitoring of lone worker, in line with the Council's obligations to their safety and provides tenants the ability to raise emergency repairs jobs for their homes in line with the Council's obligations as a landlord.

The consideration and due diligence checks undertaken would ensure that any contracted service provider continues to meet or exceed current service delivery and that the savings identified are realised.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Customer satisfaction survey undertaken by the service provider

Contract monitoring arrangements

Recording and analysing complaints and complaints received

Review date

30/09/2023

null

Impact Assessment

Finance savings 2023-24



05/01/2023

Reference: 6677-4880-1089-2532

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.

1. Proposal Information

Author name	Anne Phillips, Deputy Head of Finance
Head of service	Nicole Thomas, Head of Finance (Section 151 Officer)
Portfolio holder	David Thomas, portfolio holder for Cabinet Member for Finance and Corporate Transformation
Proposal title	Finance savings 2023-24
Description of proposal	Reduction of Post from Financial Services and smaller general budget savings

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£72,630	£0	£0	£0	£0	£72,630

Further information

Additional savings to be agreed -8,630
Transformation savings -64,000

These savings will be delivered through a reduction in a senior finance post

Consultation requirements

Consultation required?	No
Justification	As part of the management of change process the appropriate staff consultation has already been undertaken in line with the Policy. The planning for this was set out in our Workforce Plan.

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

3a. Impact on other service areas

- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	removal of staff post not relevant for data

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The removal of this post has no impact on these objectives, the reduction in resource will see no change in the services provided

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The removal of this post does not affect the delivery of the financial service to stakeholders across the council

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
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6b. Impact on the workforce

--	--

Impact	This proposal reduces the staff structure by 1 senior finance post, a unique post that is no longer required thus the post has been removed and the person made redundant , This is set out in our workforce plan
Impact rating	Neutral
Mitigation	We ensured the management of change did not affect any other posts just the one affected by the change to limit any negative impact on other staff
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

This proposal reduces the staff structure by 1 senior finance post, and the post has been removed and the person made redundant, this is set out in our workforce plan. The Post was a unique post and is no longer required.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

When Howps returned to Powys staff were transferred, this included a senior finance officer that was not required in the new structure , as the service offered by Finance will be delivered differently

because it is not now a separate company requiring all the traded activities and Companies Act compliance.

The post was removed and redundancy accepted

Cabinet reference

9. Additional evidence

The Management of Change report agreed with HR set out the what and why and we went through the process with the employee

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

We will ensure no activities remain and if so we will manage this within existing resources

Review date

31/03/2023

null

Impact Assessment

155. Reduce Legal Services Travel budget from
£3,000 to £1,500



Powys

DRAFT

09/01/2023

Reference: 1406-1280-6245-5048

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.

1. Proposal Information

Author name	Clive Pinney, Head of Legal Services and the Monitoring officer
Head of service	Robert Pinney, Head of Legal and Monitoring Officer
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	155. Reduce Legal Services Travel budget from £3,000 to £1,500
Description of proposal	Reduce Legal Services Travel budget from £3,000 to £1,500

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£1,500	£0	£0	£0	£0	£1,500

Further information

Reduce the legal services travel budget from £3,000 to £1,500

Consultation requirements

Consultation required?	No
Justification	The proposal impacts on staff only. Legal staff have done minimal business mileage since the pandemic

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

3a. Impact on other service areas

- Legal and Monitoring

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	Minimal impact in respect of possible reduced petrol/diesel sales within the County, although some staff live outside the County
Impact rating	Neutral
Mitigation	Mitigation is not possible
Mitigated impact rating	Neutral

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	Positive impact of reduced car travel on the environment
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

4e. Evidence

It is not possible to adduce evidence on the impact of reducing business travel by £1500

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

5a. A prosperous Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5b. A resilient Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

It is not possible to adduce evidence of the impact of this £1500 saving

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

It is not possible to adduce evidence for this £1500 saving

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposed reduction in legal services travel budget should not impact upon the delivery of the service.

Cabinet reference	
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9. Additional evidence

Not Applicable

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Impacts will be reviewed on a 6 monthly basis

Review date	06/10/2023
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null

Impact Assessment

Workforce & OD Savings 2023/24 (Ref 156, 157 & 158)



Powys

DRAFT

23/12/2022

Reference: 7706-0223-4880-4865

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.

1. Proposal Information

Author name	Graham Evans, Professional Lead Employment Services
Head of service	Paul Bradshaw, Head of Workforce and Organisation Development
Portfolio holder	Jake Berriman, portfolio holder for Cabinet Member for a Connected Powys
Proposal title	Workforce & OD Savings 2023/24 (Ref 156, 157 & 158)
Description of proposal	Workforce & OD have three areas in which specific budget lines can either be reduced or additional income generated in 2023/24. The three areas are a reduction in travel budgets (ref 156), a reduction in mobile phone usage (ref 157), and increase in the DBS external fees charged to external customers (ref 158).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£11,580	£0	£0	£0	£0	£11,580

Further information

Ref 156 - Travel Efficiency target 10% - value £2,890 - identified now that WOD has fully embedded the New Ways of Working as its operating model.

Ref 157 - Mobile phone target 10% reduction - value £190

Ref 158 - DBS Additional Income Target - value £8,500 - To remain competitive within the market, we believe variable increases of between 5-10% can be justifiably applied from 1st April 2023 based on the volume of checks undertaken per customer, and is permitted within existing contracts / SLAs

Consultation requirements

Consultation required?	No
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Justification

No detrimental impact on staff and can be naturally achieved following implementing of New Ways of Working, where all staff were met and consulted with previously. Increases to DBS administrative fees are permitted within contracts / SLAs.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The service provided will not change. The travel budgets for the WOD service sub teams will be reduced on a pro-rata basis to achieve this. Given that the service has fully embedded NWOW as it's operating model, it is felt that this can be fully achieved from within existing travel budgets. The mobile phone budgets for the services sub teams will be reduced on a pro-rata basis to achieve this and will either be managed through reduced spending on telephony.

The increase DBS income can be contractually applied, and does not impact on service.

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

5a. A prosperous Wales

Impact	<p>With a 10% targeted reduction in travel, in addition to new ways of working being embedded across the service enabling staff to work at home regularly, this will ensure that business travel is only undertaken where essential which will have a positive effect on our carbon footprint.</p> <p>With a 10% reduction in the use of mobiles, this will also positively contribute to the priority through less energy being used.</p>
Impact rating	Very good
Mitigation	Continue to ensure that any business journeys and use of mobile devices are only made where essential
Mitigated impact rating	Very good

5b. A resilient Wales

Impact	A reduction in business journey will reduce carbon emissions, and a reduction in mobile usage will increase energy efficiency, thus both having positive impact on this priority
Impact rating	Very good

Mitigation	Continue to review and encourage essential business travel and mobile usage.
Mitigated impact rating	Very good

5c. A healthier Wales

Impact	Reduction in business travel will ensure that staff can be more productive with their time, reducing the risk of any incidents / potential stresses when whilst travelling, which in turn helps with their well-being and ultimately their work-life balance. These are underpinned by new ways of working being embedded across the service.
Impact rating	Very good
Mitigation	Continue to encourage and ensure non-productive time is kept to a minimum.
Mitigated impact rating	Very good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce pollution, emissions and resource use, thus having a positive effect on this priority
Impact rating	Very good
Mitigation	Continue to review and encourage minimal usage which will provide further positive impact.
Mitigated impact rating	Very good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Reduction in business travel and mobile usage will reduce emissions and energy usage are per the priorities.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	By acting now to reduce business travel and mobile usage, it will ensure that we are contributing to priorities which will have a greater effect in the long-term.
Impact rating	Good
Mitigation	Continue to encourage and review business travel and mobile usage
Mitigated impact rating	Good

Collaboration

Impact	Through promoting essential travel only, it will encourage other partners to do the same through using communication technologies available
Impact rating	Very good
Mitigation	Continue to promote to increase the impact.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Staff across the service are encouraged to continue with the essential travel only requirement which will ultimately ensure service, staff and environment are positive affected.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Through these proposals, WOD will ensure that it achieves the set savings / income targets which will contribute to the Council's balanced budget for 2023/24. The IA highlights that these proposals will also have a positive effect on the Council's priorities, including reduction in carbon emissions and energy usage, whilst not negatively affecting staff, partners or our communities.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Review through budget monitoring on a quarterly basis

Review date	30/06/2023
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null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Corporate Savings - Pensions and National Insurance Reductions



05/01/2023

Reference: 6128-2996-3489-4115

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.

1. Proposal Information

Author name	Anne Phillips, Deputy Head of Finance
Head of service	Nicole Thomas, Head of Finance (Section 151 Officer)
Portfolio holder	David Thomas, portfolio holder for Cabinet Member for Finance and Corporate Transformation
Proposal title	Corporate Savings - Pensions and National Insurance Reductions
Description of proposal	Setting out the implications of the savings to be delivered from the drop in National Insurance contribution rate from November 2022 and the reduction in the pensions contribution collection rate

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£3,003,370	£500,000	£400,000	£0	£0	£0	£3,903,370

Further information

This proposal introduces changes that are occurring both nationally (change in national insurance contribution rate set by Governments' recent budget on 17th October) and agreed locally (pension contribution rate reduction over the next 3 years agreed by the Pensions actuary). We are putting in place these changes which then deliver savings

Consultation requirements

Consultation required?	No
Justification	These proposals do not affect anyone that needs to be consulted.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The savings will not impact on Vision 2025 or other council objectives. This proposal just changes contribution rates that were agreed in the Chancellors budget on October 17 2022 and agreed by the Pensions Actuary after the recent actuarial review. They do not affect staff or the running of the council services

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

As has been explained previously these savings are just contribution rate changes. They free up budget to be used to support service pressures, which may then contribute towards the goals of the council

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

The proposal changes the contribution rates for payroll on-costs and has no effect on payroll, staffing or other goals. This savings releases funding to support service pressures and these pressures may contribute further to the goals.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The national insurance (NI) rate dropped after the budget in October 2022 - we are implementing this change to ensure we collect the right payroll contributions and pay over to HMRC. Because the social care NI aspect was removed from November 2022 the rate has gone down and circa £1.3m will be saved

The actuarial review has resulted in a reduced employers contribution rate to be collected from the payroll which will be phased in over the next three years,

Cabinet reference	
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9. Additional evidence

The Pension and Investment Committee has considered the findings of the actuarial review and accepted the reductions to the rates over the next three years

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Finance will review the collection levels to ensure they correspond to the amounts to be paid into the pension fund each year and the Pension fund and employers contribution is reviewed by the Pensions Actuary on a triennial basis and adjusted as necessary

Review date	31/12/2023
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null

Impact Assessment

Street Works Income



06/01/2023

Reference: 9708-7846-7361-3138

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.

1. Proposal Information

Author name	Shaun James, Senior Manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Street Works Income
Description of proposal	Street Works income target as been adjusted to the average of the last two years.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£246,000	£0	£0	£0	£0	£0	£246,000

Further information

Street Works income target has been adjusted to the average of the last two years.

Consultation requirements

Consultation required?	No
Justification	Internal financial budget adjustment during budget setting.

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

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Based on historic over-achievement of income from the past two years.

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Based on historic over-achievement of income from the past two years.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact

None

6f. Evidence

Based on historic over-achievement of income from the past two years.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

No impact

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monthly financial reporting

Review date

31/03/2042

null

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

The header image shows a close-up of various banknotes and coins, including a £10 note and a £5 note, with the Powys logo in the bottom right corner.

Arolwg Cyllideb Cyngor Sir Powys

Powys County Council Budget Survey

This report contains the findings from the Budget survey conducted from 21st December 2022 to 5th January 2023.

There were 75 respondents in total.

Please note: All responses (English and Welsh) are included together below for ease of analysis and not all questions were answered by all respondents.

Background

Powys County Council (the council) provides a wide range of services to our communities, spending over £545m every year, mainly on statutory services, which we must provide by law. A small proportion of the budget is also spent on services that we choose to provide.

Our services are highly valued by our residents and like you the Council is being significantly impacted by the current economic climate, surging inflation and rocketing energy costs have had a significant impact on the Council's financial planning for this and future financial years

The increases mean that for next year (2023-24) we will need to find more money - to maintain what we currently provide or reduce our service delivery. The Welsh Government will provide some additional funding and we will have to consider raising Council Tax to raise additional funds, – a five per cent council tax increase is being considered, but these alone will not bridge the gap in our budget.

To balance the budget next year, we will have to take out more than £20m of costs and we would like your input into how best we can do this. It will have an impact on the service we offer but by doing things differently we can reduce our costs.

We need you to help us shape what the council could look like, it will be a smaller council, but it is essential that we prioritise the services to those that need our support most. Doing things differently can help us use the money we have effectively.

The national economy is struggling too, and we do not expect our funding over the next few years to meet the costs we have so change will take place over a number of years to come.

Survey results

Q1. Help us decide what the council will look like. Please indicate the extent to which you agree or disagree with each one.

Statement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Reduce overall service to reduce costs	5	14	11	24	21
Only support those services that are statutory (legally have to provide) this could mean that some services could stop.	13	19	4	21	18
Reduce the number of buildings from which we operate to save the cost of running them	44	21	3	2	5
Reduce the location of some services, which could mean that you would need to travel further to keep and improve the services you need	9	19	12	23	12
Look to deliver more services through online interaction rather than face to face	20	26	10	12	7
Increase Council Tax by less than 5%. If lower it would mean there would be more service reductions.	15	23	10	13	14
Increase Council Tax by more than 5%. A higher increase would limit the need for some service reductions.	9	16	3	17	30
Reduce the council's energy usage by implementing further energy efficiency measures	54	12	4	2	3
Increase county council charges e.g. car parking prices, so those who use the facilities pay more	17	18	14	16	10

Q2. Any further comments:

It needs to be fair and proportionate; our wages aren't being increased by that much and each home is having its own cost of living crisis!
Reduce the excess staff, the amount of high paid fat cats who do nothing but reduce the services we're paying for
A very narrow questionnaire. Reduce the number of councillors and paid positions on scrutiny committees etc and announce to the public what savings would be made
Keep our sports centres open
Do not increase prices. We are so rural and on low wages and we have to travel distances for many activities. We need to lobby for a lot more money and have increased HELP from South Wales government.. We are a minority that have the same needs as the South and North.
Asking if the council should increase by less/more than 5% is totally pointless without being shown the possible impact. AS an aside the GDPR notice doesn't seem right; 'stored securely for a limited time only' - it's too vague. How long is that?
Cannot afford a greater increase in Council Tax! Would prefer reduced services. Extras can be charged directly to users.
Have a proper look at all the structures and talk & listen to staff. PCC have far too many managers/staff above grade 10 - a lot are not needed for the day to day work, i know of a few who have been away for a period and their team have not missed them at all and work has continued as normal with no issues as managers are hands off - pcc need more staff lower down where the real day to day work is done and less people on these high grades - i could save pcc approx. £200K in just 1 department by restructuring it - far too many layers from the top down to the bottom
Cap the pay and benefits of all management and executive staff whilst also cutting this cadre of staff by at least 10%.
Stop wasteful spending. Reduce the number of councillors by 50%. A maximum salary of 40,000 for Any council employee.
Waste less money on remote working. More productive working together. Make housing staff available in person encounters. It looks north Powys is forgotten about, no public face of council remaining. Elderly and non-computer users left in the dark
Re energy efficiency I do not agree that you should e.g. Close swimming pools and leisure centres to reduce cost. What I do agree with is spending to increase renewable energy sources.
Look at raising revenue by charging visitors/holiday makers to Powys. Reduce PCC staff numbers. Reduce the number of councillors.
Council tax should be no more than 1.5%, as a fairly decent wage earner for the council, inflation is hitting hard. I'm adding 50% more to my food and diesel bill than I was at the start of the year. My children and dairy intolerant, oat milk is now £1.30, the start of the year, £1. I buy 8 cartons a week, adding nearly £10 a month to my food bill. The more money I give in council tax the less I have to spend locally. Staff morale is the lowest I've ever seen it, indirectly a minimal council tax increase will help, as frankly there are no benefits to working for PCC.
Sports and leisure facilities including libraries, swimming pools and gyms should stay open. Schools should be better funded.
Instead of cutting services. Cut your wage bill. Especially higher management CEO bonus etc. Then you won't have to increase our council tax we pay the highest as it is for very limited services. You can't even collect recycling properly. Yet you want to cut essential adult services. PCC need to stop wasting money

