

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	Head of Service	Jo Cassey	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	Schools Early Years						
Outline Summary / Description of Proposal							

The authority has a statutory requirement to provide a minimum of 10 hours per week of pre-school foundation phase education to all children from the start of the term following his / her third birthday until he / she commences school on a full time basis, normally at the start of the school year following his / her fourth birthday.

As part of the change of age of admission process in September 2017, which resulted in a net annual revenue saving of £1,250,000, the cabinet approved that the authority should provide above the statutory minimum of 10 hours; and from September 2017 parents can currently access 12.50 hours of pre-school foundation phase education through a network of 80 funded settings spread geographically across the authority.

Welsh Government has commenced the roll out of an extended childcare and education provision from September 2017 and by September 2020 all working parents of 3 and 4 year old children will be entitled to access extended childcare / foundation phase education of 30 hours per week for up to 48 weeks of the year. The authority has received confirmation that provision will be rolled out in Powys on a phased basis commencing in January 2019.

Of the current 80 settings funded in Powys, around 55 are delivered in schools, representing just over 60% of the total number of places offered; the remaining places are delivered from other CIW registered community and childcare facilities across the authority.

Welsh Government have confirmed that the funding level for the additional hours will be at £4.50 per hour, which is above the authority's current average funding level for the foundation phase and that if the authority reduced the funded hours from 12.5 to 10 in respect of the pre-school foundation phase provision the new funding would be available for the remaining 20 hours per week.

As a result of this extension of provision the two following efficiencies are proposed:

1. That consultation is undertaken with contracted settings to reduce the funded pre-school foundation phase education provision from 12.5 hours per week to 10.0 hours per week from the 1st September 2019, or the date the extended child care provision is rolled out in their catchment if later.
2. That settings delivering the extended childcare in a school setting are required to pay an agreed rent for the additional childcare hours that are funded directly by Welsh Government.

Estimates of efficiencies achieved from both proposals are summarised below. Consideration will be required to consider how the additional income achieved through rental income (proposed in bullet point 2 above) is accounted for between the service and the individual school through their schools delegated budget; this will need to be considered as part of the current review of the Fair Funding Formula and the Scheme for the Financing of Schools which is being led by the finance service.

The service has just commenced a review of the usage and resulting capacity of all its schools and as part of this exercise the actual use of the facilities in schools by early years settings will be identified by the end of May 2018.

The implementation of the extended childcare provision will have a positive impact on the number of part and full time posts available through the network of settings across the authority.

Estimated Early years Income / Reduced Budget									
Year group	Number of Settings	Rent / cost per Hour	Number of Annual Hours Chargeable	Percentage Reduction	Annual Fee / Budget reduction	2019-20	2020-21	2021-22	Total
Reduction in Funding re FP pre school education				30%	1,953,000	130,200	260,400		390,600
Rent re pre School provision	55	7.5	1,060		437,250	145,750	145,750	145,750	437,250
Additional Property Costs (10 weeks)	55	10	300		(165,000)	(55,000)	(55,000)	(55,000)	(165,000)
Total						220,950	351,150	90,750	662,850

Although the proposals includes the reduction in the level of Foundation Phase pre School Education, this reduction is replaced by funded childcare provision for the children of working families and therefore if managed and communicated correctly it should be welcomed by the funded settings as the overall funding level will be at a higher level than currently provided and therefore has limited Financial, Legal, Political or reputational risk,

The greatest risk from this proposal relates to the reduction in the level of pre-school foundation phase education provision to those families where the parents are not in or cannot access employment and whose children will therefore not be entitled to access the extended provision.

Narrowing the impact of the poverty gap in terms of education outcomes is a Powys, Welsh and National target and the expected differential in the available services between the two groups will potentially extend and not narrow the gap.

As the programme is rolled out across Powys it is essential that options are discussed through multi agency work on how the authority can collectively support children from these families to access extended pre-school support and education.

