

# 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.**

<b>Service Area</b>	Countryside Services	<b>Head of Service</b>	Stuart Mackintosh	<b>Strategic Director</b>	Ian Budd	<b>Portfolio Holder</b>	Cllr Aled Davies
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### Proposal

#### Outline Summary / Description of Proposal

- Countryside Services have a savings target of £145,064 for the 2019/20 financial year.
- The Service has two main areas of expenditure, salaries and third party spend. There are minimal opportunities for income generation however these will be explored. In reality, increasing income comes with a negative impact on service delivery, as resources are directed away from 'statutory' duties in order to generate income.
- The required savings targets require a reduction in staffing and headcount. However, in recent months the Service has been successful in gaining both external grant income and capital funding. One member of staff has also handed in their notice. Therefore, the savings that were to be made from salaries, can be covered for the 2019/20 financial year from grant income and not recruiting to the vacant position.
- This is only a temporary delay to the required cuts in salaries. Unless grant income for 20/21 matches or exceeds the amounts due for 19/20, there will have to be significant redundancies or reduction in staff costs from April 2020.
- There will also be a significant reduction in third party spend for 2019/20 (£110,000) and therefore a significant negative impact on service delivery of statutory functions.
- There will be reduced capacity for the Service to work with volunteers and local communities to maintain, improve and promote their local networks.
- There will also be reduced ability and capacity for Countryside Services to apply for and deliver external grant funded projects from 2019 onward.

#### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£145,064	£	£	£	£

#### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
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No consultation required (please provide justification)	No Staff consultation required as no reduction in headcount or working hours proposed. No consultation with the public required, however, the Service will be informing stakeholders as soon as final decisions are made.	No
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3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
v.1	Nina Davies	Professional Lead Countryside Access and Recreation	3 <sup>rd</sup> October 2018

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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**

Health & Safety – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance of public rights of way and access. This may mean that there may be a higher rate of incidents, accidents and insurance claims.

Insurance – in order to meet the efficiency savings there will be a significant reduction in third party spend on maintenance of public rights of way and access. This may mean that there may be a higher rate of incidents, accidents and insurance claims. With reduced capacity for monitoring and undertaking works, the council will have a weakened position in terms of defending claims.

Regeneration – Reduced capacity for officers to collaborate with Regen projects and bids. Countryside access directly contributes to the local economy as tourist attractions.

<b>Service Area informed:</b>		<b>Contact Officer liaised with:</b>	
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**Mitigation**

None identified

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

<b>Council Priority</b>	<b>How does the proposal impact on this priority?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	<p>The required savings targets will result in less officers working on statutory duties to maintain public rights of way. There will also be a significant reduction in spend on maintenance and practical works.</p> <p>These options will result in a reduction in the quality and accessibility of public rights of way and countryside access.</p> <p>This would have a negative impact on the economy as they are tourist attractions and attract people to visit Powys in order to walk, cycle, ride and drive.</p> <p>The reduction in third party spend would negatively impact on Powys based suppliers and contractors.</p>	Very Poor		Very Poor
<b>Health and Care</b> We will lead the way in effective, integrated rural health and care	<p>Public rights of way and countryside access provide opportunities for play, recreation and exercise. A reduction in their quality or accessibility may therefore have a negative impact on the health and wellbeing of the residents of Powys.</p>	Poor		Poor
<b>Learning and skills</b> We will strengthen learning and skills	<p>There will be reduced capacity to work with volunteers, thus a reduction in the opportunities for learning and skills.</p>	Poor		Poor

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Residents and Communities</b> We will support our residents and communities	Public rights of way and countryside access provide opportunities for play, recreation and exercise to local residents and communities. A reduction in their quality or accessibility will therefore have a negative impact.  There will be reduced capacity to work with local communities in order to support them to maintain, improve and promote their local networks.	Poor		Poor

**Source of Outline Evidence to support judgements**

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

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

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A prosperous Wales:</b>                      An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The reduction in third party spend will negatively impact on Powys based contractors and suppliers.</p>	<p>Poor</p>		<p>Poor</p>
<p><b>A resilient Wales:</b>                      A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The reduction in staff and capacity will mean that officers are no longer able to support biodiversity projects in the same way.</p>	<p>Poor</p>		<p>Poor</p>
<p><b>A healthier Wales:</b>                      A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Reducing the quality of public rights of way and countryside access will negatively impact on the ability for people to maximise benefits to their physical and mental well-being.</p>	<p>Very Poor</p>		<p>Very Poor</p>
<p><b>A Wales of cohesive communities:</b>                      Attractive, viable, safe and well-connected Communities.</p>	<p>Deteriorating public rights of way and access will make communities less attractive and less connected.</p>	<p>Poor</p>		<p>Poor</p>

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	The proposals do not contribute positively to global well-being.	Poor		Poor
<b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	At this stage, it is not anticipated that the Welsh language will be any more negatively impacted upon than the English language.	Unknown		Unknown
<i>Opportunities to promote the Welsh language</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Welsh Language impact on staff</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>People are encouraged to do sport, art and recreation.</i>	Deteriorating public rights of way and access networks does not encourage people to take part in sport or recreation.	Poor		Poor
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Disability</i>	The reduction in third party spend means that funding for improvements to make public rights of way more accessible will be ceased. Unless external grant funding is sourced.	Poor		Poor
<i>Gender reassignment</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Marriage or civil partnership</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Race</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Religion or belief</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sex</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Sexual Orientation</i>	There are no known impacts at this stage.	Unknown		Unknown
<i>Pregnancy and Maternity</i>	There are no known impacts at this stage.	Unknown		Unknown

**Source of Outline Evidence to support judgements**

Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.