<p>Spend less on advisors in education and give the money to schools to reduce class sizes. This is the best way to improve schools.</p>
<p>Cut the fat</p>
<p>We will pay for services if we must, we cannot continue to pay more for less. Charge what you must for council tax for a decent level of public services.</p>
<p>I don't think this simplistic survey is likely to generate an informed opinion from most users. Try again PCC.</p>
<p>Reduce agency and consultancy costs across council, review cost of placements and large contacts for social care. Limit council tax increase as promised by new administration, cabinet need to make difficult decisions as opposed to just increasing council tax year on year</p>
<p>Save money by operating all services in-house. How can paying for waste, colleges, and leisure centres to be run by 3rd parties be saving money?</p>
<p>I have a few points 1. You talk about green energy, carbon footprint and recycling a lot, however, Powys CC are quite happy having sun contractors travel by diesel van to Powys from Coventry?? Doesn't make sense 2. People are already feeling the financial squeeze from conservatives austerity and recession looming. I'm sorry but stop charging in car parks to help local businesses would be a better though instead of penalising people. 3. Definitely not another energy saving project as this will cost way too much in surveys, engineers etc, whereby more public money being wasted.</p>
<p>Why should tax payers pay the price, stop wasting our money</p>
<p>Less pen pushers more broom pushers</p>
<p>Free parking. Save town centres.</p>
<p>It is difficult to make judgements on some of the questions without having data to hand to understand the more nuanced implications. For example does increasing car parking charges reduce footfall within town high streets pushing it towards out of town parking in larger supermarket retail areas where there are no charges therefore resulting in less footfall for businesses within the town centres? What other County council charges are included within this heading - is it likely that those who need to use the facilities more are generally going to be the less well-off anyway so unable to afford the increases?</p>
<p>All proposals must be transparent with sound data behind them.</p> <p>Statutory services must take priority, but we must also think how we could deliver them differently. E.g. closing schools would help boost funding of others to provide better learner entitlement/provisions.</p>
<p>Looking after our elderly should be a priority. This can't be "online".</p>
<p>Reduce staff</p>
<p>Raising car parking charges will lead to an increase in on street parking. By reducing the car parking charges to a very affordable amount for residents without drives or garages or parking in front of their houses you would increase your revenue because these residents would pay to park in the car parks that are currently empty every evening.</p>



Economy, Residents and Communities Scrutiny Committee – 30-01-2023
Learning and Skills Scrutiny Committee – 30-01-2023
Health and Care Scrutiny Committee – 31-01-2023
Finance Panel – 01-02-2023

Scrutiny Observations to Cabinet on: 07-02-2023

The Economy, Residents and Communities, Learning and Skills, and Health and Care Scrutiny Committees and the Finance Panel met between 30-01-2023 and 01-02-2023 and considered the following documents:

- Draft 2023 – 2024 Budget

The Scrutiny Committees and the Finance Panel thank the Portfolio Holders and officers for attending scrutiny.

Health and Care Scrutiny Committee – 31-01-2023

Scrutiny made the following observations:

General:

The Committee noted that:

- The budget for Social Care included an estimate of the additional funding provided from Welsh Government for the roll out of the real living wage. However, this estimate would not cover the full cost of the scheme.
- The current budget included a 3% increase for pay awards. This would be updated once the pay settlements had been confirmed.

Children's Services

The Committee welcomed:

- The presentations and the open and comprehensive responses provided by officers to the questions asked by Members.
- Assurances by the Head of Service that the savings identified in the budget proposals were achievable and realistic, although some of the savings were more difficult to achieve than others.
- That the Service was seeking ways to be more innovative in the way it worked particularly utilising additional grant funding.
- When questioning regarding the 'Grow Your Own' ambitions the encouragement of staff to return to the office for two days a week so that peer to peer support could be provided as well as the intention to use grant funding for a practitioner post to support newly qualified staff.
- The opportunity provided to staff who already had a degree to undertake a Masters degree linking with Cardiff University.

The Committee noted:

- The detailed information provided regarding budget pressures (£2.2m), savings identified (£2m) and unachieved savings from 2021-22 (£1.277m).
- That the position in relation to the undelivered savings had improved from quarter 1 2022-23 to quarter 3.
- Following committee questioning on the financial pressures associated with unaccompanied asylum seeker children, that whilst the Council did receive some provision per child placed with the Council, this did not cover the full cost. In addition, these children also had specific entitlements as children looked after by the Council.
- For the budget pressure of £865,063 (Placements) this was an estimated cost based on previous trends relating to placement breakdowns or a change of circumstance for a child in the authority's care. This also related to the closer to home project which sought to reduce the need for high cost residential provision elsewhere and bringing children back into county. The Committee has asked for detailed breakdowns of how this pressure materialises during the next financial year and will monitor this as part of future scrutiny of the budget.
- Following committee questioning on financial pressures that the overspend in relation to Y Bannau had been accounted for within the pressures associated with residential provision and that the number of vacant posts had decreased.
- That whilst the number of staff qualifying as social workers under the "grow your own" scheme would be less than anticipated due to changes in circumstances for some of the individuals, 5 staff had qualified last year and 7 were expected to qualify in the current year. The committee questioned regarding the future ambitions of 'grow your own' as a cost efficiency and it was noted that officers are hopeful that these are achievable projections
- That the increase in travel rates for domiciliary care staff was only until the end of March 2023 and would need to be reviewed which could impact on the budget.

The Committee expressed concern regarding:

- The use of grant funding for posts as these could be short term which could affect Service provision long term if the grant funding ceased.
- Whether the pressures associated with placements are due to placement breakdowns and whether the extra resource provided to prevent placement breakdowns (in last year's budget) is having a positive impact

The Committee requested:

- That the papers should reflect officers' views on the achievability of proposed savings, highlighting whether any are of high risk in relation to achievability.
- That Scrutiny are provided further information in relation to the higher cost placed children in their quarter 1 finance update meeting. This relates to the £800,000 pressure identified regarding the cumulative placement costs. The Committee recommends that this pressure be tracked as it materialises and information on this be brought back to committee.
- That the committee be provided with a timely overview of legacy children's cases and associated costs which are forming part of the pressures, together with the timeframe that these cases impact the budget. It is noted that this overview would need to be confidential. The Committee requests that if it has

further comments/recommendations to make on this matter that they can provide them in writing to the Cabinet and Senior officers.

Adults Services:

The Committee welcomed:

- The presentations and the open and comprehensive responses provided by officers to the questions asked by Members.
- An assurance by the Head of Service that the budget proposals were realistic, but noted comments from officers that the Council would need to be realistic about the resources required to deliver some of the savings.
- That the budget setting process and the proposals presented were a continuation of the work to redesign the Service.

The Committee noted:

- The budget pressures (£8.2m), pressures due to Covid (£980k), and the proposed savings (£4.7m)
- That the Service was needing to respond to a legacy of individuals who did not receive health care interventions during the pandemic which has led to a greater need for community and social care support.
- Following committee questions regarding pressures associated with contractual uplifts and any contractual negotiations with third parties, that in relation to contractual arrangements with other organisations there was a robust contract management system in place, good relationships with contractors, and the Council used open book accounting processes to assist the assessment of requests for a cost uplift, to ensure value for money for the Council. It was noted that any government utility support provided to third party residential homes, this would have been taken into account in contractual negotiations
- That there had not been a decrease in demand for Adult Services with contacts to the front door service remaining high. This meant a higher than usual caseload for social work staff with the Service prioritising requests for support as they present themselves.
- The largest risk to the cost efficiencies were those savings requiring staffing resources to achieve them, as the Service currently had vacant posts and there was a national shortage of staff.
- Following committee questions regarding cost efficiencies associated with projected additional income from service users and the cost of living impact on this, that service users were being signposted to the Council's cost of living hub and also other sources of support to address concerns about the cost of living crisis.
- Following committee questions and concerns raised regarding the travel and phone cost reductions, and any impact to service users (particularly those in rural areas) and staff wellbeing and supervisions, that these savings were expected to be achieved from non front line staff who were working at home rather than having an impact on front line staff who dealt directly with service users. That there had been concerns raised by the Portfolio holder regarding the impact to staff wellbeing. That this would be managed on an individual case by case basis.
- In relation to committee questions on AMHP (Approved Mental Health Practitioner) training, that having a qualified AMHP on duty at all times was a legal requirement for the Council and training staff was part of the "grow your

own” strategy and less expensive than having to utilise agency provision. It was further noted that training opportunities are part of encouraging staff in their career development.

- In relation to committee questions on the saving for informal Advocacy – Independent Professional, an advocacy service was being offered to service users by other means currently on a case by case basis as part of a care package. It was noted that service users are already using this alternative informal advocacy and that they are aware of it.
- That in relation to the saving for day centres this was a part year estimate but would be reviewed following the proposed consultation with service users about the day service provision. Any proposals made following the consultation would be subject to a business case.

The Committee expressed concern:

- That the travel and phone efficiency targets would not impact on the service provided to service users and on staff themselves. The Committee sought assurance regarding the provision of guidance to staff on how to achieve the savings and that supervision would not be impacted.
- Regarding the impact of the Cost of Living linked to the charges.
- Regarding the £120,000 efficiency savings in respect to day centres and how this level of efficiency will be achieved. At the moment there is not enough information for Committee to be assured that this saving is realistically achievable or that the impact on any services users will be mitigated against.

The Committee requested:

- That the authority to consider further how to communicate with the hard to reach and vulnerable members of the community to share support and contacts relating to financial matters, and also to consider further how it utilises both the individual County Councillors and the members of the Town and Community Councils in order to communicate such matters.
- That in relation to day services the Committee be provided with the opportunity to scrutinise the outcome of an engagement exercise with service users together with any proposals resulting from the engagement.
- That local Members be engaged in the engagement exercise for day services.
- That the Impact Assessment for day services be circulated to the Committee.
- That in relation to travel and phone efficiencies the Impact Assessment should reflect any assurances provided to Members that these targets would not impact on service users and the support they receive.
- That contract related pressures should be treated as a separate column and not included with other pressures and growth items.

Commissioning:

The Committee welcomed:

- The presentations and open and comprehensive responses provided by officers to the questions asked by Members.
- An assurance by the Head of Service that in relation to the repurposing of grants there was a high level of certainty that the levels of grants being provided would continue into the future.

Scrutiny's Recommendation to Cabinet	Accept (plus Action and timescale)	Partially Accept (plus Rationale and Action and timescale)	Reject (plus Rationale)
<p>1. That in order to mitigate cost of living impact on any income projected from service users, that alternative means of providing information to hard to reach and vulnerable members of the community about financial matters other than websites be considered, including utilising local Councilor's as many older people do not have access to the internet</p>			
<p>2. That in relation to the future of day services the Committee be provided with the opportunity to scrutinise the outcome of the engagement exercise with service users together with any proposals resulting from the engagement at the earliest opportunity before any options are pursued</p>			
<p>3. That local Members be engaged in the future engagement exercise for day services</p>			
<p>4. That before making any final decisions regarding Children's Services budget, that Cabinet</p>			

awaits any further comments from scrutiny regarding the impact of Children’s legacy cases on the budget			
5. That before making final cabinet decisions on the Adult’s services budget, the Cabinet awaits any further comments from scrutiny in relation to the cost efficiencies associated with Day Services			

Membership of the Health and Care Scrutiny Committee on 31-01-2023:
County Councillors: A Jenner (Chair), G.E. Jones, G Preston, G Ratcliffe,
L Rijnenberg, C Robinson, C Walsh, C Kenyon-Wade.

Economy, Residents and Communities Scrutiny Committee – 30-01-2023

Scrutiny made the following observations:

Property, Planning, & Public Protection

The Committee welcomed:

- The assurance that the savings proposals provided the way forward for the Service’s development in the future.
- The Council moving to greener working environments including LED lighting.
- Assurance that the Building Control response times are achieving targets.
- The Planning and Building Control services are in support of the government reshaping scheme, which includes continued learning and development to offer a high level of service.

The Committee noted that:

- The Impact Assessment process was robust.
- Building stock will be monitored closely to ensure building standards do not fall. Assets will be rationalised to seek opportunities for disposal and reduce maintenance costs.
- Burial fees have increased for the first time since 2019.
- Building Control response times are improving.
- The office temperature decreases from 21 to 19 degrees.

The Committee requested:

- Evidence in respect of the Park Offices and whether the Council had undertaken market testing regarding the ability to sell or rent the building.

The Committee remained unconvinced about:

- The delivery of statutory services due to the risks to the Council by reducing staffing levels.

The Committee expressed concern regarding:

- The risks to the Council by removing posts and the impact on statutory service delivery.
- The ability of the Council to let the Park Office, particularly as there are vacant spaces currently in Ladywell House.
- Reduced levels of budget for building maintenance which could lead to additional rectification costs.
- Delays in the planning process and enforcement, although numbers are improving.
- Building Control structure, fees have increased, timescales remain a concern due to capacity.
- Burial fees for Powys are the fourth most expensive in Wales.

Highways, Transport and Recycling

The Committee welcomed:

- A very thorough set of papers provided.
- The confidence from the Head of Service that the Abermule site will be fully operational by April, just awaiting the permit from Natural Resources Wales.
- The apology from the Head of Service for the recent issues in relation to School Transport. A lessons learned exercise had taken place, with a focus on how communications could improve.
- That there were no cuts for the Rights of Way and Countryside services who provide a statutory role for the Council, with the re-engagement of volunteer support after the covid pandemic.

The Committee noted that:

- An assurance was provided that all options for street lighting are being explored to allow disconnection from the grid and use greener energy sources of with possible savings.
- A review of all bus routes has taken place with the addition of the QR code survey results showing capacity numbers, which indicated that a possible fifteen buses could be removed from service.

The Committee requested that:

- Communications are improved, including around the running of the school transport service.

The Committee remained unconvinced about:

- The strategy for certain budget lines to be removed this year and put back in future year for both the bus emergency scheme and the vehicle depreciation fund.

The Committee expressed concern regarding the:

- Risk element around fleet development and keeping vehicles for longer, with the delay of adding £1m into the replacement budget. Possible additional costs could be incurred.

- Inflationary increase pressures on materials which may lead to a slight decrease in the amount of work carried out. Recent weather conditions have created additional pressures to the network and service.
- Shared Prosperity Fund being only used within the Council, and the opportunities for community groups to access this funding.

Economy and Digital Services

The Committee welcomed:

- Developments towards the replacement of the Careline (personal pendant or pull cord alarms) provision, which includes the automated in-house back office processes.

The Committee noted that:

- The Council have been working closely with BT to ensure improved communication with those residents affected.
- Work is being conducted to reduce the number of cyber and ICT contracts whilst ensuring the estate remains secure.

Workforce and Organisation Development

The Committee welcomed:

- The DBS service will be closely monitored, and changes will be made if there is a negative impact following the fee increase to external bodies to ensure the service remains competitive and cost neutral.

The Committee noted:

- Increase in charges for the provision of DBS checks for external customers.
- Growth pressures in the Organisational Team, due to significant cuts previously it was felt that investment is needed.

