

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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

<b>Service Area</b>	HTR	<b>Head of Service</b>	Adrian Jervis	<b>Strategic Director</b>	Nigel Brinn	<b>Portfolio Holder</b>	Phyl Davies
<b>Policy / Change Objective / Budget Saving</b>	<ul style="list-style-type: none"> <li>HTR Transformation &amp; Service Reductions equating to £700k of finance improvement</li> </ul>						
<b>Outline Summary</b>							
<p>The vision of the HTR Transformation is to provide safe, compliant and cost-effective Highways, Transport, Waste and Recycling services that meet the needs of Powys residents and businesses whilst reducing the overall net subsidy from the Council. To achieve this vision, we intend to transform the HTR Service by delivering improved measurable outcomes:</p> <ul style="list-style-type: none"> <li>Decreasing the net cost of the HTR service through efficiency and increasing the level of income generation.</li> <li>Increasing the productivity of the workforce</li> <li>Improving service quality and customer satisfaction with the HTR service</li> <li>Ensuring safe and compliant services</li> <li>Developing staff and engaging them in the transformation of the HTR service</li> <li>Delivering increased social value and achieving objectives aligned with the Future Generations Act: employment including Apprenticeships, work experience and opportunities for vulnerable groups; use of assets, for example, to support public health and the third sector; and, local businesses</li> </ul> <p>Project work streams include:</p> <ul style="list-style-type: none"> <li>Operations – Changing operational processes, re-structures, capital investment, logistics</li> <li>People &amp; Productivity – sickness, working patterns / processes</li> <li>Commercial – pricing strategy, commercial culture, 3<sup>rd</sup> party spend, selling of services</li> <li>Digital – use of technology to improve efficiencies</li> <li>Communications – ensuring communication with all stakeholders</li> </ul> <p>The 19/20 Transformation &amp; Service Reduction programme will be the above £700k plus any roll forward from unachieved savings from 18/19. The project Governance is managed by the Transformation Board / briefing.</p>							

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

Version	Author	Job Title	Date
Version 1	Shaun James	Senior Manager Highways Technical	10/12/18

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

Council Priority	How does the policy / change objective impact on this priority?	Inherent Judgement Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
Supporting people in the community to live fulfilled lives	n/a	Choose an item.		Choose an item.	
Developing the economy	n/a	Choose an item.		Choose an item.	
Improving learner outcomes for all, minimising disadvantage	n/a	Choose an item.		Choose an item.	
Remodelling council services to respond to reduced funding	The Transformation project will aim to reduce costs (productivity and 3 <sup>rd</sup> party costs) and increase income generation.	Good	Full extent of the negative impacts is not known at present, further work is required as each project is progressed.	Unknown	

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

Well-being Goal	How does the policy / change objective contribute this goal?	Inherent Judgement Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	n/a	Choose an item.		Choose an item.	

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<p><b>A resilient Wales:</b>          Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change).</p>	n/a	Choose an item.		Choose an item.	
<p><b>A healthier Wales:</b>          People’s physical and mental well-being is maximised and health impacts are understood.</p>	n/a	Choose an item.		Choose an item.	
<p><b>A Wales of cohesive communities:</b>          Communities are attractive, viable, safe and well connected.</p>	n/a	Choose an item.		Choose an item.	
<p><b>A globally responsible Wales:</b>          Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	n/a	Choose an item.		Choose an item.	

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<b>A Wales of vibrant culture and thriving Welsh language:</b> Culture, heritage and Welsh language are promoted and protected.					
<i>Opportunities for persons to use the Welsh language</i>	n/a	Choose an item.		Choose an item.	
<i>Treating the Welsh language no less favourable than the English language</i>	n/a	Choose an item.		Choose an item.	
<i>Opportunities to promote the Welsh language</i>	n/a	Choose an item.		Choose an item.	
<i>Welsh Language impact on staff</i>	n/a	Choose an item.		Choose an item.	
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Choose an item.		Choose an item.	
<b>A more equal Wales:</b> People can fulfil their potential no matter what their background or circumstances.					
<i>Age</i>	n/a	Choose an item.		Choose an item.	
<i>Disability</i>	n/a	Choose an item.		Choose an item.	
<i>Gender reassignment</i>	n/a	Choose an item.		Choose an item.	
<i>Marriage or civil partnership</i>	n/a	Choose an item.		Choose an item.	
<i>Race</i>	n/a	Choose an item.		Choose an item.	
<i>Religion or belief</i>	n/a	Choose an item.		Choose an item.	
<i>Sex</i>	n/a	Choose an item.		Choose an item.	
<i>Sexual Orientation</i>	n/a	Choose an item.		Choose an item.	
<i>Pregnancy and Maternity</i>	n/a	Choose an item.		Choose an item.	

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Equality Impact on PCC Staff	n/a	Choose an item.		Choose an item.	
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#### 4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	Inherent Judgement Unknown Very Poor Poor Neutral Good Very Good	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Unknown Very Poor Poor Neutral Good Very Good	Source of Outline Evidence to support judgement
<b>Sustainable Development Principle</b>					
<b>Long Term:</b> Balancing short term need with long term and planning for the future.	Principles of Transformation are built around ensuring little or no detrimental impact and ensuring a sustainable solution for the future.	Neutral		Choose an item.	
<b>Collaboration:</b> Working together with other partners to deliver.	n/a	Choose an item.		Choose an item.	
<b>Involvement:</b> Involving those with an interest and seeking their views. <b>Communication and Engagement</b>	Where required views will be sought	Neutral		Choose an item.	
<b>Prevention:</b> Putting resources into preventing problems occurring or getting worse.	n/a	Choose an item.		Choose an item.	
<b>Integration:</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.	n/a	Choose an item.		Choose an item.	
<b>Preventing Poverty:</b>					
Prevention, including helping people into work and mitigating the impact of poverty.	n/a	Choose an item.		Choose an item.	
<b>Safeguarding:</b>					
Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	n/a	Choose an item.		Choose an item.	

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<b>Corporate Parenting:</b> Enabling our looked after children to fulfil their potential.	n/a	Choose an item.		Choose an item.	
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5. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks		
Improvement achieved does not meet forecast / target is too ambitious		
Deter usage of services where prices are increased		
Unable to secure new markets for services		
Impact on Service	Deliverability of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Medium	Medium
Mitigating Actions		Residual Risk
Support has been provided via the MOC fund to support the programme (Project Officers, Absence Management Co-ordinators)		Medium
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?		
No		

6. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:		
The transformation programme is of medium risk. The programme is governed by the HTR Transformation Board.			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Medium	/

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

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

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### 8. On-going monitoring arrangements?

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

The programme is governed by the HTR Transformation Board.

### 9. Sign Off

Position	Name	Signature	Date
Service Manager:	Shaun James		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	Clr Phyl Davies		