1. Profile of savings delivery (if applicable)

FY1920 - £221k					
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2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	T B A	Yes

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

Version	Author	Job Title	Date
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Version 1.1	Jo Cassey / Gareth Jones	Senior Manager – Central Service	28 th May 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			
The proposal runs directly alongside the Welsh Governments Proposal to extend funded childcare places for children aged 3 & 4 from working families.			
Service Area informed:	CYPP	Contact Officer liaised with:	Shelley Davie / John Haddon
Mitigation			
This efficiency is being proposed as it will be largely offset by increased funding for childcare places from WG			

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	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area, with the exception of those children from the more deprived families.	Good	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners from disadvantaged families	Very Good
Health and Care We will lead the way in effective, integrated rural health and care	As Above	Good	As Above	Very Good
Learning and skills We will strengthen learning and skills	As Above	Good	As Above	Very Good
Residents and Communities We will support our residents and communities	As Above	Good	As Above	Very Good

Source of Outline Evidence to support judgements

Welsh Government papers on the roll out of the Extended Childcare provision for working families.

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
<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>As the proposal will provide upto 30 hours Childcare / FP education provision for families of 3 & 4 Year olds, it will reduce the child care costs for these families while extending the number of jobs required in the caring area</p>	<p>Good</p>	<p>The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals and in particular those learners from disadvantaged families</p>	<p>Very Good</p>
<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>As above.</p>	<p>Good</p>	<p>As above.</p>	<p>Very Good</p>
<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>As above.</p>	<p>Good</p>	<p>As above.</p>	<p>Very Good</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>As above.</p>	<p>Good</p>	<p>As above.</p>	<p>Very Good</p>

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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 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.	As above.	Good	As above.	Very Good
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.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	As above. But with the promotion of Welsh Language early years provision as detailed in the WESP	Good	As above.	Very Good
<i>Opportunities to promote the Welsh language</i>	As above.	Good	As above.	Very Good
<i>Welsh Language impact on staff</i>	As above.	Good	As above.	Very Good
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Good	As above.	Very Good
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).				
<i>Age</i>	As above.	Neutral	As above.	Neutral
<i>Disability</i>	As above.	Neutral	As above.	Neutral
<i>Gender reassignment</i>	As above.	Neutral	As above.	Neutral
<i>Marriage or civil partnership</i>	As above.	Neutral	As above.	Neutral
<i>Race</i>	As above.	Neutral	As above.	Neutral
<i>Religion or belief</i>	As above.	Neutral	As above.	Neutral
<i>Sex</i>	As above.	Neutral	As above.	Neutral
<i>Sexual Orientation</i>	As above.	Neutral	As above.	Neutral
<i>Pregnancy and Maternity</i>	As above.	Neutral	As above.	Neutral

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Source of Outline Evidence to support judgements
Welsh Governments Papers on the benefits of the extended Childcare programme

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.	As the proposal will be based on delivering the same service but more efficiently it is not expected to impact adversely in this area.	Neutral	The implementation of the proposed procedures will ensure consideration is taken over the impact on the service delivery of any proposals	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	As above.	Neutral	As above.	Neutral
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	As above.	Neutral	As above.	Neutral
Prevention: Understanding the root causes of issues to prevent them from occurring.	As above.	Neutral	As above.	Neutral
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	As above.	Neutral	As above.	Neutral
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	As above.	Neutral	As above.	Neutral

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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		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.	As above.	Neutral	As above.	Neutral
Impact on Powys County Council Workforce		Neutral		Neutral
Source of Outline Evidence to support judgements				
Schools Service Management Team meeting minutes.				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
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
Loss of Knowledge, Experience and Capacity	Medium	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Failure to meet statutory duties	Low	Service will ensure all statutory duties are covered	Low
Reduction of support to schools	Medium	Need to support provision of school to school support	Low
Impact on learner outcomes	Low	Savings will be achieved from areas not impacting on learner outcomes	Low
Failure to maximise grant and other finding opportunities	Medium	Ensure key officer has responsibility for monitoring grant opportunities	Low
Financial risk of require consultants to cover knowledge gap in interim period.	Low	Ensure service has suitable knowledge cover and provide training where appropriate	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

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

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

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

12. Overall Summary and Judgement of this Impact Assessment?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date

16. Governance

Decision to be made by	Portfolio Holder	Date required	
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FORM ENDS