Transformation and Democratic Services

The Committee noted:

- Reduction in APSE fees.
- Reduction in general office expenses.
- No impact on staff or members of the public.
- Democratic services are funded from the base budget; however, some of the Transformation and Communications areas are funded by income generation.

Community Services

The Committee welcomed:

- Welsh Government will be providing financial support to ensure school kitchens are fully equipped and upgraded to provide school meals including the new universal free school meal scheme.
- Freedom Leisure have indicated to the Council that centres will not close.
- That the Neath Port Talbot College Group will occupy the café and two main rooms within y Gaer to generate Council income.

The Committee noted:

- A full review of the Leisure Service will be undertaken, co-production models could be adopted.
- The Council support Freedom Leisure with an annual management fee from both the Leisure and School services (£2.3m).
- The Sport Development staff consultation process has been concluded.
- The 10 pence increase for school meals will only apply to those pupils that purchase meals.
- Clarity was provided; new universal infant provision of free school meals is different to the older scheme which has been provided as an allocation in the settlement for several years.
- Only 56% of children are taking up the option of a hot meal, and the service are looking at ways to increase the uptake of paid meals.
- The Arts Service has been funded the same way for several years and a new way forward is required.

The Committee requested:

- Whether the Library Service would consider book donations.

The Committee remained unconvinced about:

- The removal of the Arts Officer within the Council.

The Committee expressed concern regarding:

- The Council is not able to speed up the Welsh Government timetable for the universal infant free school meal provision for all primary schools. (two year groups currently in receipt).
- The service does not have a current Arts Strategy which will be developed using funding from the Shared Prosperity Fund. This would assist and encourage external art organisations to be sustainable.
- The Cultural Services absorbing work currently conducted by the Arts Officer.

Housing Services

The Committee welcomed:

- The new project to develop a 24/7 triage provision of self-contained accommodation. The Housing Service is working with Social Services to develop plans.
- The new initiative would utilise self-contained temporary units with the potential to move within the County.

The Committee noted that:

- Cabinet have recognised homelessness levels have doubled but budget levels have not increased, with the service being asked to provide more with the same resource.
- No cuts or savings have been proposed.
- The Housing Revenue Account is funded by rent from tenants and can only be used towards services for council tenants or services that are a benefit to them.
- The Housing General fund is a mix of funding from the Council, Welsh Government, and other grant funding which provides all non-landlord related services.

- The detailed allocation of the budget for council builds will be available in the Housing Revenue Account Business Plan which is subject to separate report to Cabinet.
- Housing needs to provide a range of properties to accommodate those wishing to both upsize and downsize, taking into consideration to the current cost of living crisis.

The Committee expressed concern regarding:

- The lack of small one bedroom accommodation units for the citizens of Powys. Only 6% currently.
- The council tax spare bedroom tax is hindering the process of allocating accommodation. Universal Credit could be deducted by 25%. Affordability checks are carried out by the Council before accommodation is allocated.

Finance

The Committee noted the proposals and made no comment

Legal Services

The Committee noted the proposals and made no comment

Scrutiny's Recommendation to Cabinet	Accept (plus Action and timescale)	Partially Accept (plus Rationale and Action and timescale)	Reject (plus Rationale)
1. That all options be explored regarding the Park Offices Newtown including its sale.			
2. That the Shared Prosperity fund is not limited to use by the Council and opportunities be provided to community groups to access this funding.			
3. Communications and engagement are improved with citizens of Powys.			
4. That in respect of Property, Planning and Public Protection mitigation is in place to ensure Statutory requirements are delivered after service re-			

Membership of the Economy, Residents and Communities Scrutiny Committee on 31-01-2023:

County Councillors: A Davies (Chair), D Bebb, A Cartwright, B Davies, I Harrison, Adrian Jones, Arwel Jones, K Lewis, G Mitchell, C Walsh, S Williams

Learning and Skills Scrutiny Committee – 30-01-2023

Scrutiny made the following observations:

The Committee welcomed:

- The preparation of the finance toolkit and benchmarking tool circulated to Schools and commended Officers for this work. However, this was not the answer for all schools, as some will require additional support to review spend patterns and realise potential savings.
- That Leisure Centres were to remain open, given the position which arose in December 2022 and the Officers' assurance of continued work with Freedom Leisure so there was no impact on the curriculum offer, provision and delivery.
- That Officers have confidence in the capacity within schools to undertake the Train the trainer scheme around Domestic Abuse and Sexual Violence.
- That direct funding to the Council for the Mid Wales Education Partnership was being provided.
- The assurance that the savings proposals provided the way forward for the Service's development in the future.

The Committee noted:

- That finance surgeries had been held with individual schools reviewing their financial pressures and budget savings and would be held again following the allocation of revised individual budgets.
- That the expectation was that schools would manage cost pressures for one year only and should those pressures continue then additional funding would need to be considered.
- Assurances that all funding for Education from Welsh Government had been passported to schools.
- Overall contentment with officers' reassurance that the budget can be delivered.
- That school pupil numbers are expected to fall over the next five years, with fewer children within the County, and some pupils receiving education out of county. This will be easier for High Schools to plan for, and Officers advised that the Service would work with schools where numbers are decreasing. In addition, the Welsh Government settlement would reduce dependent on pupil numbers, therefore changes would be made at an individual school level
- That the PRU (Pupil Referral Unit) model has been in place for a significant amount of time. Officers assured that the structure and savings are under review to ensure provision is in line with the emerging landscape.

The Committee requested that:

- Clarification be provided as to which schools across Powys will struggle to reach a balanced budget and assurance that these are monitored.

- The Impact Assessments include a more detailed narrative to provide assurance that changes are achievable, and savings realistic with no impact on the service. Schools to be closely monitored to assist mitigated risk as soon as possible.
- Clarity be provided on why additional documents provided were confidential.
- Clarification of the notional capital amount of £10m for 2027/28 and the projects to be undertaken.
- Officers meet with County Councillors online in their role as school governors, to provide information on setting a balanced budget and ensuring Members are aware of decisions affecting their constituency.
- Confirmation or clarity be provided regarding the increased cost of school meals for those who are not in receipt of free school meals.
- A detailed breakdown of proposals within the Leisure Review, including those that will impact on schools' budgets. The Committee expressed concern in relation to additional costs for pupils to travel to swimming lessons.
- Additional information on the Mid Wales Education Partnership (MWEP) be shared with the Committee. Officers confirmed that the MWEP is subject to Estyn inspection and scrutiny by Welsh Government, and assurances were given that funding is being utilised effectively.
- That a comment be included in the Cabinet report that whilst primary schools were performing well this was not necessarily the case for all secondary schools.
- That the work on decarbonisation be included within the Capital Programme.

The Committee remained unconvinced about:

- The pace and direction of the Transformation programme by the Cabinet. However, this aspiration is not reflected in the draft budget documents, with significant transformation opportunities missed or pushed back. The Committee was of the view that this delay in funding being released to all schools as a result of transformation contributed to schools having to use reserves currently.

The Committee expressed concern:

- In respect of potential savings, in particular on photocopying and energy efficiencies, figures quoted are estimated across the school estate and actual figures would have to be calculated on a school-by-school basis.
- Regarding the difficulties and pressures on the Delegated budget, particularly if schools have used reserves to meet the additional pressures. Assurance was sought that mitigation of risk has been factored in.
- Whether the stated savings could be delivered, as reserves are falling within the Secondary Sector
- That reserves can only be used once.
- Regarding Maintenance and Health and Safety which is an extremely important area and should be covered comprehensively. An assurance was given by Officers that schools are safe for both learners and staff. Extensive H&S checks were completed during the COVID period, with Risk Assessments to assist schools. There was concern that there is an £82m backlog of works which the budget will not meet.
- That schools have not been informed of their budgets for the next financial year. Officers stated that schools were given indicative figures in Sept / Oct 2022 with regard to additional funding, therefore they have submitted their

budgets on that basis. Schools will receive updated indicative figures in March.

- That the Capital programme of £10m does not have any projected costs or proposals up to and including 2027/28.

Scrutiny's Recommendations to Cabinet

There were no recommendations to the Cabinet.

Membership of the Learning and Skills Scrutiny Committee on 30-01-2023:

County Councillors: R G Thomas (Chair), A W Davies, C Kenyon-Wade, D Bebb, D Meredith, G D Jones, G Morgan, L Rijnenberg, L Roberts.

Co-Opted Members: K Chedgzoy, M Evitts, S Davies

Finance Panel – 01-02-2023

The Panel made the following observations:

The Panel welcomed:

- The reduction in the cost of financing the capital programme which had been of concern previously, however this is due to a higher level of revenue budget and delays in the capital program.
- The anticipated increase in capital receipts as a result of the asset review which is yet to be completed.
- The rigour in the process to develop the budget.

The Panel noted that:

- There would be a need to reimagine the Council and that work had commenced. However the Panel felt that this budget showed no evidence of radical change.
- The level of Council Tax had been set to protect the Council Tax base for next year but also took account of people's ability to pay.
- The Fire Authority levy had been set at over a 17% increase for 2023-24 and was anticipated to be at a lower rate in future years (budgeted at 5%)
- There was an assumption that a reduction in the rate of inflation would reduce future service budget pressures in the following year's budget.
- Whilst funding from Welsh Government in the settlement had been passported to schools, this did not cover all budgetary pressures and school governing bodies would need to take decisions to balance budgets which includes the use of budget recovery plans.
- Whilst schools had been protected in the current year due to Council utilities contracts, it was anticipated that costs would rise following the renewal of contracts from April.
- In their opinion schools had been unfairly treated in terms of the budget increase provided by the Council.
- In relation to the reduction of contributions to the Pensions Fund this had been considered by the actuaries from a position of prudence a point of view supported by the Scheme Advisory Board. In addition, the revised contribution

rates had included a buffer to provide a greater level of protection to the fund. The Finance Panel was reassured by the Section 151 Officer that the decision was prudent.

- Estimated pay awards have been included in service budgets and a sum was set aside and held corporately should pay awards be higher than those estimates.
- This was a standstill budget for most services which provided an opportunity for the Council to prepare for future years. Some Panel members felt that this was a lost opportunity to the urgent need to start to restructure council delivered services
- MTFs principles had been adhered to and reserves were used for one off pressures rather than recurring budget pressures.
- All budget pressures currently identified were included in the FRM.
- Whilst all budgets contained an element of risk, in the view of the Section 151 Officer the current budget contained the highest level of risk seen to date.
- There was no intention to increase the level of general fund reserves in the budget proposed. The General Fund Reserve will be maintained at a minimum of 4%

The Panel requested:

- That all Members be advised of the proposals for the reimagining of the Council once proposals had been prepared.
- That the figures in the profile of savings delivery quoted in the Council Impact Assessment be updated as they are currently incorrect.

The Panel remained unconvinced about:

- The use of one-off funding to balance the 2023/24 budget, the Panel believed, will have a negative impact on future budgets as it immediately increase the budget gap in the following financial year.

The Panel expressed concern regarding:

- Secondary schools falling into further deficit.
- The risk to schools in the next and future years due to the levels of funding provided.
- The reduction in the contribution to reserves for vehicle replacement for the Highways, Transport and Recycling Service and whether any review had been undertaken before the proposal was made. The Panel's view was that replenishing the reserves will be even more difficult in future years as WG funding is expected to be less.
- The role of the Education Service can be to advise schools what options are available to reduce costs. A school's budget is a decision for the Head Teachers and Governing Bodies, and therefore could impact on the deliverability of the proposed cost savings identified in the delegated budget line.

The Panel disagrees:

- That a reduction in the rate of inflation would remove pressures in the base budget.
- With the Cabinet Member that the underfunding of schools would not lead to a reduction in the teaching force in Powys.

- With the reduction in the Highways, Transport and Recycling Service reduction to the revenue contribution to the transport reserve as this is a one off reduction and will add further pressures in future years.

Scrutiny's Recommendation to Cabinet	Accept (plus Action and timescale)	Partially Accept (plus Rationale and Action and timescale)	Reject (plus Rationale)
1. That all Members be advised of the proposals for the reimagining of the Council once proposals had been prepared			
2. That the figures in the profile of savings delivery quoted in the Council Impact Assessment be updated as they are currently incorrect			
3. Production of timely information to the Finance Panel			
4. MTFS principles are maintained and followed			

Membership of the Finance Panel on 01-02-2023:

County Councillors A Davies (Chair), A Cartwright, Arwel Jones, J Pugh, E Vaughan, C Walsh.

Independent / Lay Member: G Hall.



Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



Learning and Skills Scrutiny Committee – 10-02-2023
Economy, Residents and Communities Scrutiny Committee – 13-02-2023
Health and Care Scrutiny Committee
Finance Panel – 13-02-2023

Scrutiny Observations to Cabinet on: 14-02-2023

The Economy, Residents and Communities, Learning and Skills, and Health and Care Scrutiny Committees and the Finance Panel met or considered the following document between 10-02-2023 and 13-02-2023:

- Amendment to Draft Budget proposed 2023 – 2024

The Scrutiny Committees and the Finance Panel thank the Portfolio Holders and officers for attending scrutiny.

Health and Care Scrutiny Committee –
No meeting held; comments received by Committee Members recorded below:

Scrutiny made the following observations:

Adults Services:

The Committee welcomed:

- The removal of the £120k saving due to the need to undertake a review of Older Day Services first, following which a better understanding of potential savings could be gained.
- The review of Older Day Services and the potential for new models of delivering the service with the possibility of extending services through the county.

The Committee expressed concern that as the UK Mileage Allowance rate set by HMRC for standard mileage reimbursement was currently set at 45p per mile (first 10,000 miles) an increase of the mileage rate for external providers above that limit would lead to a tax liability for those individuals on the additional mileage rate paid.

Children's Services:

The Committee welcomed:

- The additional information provided to the Committee in respect of legacy cases.

The Committee requested information regarding:

- How does the Service ensure that when considering demographic pressures which will result in increased referrals, that these take into account the additional Children Looked After which are cared for by the Council, which might not have needed to be in care if preventative and early help services had been provided to them at an earlier time.
- High cost and complex out of county placements. What is being done to consider whether these are the most appropriate placements for these children and is the Service satisfied that these costs are being paid for by the correct organisation (i.e. not health related)

There were no recommendations to the Cabinet

Membership of the Health and Care Scrutiny Committee

County Councillors: A Jenner (Chair), G.E. Jones, G Preston, G Ratcliffe, B. Breeze, J Ewing, L Rijnenberg, C Robinson, E Roderick, E. Vaughan, C Walsh, J Wilkinson, G Morgan, C Kenyon-Wade.

Economy, Residents and Communities Scrutiny Committee – 13-02-2023

Scrutiny made the following observations:

Highways, Transport and Recycling (HTR)

The Committee welcomed:

- The HTR service are considering other types of fuels including hydrogen.
- Confirmation of Welsh Government funding (£300k) for the infrastructure at Brecon and Abermule.
- In-house technicians will be upskilled to maintain electric vehicles and future proof the service.

The Committee noted that:

- In response to questions regarding servicing frequency that under 3.5 tonnes were serviced every 26 weeks and over 3.5 tonnes on a more frequent basis. Vehicles over 7.5 tonnes were carried out on a 6 weekly basis.
- Vehicles currently retained for 7 years; this could be extended with regular maintenance.
- The service will be reviewing infrastructure requirements as well as vehicle reserve dependent on future requirements.

The Committee received assurance that:

- The 6 weekly maintenance schedule would give enough time to identify issues to ensure resilience in the workshops and could use external providers when necessary.
- Back up vehicles and contingency plans were in place to avoid disruption; however, disruption was usually down to staff sickness rather than vehicle availability.
- Whilst there was some risk in reducing the depreciation fund it was not a high risk.
- There was sufficient funding within reserves to replace vehicles in the current year.

