Cyngor Sir Powys County Council
Impact Assessment (IA)
The integrated approach to support effective decision making

This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**
Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools Service	Head of Service	Gareth Jones	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	New Policy – School Organisation Policy						

Outline Summary / Description of Proposal
A new policy for the development and organisation of schools in Powys has been produced, which will replace the Schools Organisation Policy 2015. Consultation on a draft version of the policy took place between November 2017 and January 2018. The policy has been updated to take account of the feedback received.

1. Profile of savings delivery (if applicable)

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

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation took place between November 2017 and January 2018.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	24/10/17
2	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	20/02/18

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4. Impact on Other Service Areas

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

Service Area informed:		Contact Officer liaised with:	
Mitigation			

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 policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, and will make a positive contribution to the economy of rural areas and the retention of employment opportunities in these areas.	Good		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which will have a positive impact on the health and well-being of pupils living in rural areas.	Good		Choose an item.
Learning and skills We will strengthen learning and skills	The policy sets out the Cabinet's vision to strengthen learning and skills, and sets out the council's aspiration to have an educational infrastructure which will enable the achievement of the Cabinet's vision.	Very Good	N/A	Choose an item.

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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
Residents and Communities **We will support our residents and communities**	The policy includes a greater commitment to developing the role of schools in their communities, as well as a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities.	Good	N/A	Choose an item.

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Source of Outline Evidence to support judgements
N/A

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 Please select from drop down box below
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.	The policy aims to use educational resources efficiently, and includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would limit the requirement for additional home to school travel for pupils. This would have less of an impact on the environment. The council's key purpose is to enable the children and young people of Powys to become: - safe, healthy, confident and resilient; - ambitious, capable learners, ready to learn throughout their lives; - enterprising, creative contributors, ready to play a full part in life and work; - ethical and informed citizens ready to lead fulfilling lives as valued members of society.	Good		Choose an item.

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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).	The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would limit the requirement for additional home to school travel for pupils.	Good		Choose an item.
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.	The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would have a positive impact on the health and well-being of pupils living in rural areas.	Good		Choose an item.
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The policy includes a greater commitment to developing the role of schools in their communities, as well as a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities. The alternative models to be pursued would see improved links between schools, which would also strengthen links between communities.	Good		Choose an item.
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.	The policy includes a greater focus on engagement with communities in order to encourage stakeholder engagement and collaboration to determine the best solution for each individual area.	Good		Choose an item.
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	The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers'	Good		Choose an item.

Opportunities to promote the Welsh language	The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers' and a commitment to establish new Welsh-medium provision	Good		Choose an item.
Welsh Language impact on staff	The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers'	Good		Choose an item.
People are encouraged to do sport, art and recreation.	N/A	Choose an item.		Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
Age	The policy will affect all school aged pupils in Powys (4-18), which will include pupils belonging to a number of protected characteristic groups, however the policy's aim is to improve the provision available for all Powys pupils, including pupils belonging to protected characteristic groups.	Good		Choose an item.
Disability		Good		Choose an item.
Gender reassignment		Good		Choose an item.
Marriage or civil partnership		Good		Choose an item.
Race		Good		Choose an item.
Religion or belief		Good		Choose an item.
Sex		Good		Choose an item.
Sexual Orientation		Good		Choose an item.
Pregnancy and Maternity		Good		Choose an item.

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Source of Outline Evidence to support judgements
N/A

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

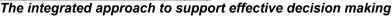| Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: *Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.*	The policy is intended to develop a network of schools that will meet current and longer term requirements within our communities.	Good		Choose an item.
Collaboration: *Working with others in a collaborative way to find shared sustainable solutions.*	Collaboration is the cornerstone of the new approach to transforming the learning network.	Very Good		Choose an item.
Involvement (including Communication and Engagement): *Involving a diversity of the population in the decisions that affect them.*	There is an emphasis on early engagement with school communities to find solutions that are acceptable whilst also meeting strategic aims.	Very Good		Choose an item.
Prevention: *Understanding the root causes of issues to prevent them from occurring.*	The policy will focus on gaining a strong understanding of the issues, not only from data, but also from school communities themselves, in order to find solutions.	Good		Choose an item.
Integration: *Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.*	An integrated approach will be required with other public bodies to understand the optimum solutions for our school communities.	Good		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The policy sets out the Cabinet's vision to strengthen learning and skills, and sets out the council's aspiration to have an educational infrastructure which will enable the achievement of the Cabinet's vision.	Good		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	One of the main aims is to ensure that children and young people of Powys are supported to be: - safe, healthy, confident and resilient;	Good		Choose an item.
Impact on Powys County Council Workforce	Any potential change to the organisation of schools may have an impact on the workforce within those schools. There may also be an additional resources required within local authority departments, for example HR, if any change is required to the organisation of schools as a result of this proposal.	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Potential for decisions to be legally challenged	Medium	**Ensure all statutory processes are fully compliant with legislation and protocols.**	Low
Reliance on a partnership approach to school reorganisation may mean that benefits take longer to be achieved – may have an impact on school leadership, standards and budgets.	Medium	**Ensure that any review processes are carried out in an efficient manner, reducing the overall amount of time needed.**	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**
			Low

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

Action	Target Date	Outcome	Decisions made
Consultation	To be completed by End of January 2017	Policy and feedback to be considered by Cabinet	Policy to be approved for implementation and Work Programme agreed
Policy implemented	1 April 2017		
Portfolio Holder decision required	No	**Date required**	
Cabinet decision required	Yes	**Date required**	13 March 2018
Council decision required	No	**Date required**	

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

	2018-19				2019-20				2020-21			
Support Requirements	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Business Case for additional resources has been submitted to Corporate Mgt Team												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The new Plans for Powys Schools Policy – Vision 2025 has a positive impact on the areas of assessment.		

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

What additional evidence and data has informed the development of your proposal?
The policy has been updated to take account of feedback received during the consultation period.

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
A Schools Organisation Steering Group will be established to monitor progress of the Delivery Plan.

Please state when this Impact Assessment will be reviewed.
On an annual basis.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley		
Head of Service:	Gareth Jones		
Strategic Director:	Ian Budd		
Portfolio Holder:	Cllr Myfanwy Alexander		

16. Governance

Decision to be made by	Cabinet	Date required	13 March 2018

FORM ENDS