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

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The long term implications of these proposals are unknown.	Unknown		Unknown
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	The Service has been working with Town and Community Councils in order to help them develop and maintain, improve and promote their local networks. The reductions in officers and spend puts this work at significant risk. Unless external grant funding can be found this work will likely cease. Even though it is the favoured way to transform service delivery, resources are required to make it happen. With reduced staff and spend, the Service will be concentrating on trying to manage the most urgent health & safety issues.	Very Poor		Very Poor
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	Due to the timescales given for putting forward proposals to meet the efficiency savings, there has not been the time to communicate and engage with the residents and communities who would be affected.	Very Poor		Very Poor
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	Unknown.	Unknown		Unknown



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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Unknown.	Unknown		Unknown
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Unknown.	Unknown		Unknown
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Unknown.	Unknown		Unknown
<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.	Unknown.	Unknown		Unknown
<b>Impact on Powys County Council Workforce</b>	Any reduction in the quality and accessibility of public rights of way and access may negatively impact the ability of PCC to attract employees to the county and the council. Powys would become a considerably less attractive place to live, work and visit.	Poor		Poor
<b>Source of Outline Evidence to support judgements</b>				
Due to the timescales given to put efficiency savings information together, there has not been the time to undertake community engagement or consultation over these proposals. Officer knowledge has been used for answers provided.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		
None identified		

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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
Health & Safety – reduction in monitoring and ability to undertake maintenance, due to less officers and spend, may result in greater numbers and severity of health & safety risks.	High	None identified	High
Insurance – reduction in maintenance of public rights of way may lead to a reduced ability for PCC to defend claims in case of any accidents/incidents	Medium	None identified	Medium
Well managed and maintained public rights of way are important tourism assets. Powys would become a considerably less attractive place to live, work and visit.	Medium	None identified	Medium
Powys County Council would have reduced capacity to deliver its Vision 2025, as Countryside Services delivers direct benefits in terms of the Economy, Health & Well-being, Learning & Skills and supporting Residents & Communities.	Medium	None identified	Medium
Loss of/reduction in income for local contractors who would normally be employed to undertake maintenance works. Leading to a negative impact on local businesses and the local economy. If local contractors cease trading, the Service would have difficulty delivering work with the remaining budget.	Medium	None identified	Medium
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		<b>Medium risk overall</b>	

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

Action	Target Date	Outcome	Decisions made
Remove £145,064 from Countryside Services Budget	1 <sup>st</sup> April 2019	Countryside Services meet their efficiency savings targets	
<b>Portfolio Holder decision required</b>	Choose an item.	<b>Date required</b>	
<b>Cabinet decision required</b>	Choose an item.	<b>Date required</b>	
<b>Council decision required</b>	Choose an item.	<b>Date required</b>	

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

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Finance												
Health & Safety												
Insurance												
HR												

12. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
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The required savings for Countryside Services will result in a reduction in the number of officers delivering statutory work on public rights of way. There will also be a significant reduction in third party spend, also resulting in a reduction in the delivery of statutory work on public rights of way. The Service will have a reduced capacity to work with volunteers and local communities to maintain, improve and promote local networks.

Some of the impacts and risks include:

- Deterioration in the % of the Powys public rights of way network open and easy to use, including promoted recreational trails.
- The backlog of problems will increase and the capacity for resolution would greatly decrease.
- With much reduced budget for maintenance, bridges may be closed, removed and not replaced.
- Replacement and new signage would reduce.
- There would be no regular inspections of bridges meaning the Authority is at risk of claims and legal action.
- Meeting the savings targets may result in increased legal action being taken against Powys County Council in terms of judicial review and notices being served. It is entirely plausible that the savings achieved could be dwarfed by the increased legal costs in defending the potential upsurge in number of legal challenges.
- The Service expect an increase in FOI and correspondence campaigns by user groups and others.
- Cuts could severely compromise the ability to answer FOIs in the timescale needed.
- There will be reduced ability and capacity for Countryside Services to apply for and deliver external grant funded projects from 2019 onward.
- Powys County Council would have reduced capacity to deliver its Vision 2025, as Countryside Services delivers direct benefits in terms of the Economy, Health & Well-being, Learning & Skills and supporting Residents & Communities.

- Powys would become a less attractive place to live, work and visit.
- The reduction in third party spend means a loss of income for local contractors who would normally be employed to undertake maintenance works. Leading to a negative impact on local businesses and the local economy.

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

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

N/A

14. On-going monitoring arrangements?

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

No arrangements are proposed at this time.

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

N/A

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Nina Davies		04/10/2018
Head of Service:	Stuart Mackintosh		
Strategic Director:	Ian Budd		
Portfolio Holder:	CLr Aled Davies		

16. Governance

**Decision to be made by**

Choose an item.

**Date required**

**FORM ENDS**

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