There were no recommendations to Cabinet.

Membership of the Economy, Residents and Communities Scrutiny Committee on 13-02-2023:

County Councillors: A Davies (Chair), D Bebb, A Cartwright, B Davies, I Harrison, Adrian Jones, Arwel Jones, K Lewis, G Mitchell, C Walsh, S Williams

Learning and Skills Scrutiny Committee – 10-02-2023

Scrutiny made the following observations:

The Committee welcomed:

- The establishment of the energy management fund.

The Committee noted:

- That schools are expected are responsible for managing individual budgets and to try and do as much as possible to address budget pressures and identify potential savings. The School's Service was continuing to work with schools to identify potential savings, although the final decision was for the Headteacher and Governing Body.
- That rolling out the Cover Supervisor model (which was currently in place in secondary schools) to all schools could potentially save £720k across the county and was a decision for Headteachers and Governing Bodies.
- That the intention was not to distribute the fund through the formula and a clear definition and criteria would be established for the distribution of the fund. Schools would be involved in identifying the definition and criteria.
- In response to a question as to whether the fund could be used for purposes other than dealing with energy pressures, it was clarified that the fund was a one-off and primarily to deal with energy pressures and it would be inappropriate to use it for long term funding such as staffing. It was also recognised in the FRM (Finance Resource Model) that energy pressures could remain for longer than the current year in which case this would need to be addressed in next year's budget.
- The concern of the schools Forum regarding the level of the fund and its equitable distribution across schools.
- In response to a question as to whether at the end of the current financial year there was a cut in real terms in school funding, that this was not the case and school budgets were increasing although would not be covering all the budget pressures. In addition, all services were facing a reduction in budgets and all funding provided for schools in the Welsh Government settlement had been passported to schools.

The Committee requested that:

- Scrutiny be given the opportunity to consider the definition and criteria prior to a final decision by the Cabinet.
- Scrutiny be provided with additional confidential information regarding the position of individual schools' budgets to be able to assess the potential impact of the fund.

The Committee remained unconvinced about:

- The distribution of the fund equitably amongst schools.
- The impact of the fund on secondary schools.
- That the proposed budget would not lead to staff redundancies in schools.

The Committee expressed concern:

- That schools could start the process of reducing staff before being aware of whether the fund could be used to assist them in addressing budget pressures. However, in response it was highlighted that this position was unlikely to occur as the Schools and Finance Service had been working with schools since the Autumn on indicative budgets and all factors including use of the fund would be considered before schools having to look to reduce staff.
- That the fund was to assist schools which are in real difficulty, but in reality, this could be due to other budget pressures rather than energy costs. In response, it was noted that the criteria for use of the fund would determine its use, which would include energy efficiency. Any case for funding would need to be backed up by a business case and it was suggested that applications would be assessed by a panel.

The Committee suggested:

- That the most appropriate use of the fund would be if it was targeted and used on energy saving measures before being considered for other uses.

Scrutiny's Recommendations to Cabinet

Scrutiny's Recommendation to Cabinet	Accept (plus Action and timescale)	Partially Accept (plus Rationale and Action and timescale)	Reject (plus Rationale)
1. Scrutiny be given the opportunity to consider the definition and criteria prior to a final decision by the Cabinet			
2. Scrutiny be provided with additional confidential information regarding the position of individual schools' budgets to be able to assess the potential impact of the fund			

Membership of the Learning and Skills Scrutiny Committee on 10-02-2023:
 County Councillors: R G Thomas (Chair), A W Davies, C Kenyon-Wade, D Bebb, G Morgan, L Rijnenberg, L Roberts.
 Co-Opted Members: K Chedgzoy, M Evitts, S Davies

Finance Panel – 13-02-2023

The Panel made the following observations:

The Panel welcomed:

- The work undertaken by Finance Officers and Heads of Service in relation to the improvement in the financial position during this year by reducing spending to address inflationary pressures.

The Panel noted that:

- The £287k for Freedom Leisure was now to be funded from the Council's base budget and a contribution from reserves is not required. Reserves therefore, do not need to be replenished releasing the £287k for allocation elsewhere.
- This funding is proposed to be redirected to support energy costs and energy efficiency measures in schools.
- The £500k schools fund would be allocated based on detailed criteria which has not yet been developed. The fund is not proposed to be distributed as part of the school funding formula.
- Directing the fund towards energy efficiency schemes would have a long-term benefit.
- The fund would not be used to meet school budget deficits.
- In respect of the £120k saving for Adult Social Care, concern had been raised by the Health and Care Scrutiny Committee as to whether this was achievable as the review had not been undertaken. Therefore, it had been withdrawn.
- It was difficult to judge the impact of the additional funding for schools until the criteria had been established.

There were no recommendations to the Cabinet.

Membership of the Finance Panel on 13-02-2023:

County Councillors A Davies (Chair), A Cartwright, Arwel Jones, J Pugh,
P. Lewington, C Walsh.

Independent / Lay Member: G Hall.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE → COUNTY COUNCIL
14 February 2023 → 23 February 2023

REPORT AUTHOR: County Councillor James Gibson-Watt,
Leader of the Council and Portfolio Holder for an Open
and Transparent Council

REPORT TITLE: Corporate and Strategic Equality Plan (2023-2027)

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to present the Council's new **Corporate and Strategic Equality Plan: Stronger, Fairer, Greener (2023-2027)** for consideration, and to seek Council's endorsement for its adoption and publication.
- 1.2 The Council's Corporate and Strategic Equality Plan (available in Appendix A) sets out our new well-being objectives and the actions we need to take to deliver them.

2. Background

- 2.1 The Corporate and Strategic Equality Plan is presented to Council for the first time in support of the new ambition: **To build a stronger, fairer, greener Powys**. It introduces the three corporate objectives that are its core aim:
 - We will improve people's awareness of services, and how to access them, so that they can make informed choices.
 - We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.
 - We will work to tackle poverty and inequality to support the well-being of the people of Powys.
- 2.2 The Plan was developed using the priorities in the Progressive Partnership for Powys, which were presented by Cabinet in May 2022 following the Local Government Elections. Since then, Cabinet has collaborated with councillors and colleagues from across the Council to determine the new corporate direction for 2023-2027. A public consultation took place throughout December 2022, and feedback from all consultation activities (both internal and external) was considered.
- 2.3 The publication of this plan in April 2023, will ensure we meet our statutory obligations set out in the Well-being of Future Generations (Wales) Act 2015. These require the Council to implement well-being objectives in accordance with the 5 Ways of Working as well as to show how we will maximise our contribution to the 7 Well-Being Goals, as well as ensuring that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).

- 2.4 Services throughout the Council have developed their Integrated Business Plans (IBPs) for 2023-2027 in conjunction with the new corporate objectives and actions, as detailed within the Corporate and Strategic Equality Plan. The IBPs set out the detailed actions that will be taken, and the resources required, to achieve each objective.
- 2.5 Once the Corporate and Strategic Equality Plan commences, there may be a need for performance measures detailed within the Plan to be amended, as further work will need to be undertaken to refine how we monitor delivery against the Plan.

3. Advice

- 3.1 It is proposed that the Corporate and Strategic Equality Plan (provided in Appendix A) is approved for publication and is implemented and reported upon from 01 April 2023.
- 3.2 It is required that the Plan, once approved, is reviewed annually to ensure that the objectives and supporting activities are still the most relevant for delivering improved outcomes for Powys people and communities, as well as ensuring the plan remains realistic and achievable within the challenging financial climate.
- 3.3 It is advised that the Council continues to integrate its Strategic Equality Objectives into the Corporate Plan, to ensure that equality is integral to how we plan and act and provides the basis for delivering the ambition.
- 3.4 The Plan has been aligned to 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.

4. Resource Implications

- 4.1 The development of the Integrated Business Plans for each service requires that the financial and workforce requirements for the delivery of each activity are identified and considered, ensuring that resources are allocated to deliver the objectives of the Corporate and Strategic Equality Plan.
- 4.2 The Section 151 Officer can support the recommendations on this basis.

5. Legal implications

- 5.1 Legal: The recommendation can be supported from a legal point of view.
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Comment from local member(s)

6.1 N/A – this proposal relates to the whole county.

7. Integrated Impact Assessment

7.1 An Impact Assessment of the Corporate and Strategic Equality Plan 2023-2024 has been undertaken and is attached. However, each service is required to undertake an Impact Assessment of the individual activities within the Plan when developing their Integrated Business Plan.

8. Recommendation

8.1 **It is recommended that the proposed Corporate and Strategic Equality Plan (as outlined in Appendix B) is approved for publication, with implementation from 01 April 2023 considering the recommendations provided in Appendix A, based upon engagement and scrutiny activity.**

8.2 The recommendation above will ensure:

- The Council has a clear Corporate and Strategic Equality Plan, and that activities are focused on delivering the objectives.
- That the Council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government and Elections (Wales) Act 2021 and the 2010 Equality Act and, more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Contact Officer: Catherine James, Head of Transformation and Democratic Services

Tel: 01597 826768

Email: Catherine.james@powys.gov.uk

Head of Service: Catherine James, Head of Transformation and Democratic Services

Corporate Director: Emma Palmer, Director of Corporate Services

Appendix A – Engagement and Scrutiny Recommendations

Summary of recommendations from engagement activity

Following engagement activity during the Winter, a summary of the responses has been provided within the attached document pack. Responses from this survey have been analysed and the below recommendations have been identified:

ID	Recommendation	Response
R1	Strengthening the work being undertaken to support the Welsh Language, drawing links to workstreams such as the Welsh Language Strategy	Accept – additional detail added to Welsh Language section within equalities section
R2	Ensure that access to arts and cultural assets are included more prominently within objective 1, “We will improve people’s awareness of services, and how to access them, so that they can make informed choices”	Reject – Whilst arts and culture are important areas in supporting the people of Powys, the detail of accessing specific arts and cultural assets would be contained within Service areas Integrated Business Plan.
R3	To further demonstrate the links between job creation and economic development within the Plan, and further strengthening objective 2, “We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation” to reflect this	Accept – additional wording added to Objective 2 to strengthen this area.
R4	Many respondents did not understand the roles and responsibilities of the Council and its wider Partnership plans, provide a section within the plan detailing the most prominent partnerships, include the Public Service Board, Regional Partnership Board and Corporate Joint Committee	Reject – links to various Partnership plans such as the Regional Partnership Board and Public Service Board are contained within the “What other plans and strategies do we have in place to support these objectives?” section of the Plan.

Summary of recommendations from Scrutiny Committees

At the time of writing, the Corporate Plan has been presented before Learning and Skills Scrutiny Committee and Economy, Residents and Communities Scrutiny Committee. They have provided the following recommendations:

ID	Recommendation	Response
R5	The role of partnership working and how this plan fits within the wider Partnership planning landscape is incorporate within the document for clarity	Reject – links to various Partnership plans such as the Regional Partnership Board and Public Service Board are contained within the “What other plans and strategies do we have in place to support these objectives?” section of the Plan.
R6	Objective 1 is strengthened in content to reflect its ambition of co-production and more information is provided around how communities can be supported to get involved and be engaged with	Reject – this is already included within objective 1
R7	Objective 3 is strengthened in content to reflect further around the role and aspirations of developing community enterprises	Accept – additional wording added to Objective 3 to strengthen this area.
R8	To consider if the target of 350 Council houses is ambitious enough or appropriate due to the number of people awaiting council housing	Partially reject – Housing Services believe the target to be appropriate; but additional detail has been added to the Plan to reflect that this is both new-build properties and purchasing properties.
R9	To further reflect upon the rural nature of Powys within the Corporate Plan	Accept – linkages to rural cost analysis have been identified and embedded within Plan

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

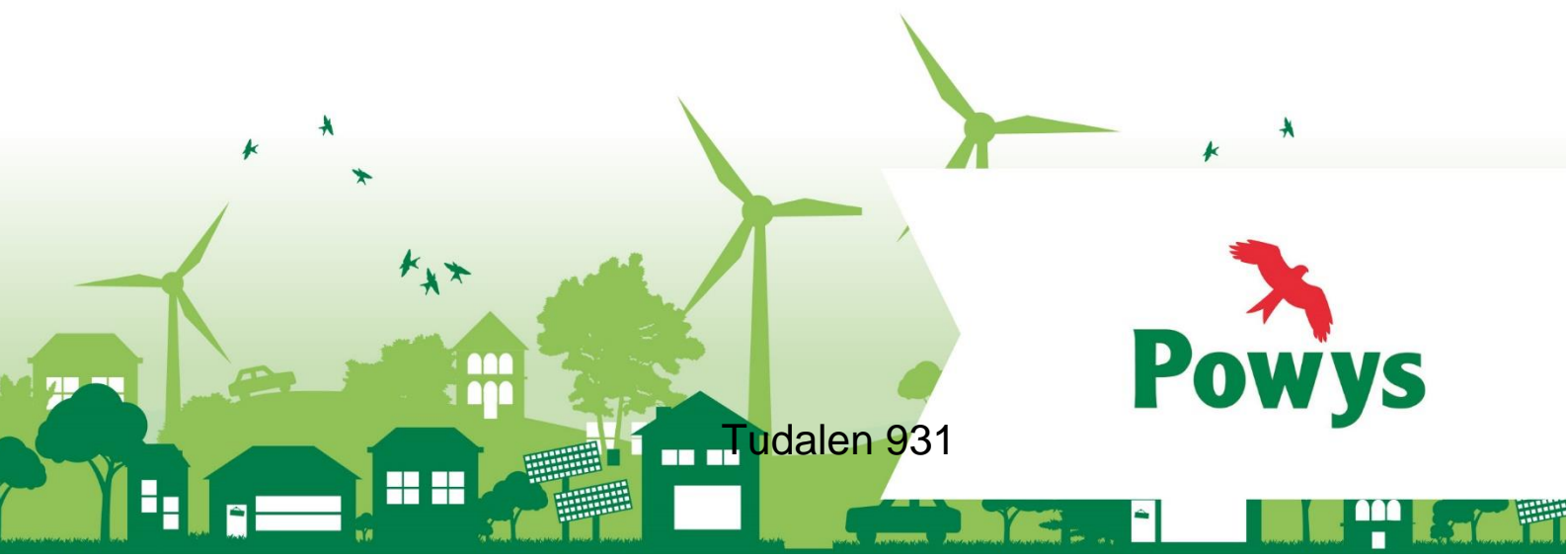
Stronger, Fairer, Greener

Our Corporate and Strategic Equality Plan

2023-2027

STRONGER
— fairer —
GREENER

Mae'r ddogfen hon hefyd ar gael yn Gymraeg



What is this document?

This document is the Council's Corporate and Strategic Equality Plan, which sets out our well-being objectives, and what action we need to take to deliver them.

The purpose of this Corporate and Strategic Equality Plan is to present the well-being priorities for Powys County Council for the years 2023 to 2027.

Accessibility/Contact us

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YouTube: [Cyngor Sir Powys County Council](https://www.youtube.com/CyngorSirPowysCountyCouncil)

We are committed to making our services, including our websites and applications, accessible to all, removing barriers (where reasonable), and giving due regard to all groups when making decisions.

If you would like this publication in an alternative format or larger font, please contact us using the details on this page.

How was this plan developed?

To develop this plan, we used information to make sure that our plans are based on the evidence of what is needed, and what matters most to people in different communities in Powys. This helped us to better understand the situation so that we could prioritise what we plan to do.

