

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	TRADING STANDARDS	Head of Service	KEN YORSTON	Strategic Director	N. BRINN	Portfolio Holder	JAMES EVANS
Proposal	REDUCTION OF 1.4 FTE IN ENFORCEMENT OFFICERS (TS 2)						
Outline Summary / Description of Proposal							
The proposal is to reduce the operational staff in trading standards by 7% ,namely 1.4FTE.							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£---	£58.7K	£0	£0	£0	£58.7K

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
No consultation required (please provide justification)	none	No

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

Version	Author	Job Title	Date
1	CLIVE JONES	PROFESSIONAL LEAD	11 JUNE 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			
There will be an Impact to other internal and external services. Reduced ability to do enquiries out of authority and take Section 9 statements. Reduced ability to support other regulatory sections within the council.			
Service Area informed:	All regulatory services	Contact Officer liaised with:	All services
Mitigation			
None possible – reduced service			

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	Will mean that support for legitimate trade reduced and this will affect growth and profiles	Very poor	Bring back capacity with other officers	Poor
Health and Care We will lead the way in effective, integrated rural health and care	Support for vulnerable will be reduced as support visits cannot be made	Very poor	Possible involvement of voluntary sector	Poor
Learning and skills We will strengthen learning and skills	n/a	unknown	n/a	unknown
Residents and Communities We will support our residents and communities	Support will be reduced but there will need to be clarity on what delivery is possible	Very poor	Profile on delivery/use voluntary sector	unknown

Source of Outline Evidence to support judgements

Trading Standards Data

<https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards>

The document from our professional institute shows the value of trading standards work

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>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<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>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<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>	Reduction in growth potential as business not supported	Very Poor	Advertise reduced service	Poor
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	Reduction in safety work and increased potential for organised criminality	Very Poor	Advertise reduced service	Poor

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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	Very Poor	As above	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.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	n/a	Unknown	n/a	Neutral
<i>Opportunities to promote the Welsh language</i>	n/a	Unknown	n/a	Neutral
<i>Welsh Language impact on staff</i>	n/a	Unknown	n/a	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	n/a	Unknown	n/a	Neutral
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>		Unknown		Choose an item.
<i>Disability</i>		Unknown		Choose an item.
<i>Gender reassignment</i>		Unknown		Choose an item.
<i>Marriage or civil partnership</i>		Unknown		Choose an item.
<i>Race</i>		Unknown		Choose an item.
<i>Religion or belief</i>		Unknown		Choose an item.
<i>Sex</i>		Unknown		Choose an item.
<i>Sexual Orientation</i>		Unknown		Choose an item.
<i>Pregnancy and Maternity</i>		Unknown		Choose an item.

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Source of Outline Evidence to support judgements

TS data

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.	Reduced capacity will impact on community profile within Powys	Very Poor		Very Good
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	This will increase with reduced officers	Good	Profile work	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Essential to explain the role of the service to stakeholders and we do this through victim statements and feedback and we will consult on changes	Good	Explain reduced services	Very Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Part of all work and may need to have increased emphasis here with reduced capacity to enforce	Very Poor	Explanation of new policy on enforcement	Poor
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Potential	Good	Opportunities	Very Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Less impact due to less resource – tackling rogue traders / getting compensation for victims	Very Poor	Look for referral to Police / other agencies	Poor

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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	Unknown	n/a	Unknown
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.	Reduced capability on safeguarding and Care Act responsibilities	Very Poor	Increase working with Social Services to mitigate	Poor
Impact on Powys County Council Workforce	Reduction in 1.4 FTE will have effect on remaining staff	Very Poor	Define roles clearly	Poor
Source of Outline Evidence to support judgements				
https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
Clear explanation of new reduced services		

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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
Reduction in high risk visit duties	High	Intelligence led	High
Reduction in investigations	High	Prioritization	Medium
Reduction in Scams work with victims	High	Priority led to ones with most harm	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
	YES		Low

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

Action	Target Date	Outcome	Decisions made
Portfolio Holder decision required	Yes	Date required	
Cabinet decision required	Yes	Date required	
Council decision required	No	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?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Reduction in 1.4 FTE in Enforcement Officers in Trading Standards which will impact on statutory duties	

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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?

<https://www.tradingstandards.uk/news-policy/the-value-of-trading-standards>

14. On-going monitoring arrangements?

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

2 monthly management meetings review

Please state when this Impact Assessment will be reviewed.

March 2020

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	CLIVE JONES		
Head of Service:	KEN YORSTON		
Strategic Director:	N BRINN		
Portfolio Holder:	JAMES EVANS		

16. Governance

Decision to be made by

Choose an item.

Date required

FORM ENDS