We were able to use a lot of the information from the recent [Powys Well-being Assessment](#), the [Well-being Information Bank](#), and the [Population Needs Assessment](#). Alongside this, we also undertake a [self-assessment](#) annually, which informs our future direction. We asked the people of Powys for their thoughts using an online engagement survey, which was available between Monday 28 November and Friday 23 December 2022. The consultation was published on Monday 28 November 2022, and was promoted through social media and circulated to a number of stakeholders representing people with protected characteristics. All responses to the consultation were then considered when finalising the content of this Plan. The results of the survey are available [here in the Corporate Plan Survey](#).

We would like to hear from you. Please let us know what you think of this plan or about any problems you have experienced or are currently experiencing. We value your views and will use them to change and improve services in the future. If you would like to tell us how you think we are doing or to share your thoughts about our plan or any of our other work, please contact us using the details above, or use our online engagement tool called [Have Your Say](#).

Key facts about Powys County Council

- Powys County Council covers Powys, which is the largest county in Wales geographically (5,200 km²) and has a population of 133,200 people (2021 Census, ONS).
- About the people of Powys (Census 2021, ONS):
 - 50.7% female, 49.3% male
 - 16% are aged 0-15, 57% aged 16-64 and 28% aged 65 and over
 - 55.8% of people aged 16+ are economically active, including 53.9% in employment and 1.9% unemployed. 43.1% are economically inactive, including 29.5% retired, 3.6% homemakers and 4.3% long term sick or disabled.
 - 16% are Welsh speakers.
 - 50.7% of people are religious, with 48.9% identifying as Christian, 0.4% as Buddhist and 0.3% as Muslim
 - 2.3% of people are Black, Asian and minority ethnic (*Asian, Asian British or Asian Welsh, Black, Black British, Black Welsh, Caribbean or African, Mixed or Multiple ethnic groups or other ethnic groups*). 97.7% are white.

- 4.2% of people were born in EU countries or other countries, 95.7% were born in the UK.
- 2.3% of people are Gay or Lesbian, Bisexual, or other sexual orientation, 89% are straight/heterosexual (8.7% did not answer the census question)
- 0.3% of people's gender identity is different from their sex registered at birth, 92.7% of people's gender is the same as their sex registered at birth
- There are 60,184 households with an average household size of 2.2 people
- 34.7% of households are not connected to the gas network and heat their homes through oil, wood, solid fuel or tank/bottled gas
- 45% of people volunteer (National Survey for Wales, Welsh Gov, 2022)
- 9% of people feel lonely (National Survey for Wales, Welsh Gov, 2022)
- 9% of people are in material deprivation (National Survey for Wales, Welsh Gov, 2022)
- The county consists of 13 localities, with the largest population living within Welshpool and Montgomery locality (18,438), and the smallest population living within Llanfair Caereinion locality (6,216) (2021 Mid-year estimates, ONS).
- Powys covers a quarter of Wales' landmass and with a small population and large geographical cover, the average population density is only 26 people per square kilometre (Welsh average 153 km²). To put this in perspective, Cardiff's population density is 2,620 people per km², and London has a population density of 5,727 people per km². Powys is the most sparsely populated local authority in all Wales and England.
- Powys County Council has 68 elected Councillors representing 60 wards. They are from a range of political parties, including Welsh Liberal Democrats, Welsh Conservatives, Welsh Labour, Independents, Independent's for Powys, Plaid Cymru, Green Party, and several who are non-aligned. Of these councillors, 68% are male, 31% are female and 1% are non-binary. (30/09/2022)
- Powys County Council has a large workforce, with 3,288 people/2,488 full-time equivalent (FTE) (5,968 people/4,564 FTE including school staff) on 31st December 2022. This consists of 2,165 females and 1,120 males (5,963 females/1,756 males including school staff). These staff support the organisation in delivering a range of statutory and non-statutory services to the people of Powys.
- Annually, the Council has a budget of £x to deliver its services, with a forecast spend of £x for 2022-23 (on 31st December 2022). This budget is generated from Welsh Government, Council Tax income and other opportunities.

What is this document?.....	0
Accessibility/Contact us	1
How was this plan developed?.....	2
Key facts about Powys County Council	2
Our Council.....	5
About Us.....	5
Our Objectives	8
Stronger, Fairer, Greener Powys.....	8
What do we need to do to get there?.....	8
How do our well-being objectives support the seven Well-being Goals for Wales?.....	9
What other areas do we need to consider throughout the plan?	10
How do we plan to deliver this?	12
Objective 1 - We will improve people’s awareness of services, and how to access them, so that they can make informed choices	12
Objective 2 - We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation.....	15
Objective 3 - We will work to tackle poverty and inequality to support the well-being of the people of Powys	18
How do we support equalities within Powys?	22
How will money be spent to support the plan?	24
What other plans and strategies do we have in place to support these objectives?	25
Our Transformation Portfolio	26
Reviewing the plan	27
An Open and Democratic Council: Governance and Performance.....	27
Appendix.....	29
Appendix A.....	29

Our Council

About Us

The diagram below shows Powys County Council's Cabinet. At each local government election, the majority political party nominates one of its members to be the Leader of the party and of the Council. The last elections were held in May 2022, and at the Council's Annual General Meeting on 26 May 2022, Councillor James Gibson-Watt was elected Leader. The Cabinet is made up of a group of councillors that are chosen by the Leader of the Council in consultation with other political groups. The members of the Cabinet are each responsible for specific areas of the Council's work, called a portfolio, and so members of the Cabinet are also called Portfolio Holders. The members of the Cabinet are responsible for the activities and policies within their portfolio, and they are key decision makers for the Council. They make decisions about how your money is spent and how services are delivered. The Cabinet is responsible for making sure that Council activities help to meet the Council's plans, including overseeing the delivery of this plan – our Corporate and Strategic Equality Plan. A full list of all Powys County Councillors, including information about how to find your local Councillor, is available on our website by visiting <https://en.powys.gov.uk/findmycouncillor>



Leader and Cabinet Member for an Open and Transparent Powys:
Cllr James Gibson-Watt



Deputy Leader and Cabinet Member for a Fairer Powys:
Cllr Matthew Dorrance



Cabinet Member for a More Prosperous Powys:
Cllr David Selby



Cabinet Member for Finance and Corporate Transformation:
Cllr David Thomas



Cabinet Member for a Caring Powys:
Cllr Sian Cox



Cabinet Member for a Safer Powys:
Cllr Richard Church



Cabinet Member for a Learning Powys:
Cllr Pete Roberts



Cabinet Member for a Greener Powys:
Cllr Jackie Charlton



Cabinet Member for Future Generations:
Cllr Susan McNicholas /
Cllr Sandra Davies



Cabinet Member for a Connected Powys:
Cllr Jake Berriman

Leader and Chief Executive Joint Introduction

We are pleased to present the 2023-2027 Corporate and Strategic Equality Plan for Powys County Council.

Following the Local Government Elections in May 2022, this is the first Corporate Plan published in support of our new ambition to 'Build a stronger, fairer, greener Powys'. Over recent years, the environment in which we all live and work has changed significantly and has created additional hardship for people and organisations alike. Our fellow Councillors and staff fully recognise that the disruption of the COVID-19 pandemic has been compounded by further challenges, including the cost-of-living crisis and increased fuel poverty. Our Plan provides an overview of the key areas that we, your elected Councillors and the wider Council workforce, will be prioritising over the coming months and years. We have great ambitions for the future of Powys, which were detailed in the [priorities](#) in the [Progressive Partnership for Powys](#), and see this plan as our way to deliver against these priorities. We know that we must plan realistically to meet our aims and provide the support that is needed. Our plan will develop over time, and we are committed to being proactive and to respond to changes as they happen so that we can continue to provide the best possible public service.

However, we know that there are challenges ahead. For many years Powys County Council has been negatively impacted by budget restraints. Our [Rural Cost Analysis](#) detailed how providing sustainable services within a large rural county like Powys is challenging. This is why we have committed to begin re-imagining the Council to ensure that it remains sustainable beyond the life of this plan, by looking at what, how, why, and where we are providing facilities and supporting service delivery.

It is our priority that all people in Powys are engaged in the discussions about how the Council works, the decisions it makes, and how we invest our resources. This is why we are committed to being an open and transparent Council that involves people and communities at all stages of our work. We would like to encourage you to help us by sharing your thoughts and suggestions (please see page 1 for details of how to get in touch).

We want to create an environment that is fair, healthy, enjoyable, and sustainable. Powys is a rural county of iconic landscapes, with many wonderful towns and villages. We will protect and develop our physical environment so that the county is both beautiful and prosperous. We are continuing to develop ways of reducing our negative impact on the climate and nature, including decarbonising our work, buildings, and vehicles, becoming a Net Zero Council by 2030, and promoting and protecting biodiversity and habitats. The Council has a significant role to play in

creating a greener future for our county. This work is so important that we have dedicated resources, specialist officers, and focused projects separate to our Corporate and Strategic Equality Plan.

People are the heart of Powys. Our objectives, which are detailed in this Plan, focus on areas that we can improve or develop to make people's lives better, both as individuals and as communities. We will continue to promote equity, equality, and diversity in everything we do, whether that is as an employer or a public service. Your Council is dedicated to supporting all members of our diverse communities so that, together, we can **'Build a stronger, fairer, greener Powys'**.

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Our Objectives

Stronger, Fairer, Greener Powys

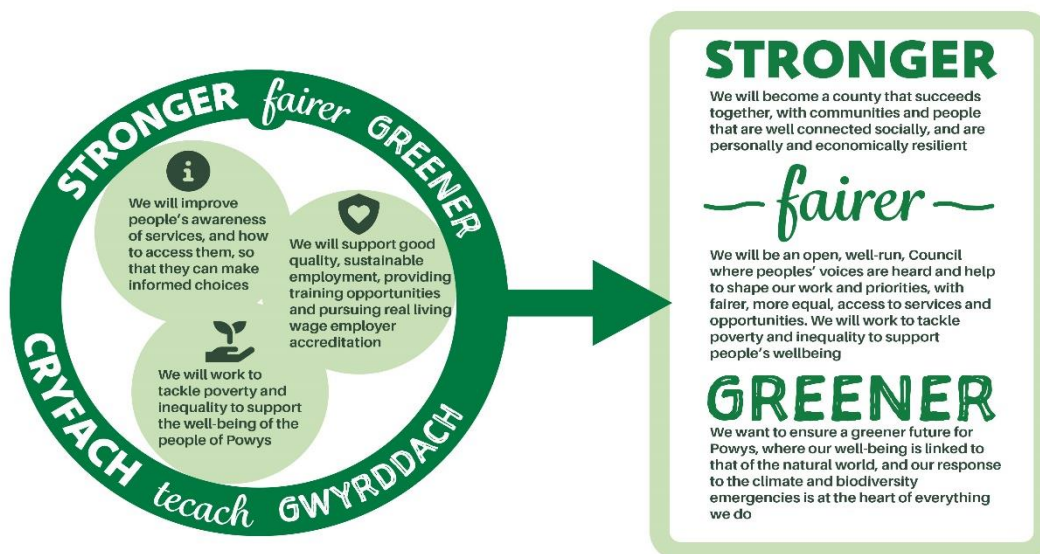
Our ambition is that by 2027, we will be:

- **Stronger** - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient.
- **Fairer** - We will be an open, well-run, Council where people's 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.
- **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.

What do we need to do to get there?

To achieve our ambition, we have set the three objectives below that are the core aims of this Corporate and Strategic Equality Plan:

1. We will improve people's awareness of services, and how to access them, so that they can make informed choices.
2. We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation.
3. We will work to tackle poverty and inequality to support the well-being of the people of Powys.



However, it is important to note that not all activities outlined in the Council form part of this Corporate and Strategic Equality Plan. Some activities that will help us achieve our ambition and key aims are already underway, managed by different Council services, and these will be improving continuously. Some form part of our Integrated Business Planning process and others form part of the Council's Transformation Portfolio.

How do our well-being objectives support the seven Well-being Goals for Wales?

In developing the well-being objectives for the Council, we considered the seven important Goals that have been identified for Wales as part of the Well-being of Future Generations (Wales) Act 2015, and how our objectives will help to achieve the national Goals. This is shown below:



More information about these areas is available on our website [HERE](#). Further details of how this supports those with protected characteristics is available in [Appendix A](#) and in the Impact Assessment. The Impact Assessment assesses how each objective might impact upon different types of people and communities, considering the seven well-being goals, five ways of working, protected characteristics, socioeconomic disadvantage and the climate and nature emergencies. It can be viewed by visiting [Impact Assessment – Corporate Plan](#) .

What other areas do we need to consider throughout the plan?

Climate and Nature: Tackling the Climate and Nature Emergency

To support the Council's declaration of a [Climate Emergency](#) in September 2020, and [Nature Emergency](#) in October 2022, we are working to become a net-zero Council by 2030 and will support Powys to become a net-zero County by 2050, and a national leader in protecting and enhancing nature. To achieve this, we have the following dedicated plans in place:

- [Nature Recovery Action Plan \(Biodiversity and Resilience of Eco-Systems Duty - Section 6, Environment \(Wales\) Act 2016\)](#)

The Powys Nature Recovery Action Plan (PNRAP) has been developed in consultation with the Powys Nature Partnership, a group of organisations and individuals committed to reversing the declines in biodiversity across Powys. The PNRAP is intended to guide the work of the Partnership, to stimulate project ideas, to direct conservation efforts, and to provide a rationale for local action.

- [Climate Strategy](#)

This is a strategy that is "fair to all" meaning outcomes will be fair, transformative, evidence-based, collaborative, and able to evolve in line with emerging technologies, changing individual and community behaviours, and new scientific findings. All people in the County will be involved in the delivery of climate action. The action plans which will support the delivery of this Strategy and its outcomes will enable a transition for the county that is accessible and possible for all.

We understand the importance of the environment, as Powys is a large, rural county with a range of green and blue spaces, like woodland, national parks, rivers and lakes. We are committed to increasing our focus on climate and nature. As part of this, we are working to include these important areas as part of our [impact assessment](#) process by introducing a Climate and Nature Decision Wheel. It is expected that this will improve our decision-making so that evidence is used to help us fully think through the wider implications of our decisions, for both the people of Powys and the Council.

We recognise these are shared issues that affect all people and communities within Powys, as documented in the environment chapter of our [well-being assessment](#). We are working with our key partner organisations as part of the [Powys Public Service Board](#) to take collective action to make a positive difference to improve the climate and nature approach in Powys and the thriving natural world that we all depend on for life. More information about how we plan to do this is in the [Powys Well-being Plan](#).

Equalities

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.

Developing Prosperous Towns and Villages: The Local Development Plan

We are creating our new [Local Development Plan](#), which will support the aims of this Corporate and Strategic Equality Plan. It will shape the future of Powys as it will outline opportunities for future development and land use in the county. It considers a variety of topics, including making sure that decisions consider the impact to the planet, that housing is built in the areas where people need or want to live, and that services are provided in the places where they are needed.

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How do we plan to deliver this?

Objective 1 - We will improve people's awareness of services, and how to access them, so that they can make informed choices

We are committed to running an open and democratic Council that regularly engages with people and communities. We will work to ensure that the people of Powys understand what services the Council provides. We want to make information easy to access, so that people can find what they need in ways that best suit their needs. We will monitor our services and our communications so that we are confident that we are sharing information with people quickly and effectively. We will support communities, whether it be our large towns or rural hamlets, to help them co-produce solutions to meet their own needs where possible.

What do we know?

- The Cultural and Community chapter of our [Well-being Assessment](#) considers how many elements of communities come together to improve their well-being; including topics such as volunteering, food banks, participation in cultural life and anti-social behaviour. An engagement activity, [Living In Powys](#), that was undertaken as part of our well-being assessment identified how communities coming together, re-connecting people and places, and supporting independence were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how they interact with Services
- [Future Proofing Powys](#) identified that 51% of people believe that it is very important that we “continue to develop innovative ways of working which will ensure long term sustainability of support”, with 24% supporting the need to “develop and promote more online services” for the future.
- The [Development of Community Hubs in Powys libraries](#) consultation highlighted how residents felt the “lack of places where I can get face to face support” as the largest barrier to accessing services, with many seeing the cost of broadband and coverage as the main barriers to accessing services digitally.

What are we already doing?

- We keep reviewing how effective our work is in helping people to access the advice and support they need from us. This includes finding out how easy people feel it is to find what

they need, and how quickly they can access support, through work such as our ongoing public survey, [Have Your Say](#), alongside our [complaints, compliments, and comments](#) process.

- We are working to make sure that people access our services at the earliest possible time, to either stop something before it happens (prevention) or to provide help quickly once something has happened (intervention).
- We are constantly adding new information to our website so that people can search for what they need or want. This includes introducing tools that help to make it easier to use, like better search options, and more accessible options for people who use screen readers or British Sign Language.
- We have welcomed the opportunity for the public to participate in Council meetings and have been looking at ways that we can do this better.
- We have reviewed our Asset Management Strategy which outlines how our assets are utilised in a sustainable way to meet the existing and projected needs of the Council without impacting on future generations and, where possible, supporting the social, economic, and environmental well-being of the communities it represents.

What will we do?

- By March 2024, we will make it easier for people to understand what they can expect from the Council when they contact us, including guidance on waiting and response times.
- By March 2025, we will have evaluated the leisure provision within Powys and will have developed an updated plan for our service offering and facilities, and how people access them.
- By March 2026, we will have reviewed the ways that people can access Council services and will consider what options may be available to make our services more accessible to people within our communities.
- We will be undertaking Social Services Transformation across adult social care and children's social care to review and re-design our services to support people to meet their needs.

How will we measure performance against this objective?

Measure Type	Measure
How much?	<p>Number of contacts to Powys County Council (Number of times people have contacted the Council)</p> <p>Number of people in Powys with access to preventative digital solutions</p> <p>Number of contacts to social services (ASSIST and Front Door)</p> <p>Number of people accessing leisure facilities</p>
How well?	<p>Percentage of customers satisfied with their responses when contacting the Council</p> <p>Percentage of leisure users who are satisfied or more than satisfied with the service</p> <p>Percentage of council tenants satisfied with satisfied with the service provided by the Council's Housing Services (bi-annual survey as part of the All-Wales STAR survey – next survey is due in 2023-2024)</p> <p>Number of contacts to social services (ASSIST and Front Door) receiving information and advice</p> <p>Percentage increase in user (active) participation</p> <p>Percentage of children, young people and their families report that they achieve their family goal through accessing Early Help</p> <p>Percentage of young people who use the Intervention and Prevention services demonstrate positive progression</p>
What difference?	<p>Percentage of children who the Intervention and Prevention Service work with around family breakdowns will remain with their families safely</p> <p>The percentage of people accessing leisure facilities who report positive well-being.</p> <p>The percentage of people satisfied with the local area as a place to live (a high number is better)</p>

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

Objective 2 - We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation

We understand the importance of running a Council that is efficient so that it can deliver its services to the people of Powys in an effective way. We are committed to creating a workplace that provides worthwhile work and sustainable careers. We will ensure that the Council is a fair employer, and that we seek to become an accredited real living wage employer to help ensure that we support as many people as possible to meet the basic costs of living, whilst supporting the wider economy.

What do we know?

- The Economy chapter of our [Well-being Assessment](#) considers many areas where economy impacts such as jobs and wages, tourism, businesses and connectivity, and what the current situation is for Powys. An engagement activity, [Living In Powys](#), that was undertaken as part of our well-being assessment identified how jobs and wages and businesses were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how there is a need to build the future workforce to be able to support people of Powys.
- An [Employment and Skills](#) survey highlighted how recruitment is the most significant challenges affecting businesses, alongside the geographical location and type of work being the most significant challenge to retention.
- The 2022 staff survey highlighted how 80% of employees felt proud to work for Powys County Council, and 71% feel valued as someone who provides a service that benefits Powys residents.
- [Child Poverty In Powys](#) identified that 96% of people felt that the Council needs to do more to attract local, well-paid jobs, whilst 93% felt that the Council needs to do more to provide skills and training opportunities.

What are we already doing?

- We continue to provide apprenticeship opportunities for people to develop the skills needed for the roles within the Council. These are advertised on our main [recruitment](#) website.
- We offer staff relevant development opportunities, including leadership development, short courses, and qualifications so that Council staff can maintain their continuous professional development and provide an effective and efficient service.

- We provide specific training schemes for jobs that we find it difficult to recruit to, like the 'Grow Our Own Social Worker' project, which focuses on providing training for staff that wish to become qualified Social Workers.
- The Council completes comprehensive workforce planning each year to ensure that it has the right staff in place with the right skills and experience. A corporate learning and developing plan will be delivered to meet the identified needs.
- The Council already pays the Real Living Wage to all staff and from April 2023 to its Apprentices.
- We provide offer the 'Care First' employee assistance programme, which is a 24-hour confidential support service that is available for staff to access voluntarily. It provides advice, guidance, and counselling services, as well as tips to help staff improve their general well-being.
- [Communities for Work Plus](#) continues to support people to get into work.
- We continue to provide support to adults with disabilities to seek employment or volunteering opportunities.
- The [Mid Wales Regional Skills Partnership](#) continue to develop workforce skills based upon local need.
- Young people are being supported to develop their education and skills through the [Transforming Education](#) programme.

What will we do?

- By December 2023, we will have further improved the Council's recruitment processes and practices so that it is easier for people to apply for jobs with the Council.
- By March 2024, we will have implemented a range of initiatives to attract more people with the right skills to apply for jobs with the Council.
- By March 2024, we will guarantee interviews for Armed Forces veterans.
- By March 2026, we will establish a fair pay commission that will set out how the Council will become a fully accredited living wage employer. We will do this in consultation with trade unions and our partners.

How will we measure performance against this objective?

Measure Type	Measure
How much?	<ul style="list-style-type: none"> Number of apprentices within the Council Number of learners enrolled in local authority community learning per 1,000 population (a high number is better) Percentage of individuals paid through contractors being paid the real living wage
How well?	<ul style="list-style-type: none"> Number of vacancies Staff turnover rate Sickness absence rate Percentage of recruitment exercises leading to a successful appointment on first advertisement of the role Number of guaranteed interviews offered to Armed Forces veterans who meet the criteria
What difference?	<ul style="list-style-type: none"> Percentage of staff who feel valued/highly valued as someone who provides a service that benefits Powys residents Percentage of staff who feel proud/very proud to work for the Council Percentage of staff who report good/excellent well-being The equality and diversity of the workforce better compares to the demographics of the people of Powys (a high number is better) The applicants and staff appointed [to jobs] reflect (generally) the equality and diversity of the people of Powys (a high number is better)

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

Objective 3 - We will work to tackle poverty and inequality to support the well-being of the people of Powys

We understand the importance of our role in tackling the cost-of-living crisis, absolute income poverty (where income falls below a point to support to someone to meet their basic needs), and the housing emergency. We will focus on giving people the best possible quality of life and will provide post-16 education opportunities within Powys so that young people have access to more choices without leaving the county. We will also work to ensure that children's rights to play, be safe, to have an education, to be healthy and be happy are upheld. We will encourage well-connected communities within Powys that support vulnerable people and will provide activities to increase our communities' access to more affordable energy, food, and transport, supported by the community's use of Council assets. We will also aim to make Council homes warmer and greener to help them become more energy efficient with lower energy costs.

What do we know?

- The Social chapter of our [Well-being Assessment](#) considers the importance of home life, independent living, education, and health and lifestyle to the people of Powys, and the current situation across the county. The Economy chapter of our [Well-being Assessment](#) considers poverty, and how this is experienced by the people of Powys. An engagement activity, [Living In Powys](#), that was undertaken as part of our well-being assessment identified how home life, educating our children and tackling poverty and deprivation were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis, where possible) and how they experience inequalities based on their situation, and how everything done by the Council needs to ensure they are considered equitably.
- [Child Poverty in Powys](#) highlighted that 87% of people were worried about child poverty increasing in the next 5 years, and the key areas identified by the people of Powys where they felt that the Council can tackle child poverty were access to education, job security, housing and the use of community events and groups.
- The [Rural Cost Analysis](#) highlights challenges facing the county due to its rural nature including areas such as travel costs, and the additional buildings needed to support a large county.

What are we already doing in this area?

- We have a Staff Equality Network, which is a group of staff from across the Council that meet to discuss ways that we can make our organisation and the services we offer more equal. They also discuss policies and national guidance so that we can apply it effectively throughout the Council.
- We have published our asset strategy, which outlines how we will review these based upon criteria such as community, social and cultural value.
- We publish a Gender Pay Action Plan each year on our website. We use the action plan to monitor whether people of different genders are being paid equitably, and to show what work we will be doing to make sure that everyone is being paid fairly.
- Our [Climate Strategy](#) is based on the principle of “fair for all”, meaning the areas of climate action will support the county in securing wider benefits of social, economic, and environmental equality.
- In 2022, we became a ‘Proud Council’. We were the first rural local authority in Wales to join the partnership, which actively champions LGBTQ+ rights and inclusion.
- We provide a free and confidential [money advice service](#), which is available to all people in Powys. The team help people to access welfare benefits, manage fuel costs, manage debts, and to create a personal budget that will help them to keep track of their money.
- We will continue to expand [Flying Start](#) within Powys to more communities to provide support for parents and families.
- We will continue to develop our [Cost of Living Hub](#), which signposts to areas of information, advice of support for the people of Powys with areas such as household energy advice.
- In 2022, the Cabinet created a Child Poverty Task force, which works with partner organisations to help to reduce poverty within Powys.
- The [Transforming Education](#) programme is working to improve learner entitlement and experience across the county.

What will we do?

- By March 2024, we will have developed a child poverty action plan that is informed by the work and evidence of our Child Poverty Taskforce that enables us to take targeted action to reduce poverty for children and families in Powys. This taskforce will focus upon:
 - Priority 1: Share Provision Effectively
 - Priority 2: Review, Revise and Expand Current Provision to Support Children and their Families

- Priority 3: Review and Provide Increased Support for Children and Families in Schools
- Priority 4: Engagement and Recognition
- We will work to mitigate the impacts of the cost-of-living crisis and use the Council's resources and partnerships to support residents and businesses, collaborating as partners to ensure effective shared data and insight to be able to provide support to people.
- We will work to develop community enterprises across the county that provide support to households and businesses through various projects, based upon sustainable energy, technology and building community initiatives.
- The Where People Live Programme will, as part of the Transformation Portfolio, help improve where people of Powys live, such as supporting homelessness, accommodation for vulnerable people and social housing.

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How will we measure performance against this objective?

Measure Type	Measure
How much?	<p>Complete 350 new council homes for social rent between 2025 to 2031 (subject to availability of land, securing planning consents and resolution of phosphate management).</p> <p>Acquire ten homes per year, for letting by the Council, at social rents on secure contracts.</p> <p>The amount and percentage of rental income lost through the Council's unoccupied housing (known as housing voids)</p> <p>Number of new homes created by bringing empty properties back into use (a high number is better)</p> <p>Carbon Accounts status</p>
How well?	<p>Number of households registered with 'Homes in Powys' for an affordable and secure home (a low number is better)</p> <p>Number of households who are living in temporary accommodation (a low number is better)</p>
What difference?	<p>A reduction in the child poverty rate</p> <p>Number of families with children who are living in absolute poverty in Powys</p> <p>Number of people who are homeless (a low number is better)</p> <p>Number of rough sleepers (a low number is better)</p> <p>The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75%</p> <p>The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75%</p> <p>The average capped 9 point score of pupils in receipt of Free School Meals will be 340 points</p>

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

How do we support equalities within Powys?

This plan sets out our objectives for the next five years, with action plans for making Powys a fairer place to live where people can achieve their potential, thrive, and prosper. It focuses on four things: improving people's awareness of services and how to access them, improving our communities, and making our organisation a better place to work and access to training, and improving equality (for example, housing, education) and socio-economic disadvantage (for example, poverty) for the people of Powys. We have placed Climate and Nature at the heart of the Plan and everything we do as a Council, as we know these areas will adversely impact those who experience inequalities. This plan demonstrates how the Council will play its part in helping eliminate discrimination, advance equality of opportunity and foster good relations. The objectives set out in this plan provide an overview of the approach we will take to achieve these ambitions and we also detail how we will measure our success in delivering them.

The overall aim is to deliver better outcomes for those who experience inequality and socio-economic disadvantage. Our approach ensures that one single form of inequality is not isolated from one another (so that it is intersectional) and recognises the way that inequality that is created by for example gender, race, sexuality, disability, class, age and faith interact with each other. By addressing inequality as a part of the objectives we aim to create a Powys that enables people to fulfil their potential no matter what their background or circumstances.

We already do things that help more people to use our services, and some examples of this are:

- We are proud of our country's language and we ensure that the Welsh and English 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. We also consider how, when formulating a policy or revising an existing policy, what affects, whether positive or negative, this would have upon opportunities to use the Welsh language. We also help [promote the Welsh Language](#) through various initiatives.
- We use [Wales Interpretation and Translation Service](#), to provide face-to-face interpretation services for languages other than Welsh or English. This enables the Council to communicate with those people whose use of the Welsh or English language may not be proficient enough to easily access our services in a seamless and professional manner.
- We work to ensure our work is both accessible and inclusive. We've designed our website with features that make it easier to use by everyone, including those with visual, auditory,

physical, speech, cognitive, or neurological disabilities. You can access our accessibility statement [here](#).

- Working with other councils to form a '[Proud councils](#)' partnership which aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.
- All Councillors and members of staff are required to undertake mandatory training surrounding Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASW) to understand the role we play in safeguarding women and girls, and we play a key role in supporting this through our role as a partner with [Mid and West Wales Safeguarding Board](#). We are also committed to ending violence from men towards women by our commitment to becoming a [White Ribbon](#) accredited Council.
- We welcome the breadth and diversity of tradition, belief, and culture of the community. The Council is committed to a policy of equal opportunities in employment and service delivery. Individuals are selected and treated based on their relevant merits and abilities and are given fair and equal opportunities within the Council.
- We will work to champion anti-racism, diversity, and inclusion within all we do as a Council, and within our communities, as we want to make sure Powys is a good example as to how we can live together regardless of where we came from, or the colour of your skin. This will be achieved through the implementation of the [Anti-Racist Wales Action Plan](#).
- We work with schools, Careers Wales, Further and Higher Education providers and our own service areas to ensure that we can maximise opportunities for apprenticeship placements within the authority. We have created an [Apprenticeship Talent Pool](#) (ATP) which people can apply to online to be notified directly when opportunities that match their areas of interest arise. ATP members are also offered support to complete application forms and coaching in interview technique.

We believe this plan will assist in helping those who experience disadvantage, contributing to the social, economic, and emotional well-being of our workplaces and the local communities.

How will money be spent to support the plan?

To follow

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What other plans and strategies do we have in place to support these objectives?

This plan has considered the following legislation during the process:

- Well-being of Future Generations (Wales) Act 2015
- Local Government and Elections (Wales) Act 2021
- Equality Act (2010) (including the Public Sector Equality Duty in Wales (PSED) and Socio-economic Duty 2021
- Social Services and Well-being (Wales) Act 2014

This plan does not contain detail about all the Council's work, as it focuses on delivering our well-being priorities. It is important that this plan should be read alongside the rest of the Council's work, including the large-scale change priorities that are detailed in the Transformation [Portfolio](#) (see page 26 for more detail), and the other plans and strategies, and day-to-day activities of the Council (which we call 'Business as Usual'). We have some focused strategies and plans that are already directing work within the Council that will influence or support the delivery of our well-being objectives. Existing strategies and plans will continue to be monitored as part of their own processes and will not be duplicated within this plan. These include (but are not limited to):

- [Climate Change strategy](#)
- [Nature Recovery Action Plan](#)
- [Welsh Language Standards Action Plan](#)
- [Anti-Racist Wales Action Plan](#)
- [Health and Care strategy \(Regional Partnership Board\)](#)
- [Well-being Plan \(Public Service Board\)](#)
- [Procurement strategy](#)
- [Mid-Wales Regional Skills Partnerships \(Mid Wales Growth Deal\)](#)
- [Start Well, Live Well, Age Well \(Social Care\) Strategies](#)
- [Growing Mid Wales](#)
- Affordable Housing Programme Delivery Plan Prospectus
- Housing Revenue Account Thirty Year Business Plan Narrative
- Powys Housing Support Programme Strategy 2022-26
- Powys Asset Strategy

Our Transformation Portfolio



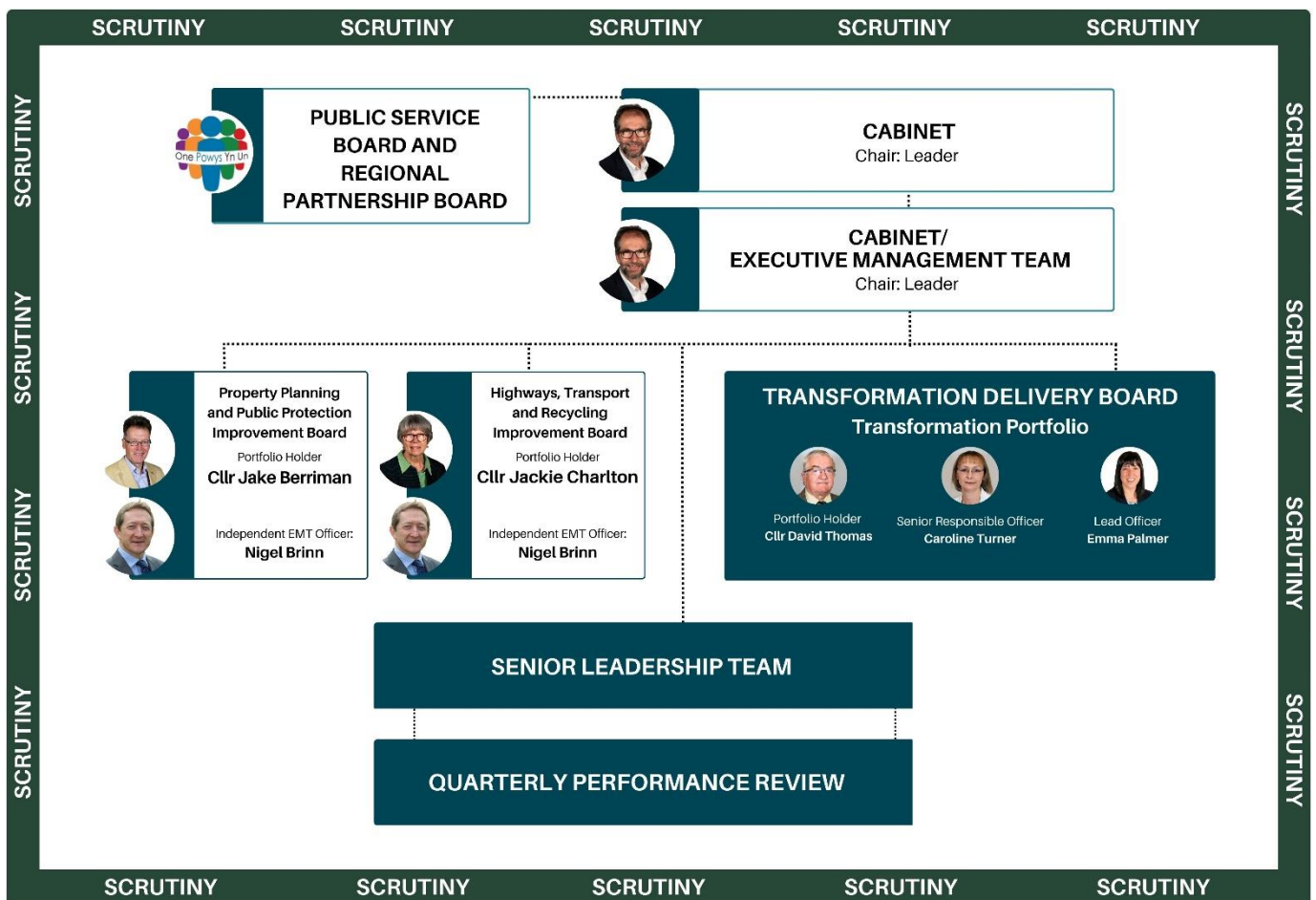
Our Transformation Portfolio is still developing, so the information and diagram provided within this plan are subject to change.

Reviewing the plan

We will review the plan every year to so that we are sure that it focuses on what matters most, including making any changes to our corporate focus or how we plan to meet our objectives. The updated plan will be available on our website at the beginning of April each year.

An Open and Democratic Council: Governance and Performance

We are committed to sharing clear information about what we are doing to achieve our plan, and how well things are going. To do this, we have a governance framework for implementing, monitoring, and reporting against our plan. It shows which people and groups within the Council are responsible for making sure we achieve our well-being objectives, the Transformation Programme, and the day-to-day activities of the Council.



To check that we are doing the things that we said we would do, and that they are going to plan, we use a [Performance Management and Quality Assurance Framework](#). The framework makes sure that we have a consistent way of reviewing our performance so that we can understand what is working well and what is not, and what we need to learn so that we can improve things in the future.

We use self-evaluation to think about our work, and to show the people of Powys, our partners, and our regulators if we are doing the right thing in the right way. This information about our performance helps us to make sure that we are investing our time, effort, and money in the right things to make good changes that support our well-being objectives and other work.

The Council has three Scrutiny Committees, which are groups of people that are responsible for asking questions about the Council's performance by looking at what work is being done, and if it is being done well. They act on behalf of the people of Powys, our partners, and regulators to make sure that their views are included in the Council's decision-making and help Council services to better consider what community concerns, issues, or risks may impact the Council's work.



There are also other scrutiny activities that help the Council to review and develop its performance, proposals, policies, and decision making. For example, there is a Finance Panel, a Governance and Audit Committee, a Public Service Board Scrutiny Committee, and a Growing Mid Wales Joint Scrutiny Committee (with Ceredigion County Council).

Appendix

Appendix A

Protected Characteristics	Objective 1	Objective 2	Objective 3
Age	Yes	Yes	Yes
Disability	Yes	Yes	Yes
Gender re-assignment	Yes	Yes	Yes
Marriage or Civil Partnership	Yes	Yes	Yes
Pregnancy and Maternity	Yes	Yes	Yes
Race	Yes	Yes	Yes
Religion or Belief	Yes	Yes	Yes
Sex	Yes	Yes	Yes
Sexual Orientation	Yes	Yes	Yes

DRAFT



Corporate Plan Engagement – Summary Findings Report

Contents

- What are we doing? 1
- Why are we doing it? 1
- When did it happen? 1
- How many people were involved? 2
- Survey Responses 2
 - Part 1 - Demographic questions 2
 - Part 2 - Corporate Plan Objective questions 5
 - Part 3 – Closing questions 9
 - Before you go 9
- Padlet comments 11

What are we doing?

Following the election in May, the Council needs to produce a new Corporate and Strategic Equality Plan to help the residents of Powys achieve their well-being goals. To achieve our vision, we have set the objectives below that are the core aims of the plan:

- We will improve people’s awareness of services, and how to access them, so that they can make informed choices.
- We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

Why are we doing it?

The overall aim is to use the feedback received to determine how well the new objectives have been received by the people of Powys and what may need to be changed so that we can ensure that there is a Corporate Plan that delivers for the people of Powys.

When did it happen?

The Corporate Plan Survey and Padlet board ran from Monday 28 November to Friday 23 December 2022.

How many people were involved?

In total, we had 614 responses during the engagement period, including:

- 452 survey responses
- 149 Padlet posts
- 8 social media comments
- 5 emails to haveyoursay@powys.gov.uk

Survey Responses

Please note: All survey responses are included together below (including the Welsh) for ease of analysis and not all questions were answered by all respondents. Any reference to names/addresses have been removed to comply with data protection. Any responses containing profanity and abusive language included in the open comments have been removed.

Recommendations

Analysis from the feedback provided has highlighted five key recommendations for Cabinet to consider, which if agreed, will be incorporated within the Corporate Plan:

R1	Strengthening the work being undertaking to support the Welsh Language, drawing links to workstreams such as the Welsh Language Promotion Strategy
R2	Including access to arts and cultural assets to be addressed more prominently within objective 1, “We will improve people’s awareness of services, and how to access them, so that they can make informed choices”
R3	To further demonstrate the links between job creation and economic development within the Plan, and further strengthening objective 2, “We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation” to reflect this
R4	Many responses did not understand the roles and responsibilities of the Council and it’s wider Partnership plans, which could be supported by a section detailing the most prominent partnerships, include the Public Service Board, Regional Partnership Board and Corporate Joint Committee

Part 1 - Demographic questions

Why did we want to know this?

Providing this information will help us to understand who has contributed towards this survey and help us ensure that we are providing services fairly to everyone who needs them.

Q1. Are you answering this survey as....?

Tudalen 962

Powys Resident/Business Owner	343
Member of Powys County Council staff	30
Both of the above	71
Prefer not to say	6

Q2. How do you define your gender?

Female	215
Male	218
Non-binary	1
Transgender	1
Prefer not to say	10
Other (please state if you wish to)	1

The respondent who selected 'other' defined their gender as: *Adult human female - not including "trans women"*

Q3. How old are you?

Under 16	0
16-24	7
25-34	33
35-44	64
45-54	90
55-64	129
65-74	94
75-84	16
Over 85	4
Prefer not to say	13

Q4. What is your sexual orientation?

Bisexual	16
Gay/Lesbian	17
Heterosexual/Straight	373
Prefer not to say	38
Other (please state if you wish to):	5

The respondents that selected 'other' included:

- Not relevant
- Asexual
- I believe that attraction is a complex physiological and psychological process that is unique between the individuals involved and not really quantifiable in tick box form.

Q5. What is your ethnic group? Choose one option that best describes your ethnic group or background.

Asian or Asian British: Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background	2
Black, African, Caribbean, or Black British: African, Caribbean, Any other Black, African or Caribbean background	1
Mixed or Multiple ethnic groups: White and Black Caribbean, White and Black African, White and Asian, Any other Mixed or Multiple ethnic background	5
White: Welsh, English, Scottish, Northern Irish, or British, Irish, Gypsy, Roma or Irish Traveller, Any other White background	416
Prefer not to say	23
Other (please state if you wish to):	1

The respondent who selected 'other' described their ethnic group as: *EU Citizen*

Q6. What is the first half of your postcode? This will help us to understand which areas of Powys have taken part in the survey.

The following post codes were given in response to this question:

HR3	18	SA4	1
HR5	1	SA9	12
LD1	79	SA10	1
LD2	20	SY5	3
LD3	46	SY10	7
LD4	3	SY15	10
LD5	2	SY16	33
LD6	11	SY17	15
LD7	14	SY18	44
LD8	18	SY19	5
NP4	1	SY20	9
NP8	23	SY21	46
SA	1	SY22	19

Q7. How many people live in your household?

1	65
2	207
3	71
4	70
5+	32
Prefer not to say	5

Q8. Do you own or rent your accommodation?

Tudalen 964

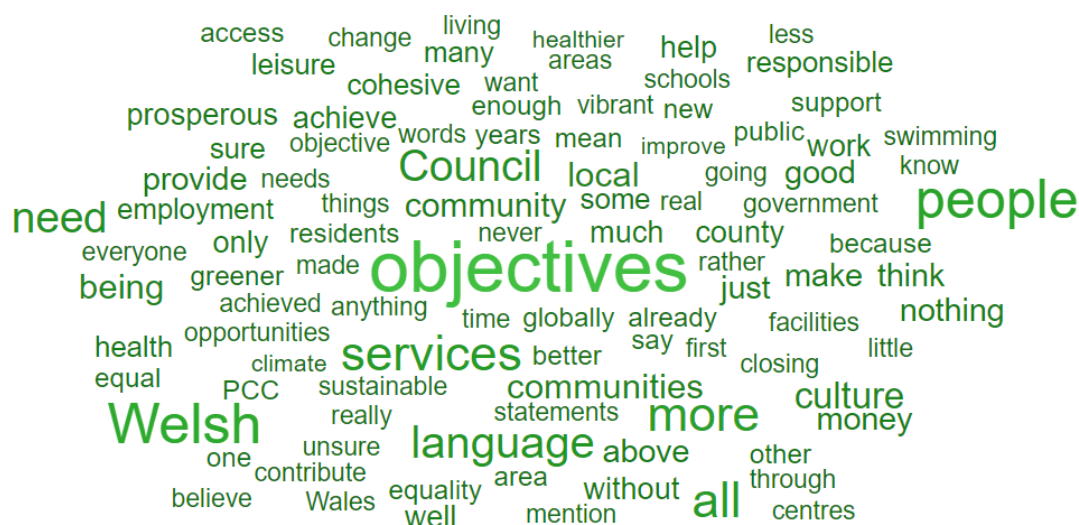
- We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

Q10. Do you think our new objectives will contribute to:

	Yes	No	Unsure
A prosperous Powys	164	103	176
A resilient Powys	181	108	156
A healthier Powys	175	124	143
A more equal Powys	180	127	136
A Powys of cohesive communities	121	138	184
A Powys of vibrant culture and thriving Welsh language	69	159	213
A globally responsible Powys	128	138	176

Q11. If you have answered No/Unsure please explain more:

This question had 358 responses, the top 100 words* mentioned in the open comments included:



**(mentioned more than 12 times and not including 'Powys')*

Full verbatim responses can be found in Appendix B

Q12. Do you have any suggestions of what could help us achieve our objectives? Perhaps you know of another organisation doing great work linked to our objectives that we could learn from, for example an organisation helping people access the services they need?

This question had 295 responses, the top 100 words* mentioned in the open comments included:

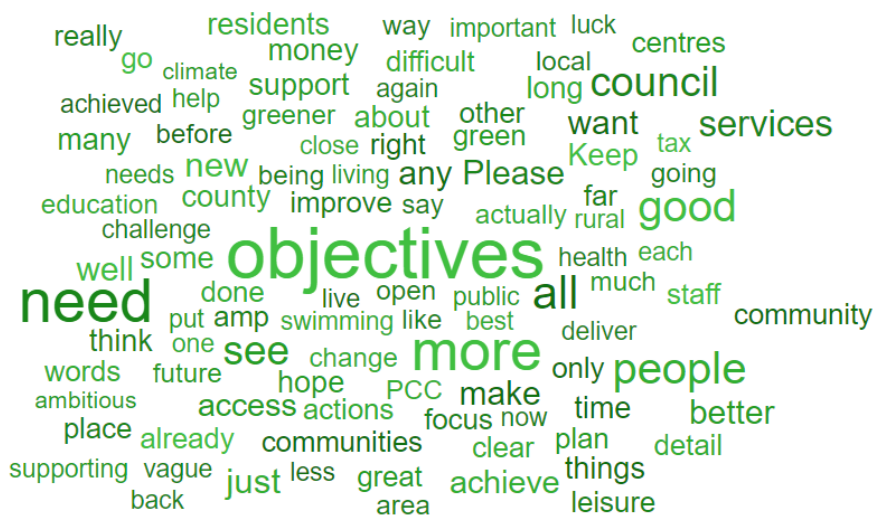
*(mentioned more than 4 times and not including 'Powys')

Full verbatim responses can be found in Appendix F

Part 3 – Closing questions

Q17. Do you have any other comments about our new objectives?

This question had 215 responses, the top 100 words* mentioned in the open comments included:



*(mentioned more than 5 times and not including 'Powys')

Full verbatim responses can be found in Appendix G

Q18. Would you like us to get in touch with you to discuss this survey in more detail?

Yes	95
No	346

Q19. If yes, please tell us your email address/phone number and we will be in touch:

Tudalen 969

This question had 93 responses; the contact details are not included in this report for data protection but have been shared with the lead officer working on the corporate plan.

Before you go...

A couple of questions about the Welsh language.

Q20. Can you...?

	Fluently	Well	Fairly well	A little	Not at all	Prefer not to say
Understand spoken Welsh	21	12	35	192	163	19
Speak Welsh	22	7	21	180	189	17
Read Welsh	20	6	33	159	200	19
Write Welsh	15	6	26	118	242	20

Q21. Do you have any concerns or evidence to suggest that the council is treating/using the Welsh language less favourably than English?

Yes	31
No	318
I don't know	86

Q22. If yes, please give details:

This question had 28 responses, including four comments asking if this survey was available in Welsh. The survey and all associated (internal and external) communications were produced and promoted bilingually. Other responses included:

- We don't give the Welsh language equal status. It's a sad fact we live in an area where English is the predominate language and whilst I would love to see the Welsh language thrive in the workplace, that's many years away.
- Local schools becoming purely Welsh language only is discriminant and does not reflect local demographic
- Not directly the council, but signs in doctors' surgeries and local hospitals should be improved.
- ATMs should be in both languages, the ones in supermarkets are not.
- There are not enough free ways to learn Welsh or communicated benefits of investing in it. Not enough role models, not enough of a sense of identity or sense of social responsibility or history / cultural roots to drive an interest in Welsh.
- There are not enough Welsh schools in the county.

Full verbatim responses can be found in Appendix H and will be shared with our Welsh Language Officer to review.

Q23. What changes could be made so as to have a more positive effect on the Welsh language?

This question had 226 responses, the top 100 words* mentioned in the open comments included:



**(mentioned more than 8 times and not including ‘Welsh’, ‘English’, ‘Wales’ and ‘Powys’)*

Full verbatim responses can be found in Appendix I and will be shared with our Welsh Language Officer to review.

Padlet comments

To encourage wider engagement, online ‘Padlet’ boards were produced in English and Welsh and promoted internally and externally along with the survey.

The Padlet asked one question **What does a "Stronger, Fairer, Greener" Powys mean to you?**

There were 150 posts shared via the Padlet board, the top 100 words* mentioned in the open comments included:



**(mentioned more than 8 times and not including ‘Stronger’, ‘Fairer’, ‘Greener’ or ‘Powys’)*

Full verbatim (read-only) responses can be found at: <https://padlet.com/haveyoursaypowys/CIP>

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

Impact Assessment

Corporate Plan - Stronger, Fairer, Greener



DRAFT

19/01/2023

Reference: 6059-7944-7566-3921

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.

1. Proposal Information

Author name	James Langridge-Thomas, Strategic Planning, Policy and Performance Manager
Head of service	,
Portfolio holder	, portfolio holder for
Proposal title	Corporate Plan - Stronger, Fairer, Greener
Description of proposal	<p>The Council's Corporate and Strategic Equality Plan sets out our new well-being objectives and the actions we need to take to deliver them.</p> <p>The Corporate and Strategic Equality Plan is presented to Council for the first time in support of the new ambition: To build a stronger, fairer, greener Powys. It introduces the three corporate objectives that are its core aim:</p> <ul style="list-style-type: none">· We will improve people's awareness of services, and how to access them, so that they can make informed choices.· We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.· We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>The publication of this plan, which is due in April 2023 for the start of the financial year, will ensure we meet our statutory obligations in the Well-being of Future Generations (Wales) Act 2015, which requires the Council to implement well-being objectives in accordance with the 5 Ways of Working as well as to show how it will maximise its contribution to the 7 Well-Being Goals. It also ensures that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).</p>

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	Yes
Union consultation deadline	23/12/2022
Staff consultation deadline	23/12/2022
Public consultation deadline	23/12/2022
Consultation method	<p>Consultation has been used to support this proposal in the following means:</p> <ul style="list-style-type: none">*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

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

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

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

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Not applicable

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

5a. A prosperous Wales

Impact	<ul style="list-style-type: none">• The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener"• 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices• 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation• 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys <p>Whilst all will have a positive influence upon this well-being goal, the second objective focuses upon prosperity, which directly collates to this well-being goal. Of residents that participated within the survey, 61% of residents felt that these objectives would contribute towards achieving a "Prosperous Powys".</p> <p>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>
Impact rating	Good
Mitigation	Not applicable.
Mitigated impact rating	Good

5b. A resilient Wales

	<p>Within the Plan, there are no direct activities that contribute towards this well-being goal. However, the importance of existing work already being undertaken has been identified within the plan, alongside the need to improve decision making within the Council to consider climate and nature.</p>
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Impact	<p>A key theme within the plan is the need to support the Council's declaration of a Climate Emergency in September 2020, and Nature Emergency in October 2022; we are working to become net-zero Council by 2030 and will support Powys to become a net-zero County by 2050, and a national leader in protecting and enhancing nature. In order to achieve this, the Plan references the existing Climate Strategy and Nature Recovery Plan.</p> <p>59% of residents who participated in the survey thought this would not or were unsure if this will help support a resilient Powys.</p> <p>The impact has been identified as "Unknown" as, whilst we are looking to improve the environment as much as we can through the work of the Council, we are unsure of how much impact this will make as there are so many external factors that will impact upon our ability to achieve Net Zero.</p>
Impact rating	Unknown
Mitigation	Not specified

5c. A healthier Wales

Impact	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys <p>Whilst all will have a positive influence upon this well-being goal, the first objective focuses upon access to services and supporting people to live within communities, which directly collates to this well-being goal.</p> <p>This objectives will improve opportunities for individuals to access support and services when they need them. The making of services to be more accessible, when and where people will need them, and in a way which best suits them, should have a positive impact on resident's health where possible.</p>

Impact rating	Very good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys <p>Whilst all will have a positive influence upon this well-being goal, the first objective focuses upon access to services and supported people to live within communities, which directly collates to this well-being goal.</p> <p>This objective will improve opportunities for communities to access support and services when they need them. The making of services to be more accessible, when and where people will need them, and in a way which best suits them.</p>
Impact rating	Very good
Mitigation	Not specified

5e. A globally responsible Wales

	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys <p>The totality of the plan's thrust is around achieving the below outcomes for all individuals and communities equitably within Powys:</p>
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Impact	<ul style="list-style-type: none"> - Stronger - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient - 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 - 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>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>
Impact rating	Very good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	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.
Impact rating	Neutral
Mitigation	Not specified

Promoting Welsh

Impact	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.
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Impact rating	Neutral
Mitigation	Not specified

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	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.
Impact rating	Good
Mitigation	Not specified

Disability

Impact	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.
Impact rating	Good
Mitigation	Not specified

Gender Reassignment

Impact	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.
Impact rating	Very good

Mitigation	Not specified
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Marriage or Civil Partnership

Impact	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.
Impact rating	Good
Mitigation	Not specified

Race

Impact	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.
Impact rating	Good
Mitigation	Not specified

Religion or Belief

Impact	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.
Impact rating	Good
Mitigation	Not specified

Sex

Impact	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.
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Impact rating	Good
Mitigation	Not specified

Sexual Orientation

Impact	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.
Impact rating	Good
Mitigation	Not specified

Pregnancy and Maternity

Impact	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.
Impact rating	Good
Mitigation	Not specified

Socio-economic Duty

Impact	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys <p>Whilst all will have a positive influence upon this well-being goal, the third objective focuses upon poverty and inequality, which directly collates to this well-being goal.</p>
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Impact rating	Good
Mitigation	Not specified

5h. Evidence

Data and evidence from the following sources have been considered when forming this proposal:

*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

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. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

The Corporate 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.

We will improve people's awareness of services, and how to access them, so that they can make informed choices

This 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.

Impact

We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation

	<p>This 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> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys</p> <p>This 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>
Impact rating	Very good
Mitigation	Not specified

Collaboration

Impact	<p>Whilst being the Council's Corporate Plan, it has been considered amongst the context of partnership working, and draws reference to working collaboratively with key stakeholders, as the Council are not able to deliver all of it's ambitions for the County along. This includes the work of the Regional Partnership Board, Public Service Board and Growing Mid Wales.</p> <p>Additionally, the Plan indicates how whilst the Council can undertake work to support the climate and nature and emergency, it emphasises the role of working with key partners such as communities, Brecon Beacons National Parks and Natural Resources Wales for example to maximise it's impact upon delivery.</p> <p>There is also a notion of co-production within the plan, with one of the core ambitions being to work with individuals and communities in a collaborative manner as much as possible so that they are able to access services that improve their well-being.</p>
Impact rating	Very good
	<p>Whilst being the Council's Corporate Plan, it has been considered amongst the context of partnership working, and draws reference to working collaboratively with key stakeholders, as the Council are not able to deliver all of it's ambitions for the County along. This includes the work of the Regional Partnership Board, Public Service Board and Growing Mid Wales.</p>

<p>Mitigation</p>	<p>Additionally, the Plan indicates how whilst the Council can undertake work to support the climate and nature and emergency, it emphasises the role of working with key partners such as communities, Brecon Beacons National Parks and Natural Resources Wales for example to maximise it's impact upon delivery.</p> <p>There is also a notion of co-production within the plan, with one of the core ambitions being to work with individuals and communities in a collaborative manner as much as possible so that they are able to access services that improve their well-being.</p>
<p>Mitigated impact rating</p>	<p>Very good</p>

Involvement (including Communication and Engagement)

<p>Impact</p>	<p>There has been a large amount of engagement activity undertaken to inform the development of this plan. This includes considering the public's responses to previous engagement during the previous year with subject specific topics through the Have Your Say portal, alongside the "Well-being in Powys" survey, which forms part of the well-being assessment.</p> <p>The Plan was also formed in a collaborative manner, with a range of Councillors from across the political spectrum and vast geography of Powys providing input, insight and feedback based on what their residents had said during the electoral campaigning period.</p> <p>Following the early development of this Plan, Councillors spoke with their local communities during the summer recess, and provided feedback accordingly, which was incorporated within the plan.</p> <p>When the plan was further developed again, an online consultation was held during the Winter seeking their views. A summary of the findings of this engagement activity is included within the agenda pack.</p> <p>As part of the Plan's annual review cycle, residents will be able to provide specific feedback around the plan, which will help shape it's future direction. Additionally, resident feedback provided from our ongoing feedback tool forms a key element of evidence for this plan.</p>
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Impact rating	Good
Mitigation	Whilst a lot has been done to involve as many people as possible during this process and resulted in a "good" impact, this only reached a small sample of Powys population of 133,000. To achieve a "very good" impact, further work could be undertaken to engage with and involve wider members of the community in providing their views to shape the future direction of the Council.
Mitigated impact rating	Very good

Prevention

Impact	<p>The Corporate Plan and the well-being objectives contained within are preventative in nature, and if their intended outcomes are achieved, they will further the long term future of the County.</p> <p>We will improve people's awareness of services, and how to access them, so that they can make informed choices This objective is based upon the aspiration of running an open and democratic Council that regularly engages with people and communities to understand their needs, and working to ensure that the people of Powys understand what services the Council provides, with people being able to take action to access 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, whilst pursuing real living wage employer accreditation This objective is focused upon providing good quality sustainable employment and training opportunities, which by nature is preventative in securing the workforce's long term future. Pursuing real living wage accreditation will help prevent people from being impacted by wider socioeconomic factors, as their pay will be awarded to reflect this.</p> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys This 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>
Impact rating	Good
Mitigation	Not specified

Integration

	The nature of the Corporate Plan is highly integrated, with there being dependencies between the objectives and how they impact upon an individual's well-being. The Plan is also set amongst the context around
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Impact	<p>creating the conditions for working with individuals and communities to remain as prosperous as possible, whilst also working with Strategic Partners where required.</p> <p>The objectives in detail are also highly integrated. As an example, if an individual has access to fair and good work, they could experience reduced poverty in the longer-term, and improved well-being.</p> <p>Additionally, the plan integrates and interacts with workstreams already in existence, such as the Climate Strategy and Nature Recovery Action Plan, rather than duplicates and recognises the impacts these topics will have with the ambitions outlined within the Plan.</p>
Impact rating	Very good
Mitigation	Not specified

6b. Impact on the workforce

Impact	<p>The Corporate Plan will have a positive impact upon the current and future workforce. 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.</p> <p>The proposed approach to consider areas such as training, Real Living Wage accreditation and improving recruitment and retention, both internally and externally, will help to support the development of a workplace that provides worthwhile work and sustainable careers. This will be for all members of staff within the organisation.</p> <p>Additionally, the Corporate Plan also considers our response to the Gender Pay Action Plan, which will be used to help shape how we look to develop equitable pay for employees irrespective of gender.</p> <p>The Corporate Plan will also form the strategic direction of the organisation for future years, and feed in to individual's workplans, so will have an impact surrounding the nature of change in transitioning from the existing Corporate Plan.</p>
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	However, staff have had a chance to contribute to the development of this plan, through their Leadership teams at a series of workshops and frequent internal engagement activity. Staff were also actively encouraged to complete the online consultation for their views to be considered.
Impact rating	Good
Mitigation	In order to ensure the best possible impact to staff and that there is a clear understanding of how this proposal will impact upon them, if agreed, there should be a series of internal engagement activity to reach as many people as possible in being aware of how their role interacts with the Corporate Plan.
Mitigated impact rating	Very good

6c. Impact on payroll

Impact	One of the three well-being objectives, "we will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a positive impact on this area, as becoming an accredited Real Living Wage employer will have a positive impact on any staff paid below the Real Living Wage. Whilst all Powys County Council staff are paid the Real Living Wage, this will mean that their salaries will be reviewed and increased alongside updates to the Real Living Wage amount.
Impact rating	Very good
Mitigation	No mitigation is required.
Mitigated impact rating	Very poor

6d. Welsh language impact on staff

Impact	The Corporate 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.
Impact rating	Very good
Mitigation	No mitigation required

Mitigated impact rating

Very good

6e. Impact on apprenticeships

Impact	<p>This proposal will have a positive impact upon apprenticeships. In particular, one of the well-being objectives is: "We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation".</p> <p>The actions detailed within the Corporate Plan includes attracting and developing the right skills for the workforce, and ensuring that we have the rights workforce to support the Council in delivering it's ambitions, of which apprenticeships will form a critical component.</p>
Impact rating	Very good
Mitigation	This action has a "very good" impact to this area as outlined.
Mitigated impact rating	Very good

6f. Evidence

Data and evidence from the following sources have been considered when forming this proposal:

*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

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.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

It is proposed that the Corporate and Strategic Equality Plan is approved for publication and is implemented and reported upon from 01 April 2023 as the this plan should have a positive impact upon the well-being of the people of Powys as highlighted within the impact assessment.

It is required that the Plan, once approved, is reviewed annually to ensure that the objectives and supporting activities are still the most relevant for delivering improved outcomes for Powys people and communities, as well as ensuring the plan remains realistic and achievable within the challenging financial climate.

The Plan has been aligned to 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.

Cabinet reference

9. Additional evidence

Data and evidence from the following sources have been considered when forming this proposal:

- 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](#)

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.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

In order to monitor the impact of this Corporate 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, alongside public consultation

Review date

23/02/2024

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