

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	Strategic Policy and Performance	Head of Service	Emma Palmer	Strategic Director	Emma Palmer	Portfolio Holder	Cllrs: R.Harris; A.Davies; J.Evans
Proposal	Incorporating Corporate Insight into Strategic Policy and Performance through staff re-structure						
Outline Summary / Description of Proposal							
The proposed changes formally incorporate Corporate Insight into Strategic Policy and Performance, ensuring the service is fit for purpose to support and drive the council in pursuit of Vision 2025. We summarise the following benefits as a result of the proposed changes:							
<ul style="list-style-type: none"> • Corporate Insight shares the financial challenge faced by Powys County Council • The cost reductions are proportionate and reflect the changing demands of the business • The capacity and capability for effective business intelligence is retained • The knowledge base across the service is retained as far as is practically possible • The proposed internal management structure will facilitate better inter-communications across the different corporate insight sections • Potential career pathways are evident in the structure • The structure is still in a position to take advantage of other external sources of funding • Elements of Corporate Insight retain the potential for commercialisation 							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£123,000	£304,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	Insert date	Yes

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

Version	Author	Job Title	Date
Version 1	Peter E Jones	Professional Lead: Corporate Insight	09/07/2018

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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			
<ul style="list-style-type: none"> The proposed changes will not directly impact Health and Safety or Corporate Parenting. There is a risk of impacting other service areas as potentially demand for 'effective business intelligence will continue to increase. Whilst the capacity for BI is reasonably maintained, accessing alternative funding to source expert advice may potentially impact on the services ability to deliver. The loss of Programme Office is a strategic loss to the council in pursuit of delivering Vision 2025. However, the organisation is not accessing this provision to merit continuation. 			
Service Area informed:	General notification	Contact Officer liaised with:	Directors and Heads of Service
Mitigation			
<ul style="list-style-type: none"> The approach to the restructure has been undertaken so as to minimise impact as far as is practically possible 			

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

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
The Economy We will develop a vibrant economy	The work of the service continues to support this priority with data intelligence	Good	No capacity for further refinement	Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	Resource is currently heavily directed to supporting social care and is a fundamental cornerstone of analyse, plan and monitor progress of this priority	Good	No capacity for further refinement	Choose an item.
Learning and skills We will strengthen learning and skills		Neutral	No capacity for further refinement	Choose an item.
Residents and Communities We will support our residents and communities	The well-being and population assessments are an important vehicle for reflecting the thoughts and views of residents and communities	Good	No capacity for further refinement	Choose an item.

Source of Outline Evidence to support judgements

See planning and BI outputs as well as Service Improvement Plan and Management of Change proposal

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>	<ul style="list-style-type: none"> Corporate Insight has been developed on the ethos of ‘doing the right thing’ and tackling root causes of problems It is founded on the basis of evidence based planning and making this evidence widely available, both internally and externally The service aims to provide career pathways for staff 	Neutral	No capacity for further refinement	Choose an item.
<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>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<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>	<ul style="list-style-type: none"> Demand for services and therefore, demand and expectations on staff may increase and could possibly impact negatively on staff well-being 	Poor	No capacity for further refinement	Choose an item.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<ul style="list-style-type: none"> There is an intent to develop a more cohesive work community 	Neutral	No capacity for further refinement	Choose an item.

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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.	No significant direct impact	Neutral	No capacity for further refinement	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>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Opportunities to promote the Welsh language</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Welsh Language impact on staff</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No significant direct impact	Neutral	No capacity for further refinement	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).				
<i>Age</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Disability</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Gender reassignment</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Marriage or civil partnership</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Race</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Religion or belief</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Sex</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Sexual Orientation</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
<i>Pregnancy and Maternity</i>	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.

Source of Outline Evidence to support judgements
See Service Improvement Plan and Management of Change proposal

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: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	<ul style="list-style-type: none"> Given the council's financial challenge, the proposal seeks to deliver a more sustainable service given available funding The 5 working principles continue to be a key influence on the service's approach to provision 	Good	No capacity for further refinement	Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	<ul style="list-style-type: none"> The 5 working principles continue to be a key influence on the service's approach to provision However, the ability of Powys PSB to centrally agree resource may have its own negative impact 	Poor	No capacity for further refinement	Choose an item.
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	<ul style="list-style-type: none"> Staff and other key stakeholders will be involved in this process 	Good	No capacity for further refinement	Choose an item.
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	<ul style="list-style-type: none"> Further financial challenge will be offset by developing commercial opportunities in the hope that this may prevent further reductions 	Good	No capacity for further refinement	Choose an item.
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	<ul style="list-style-type: none"> Further integration of the former Corporate Insight sections is a key consideration of the Management of Change proposal 	Good	No capacity for further refinement	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
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Whilst the proposal has no significant impact on the broader facets of preventing poverty, it does recognise the resulting FTE loss of 2.6 posts	Poor	No capacity for further refinement	Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No significant direct impact	Neutral	No capacity for further refinement	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.	No significant direct impact	Neutral	No capacity for further refinement	Choose an item.
Impact on Powys County Council Workforce	<p>The proposal offer the following positive benefits:</p> <ul style="list-style-type: none"> • Career pathways and opportunities • Flexible approach • A structure that reflects professional expertise, knowledge and capability • Reduced financial savings security <p>The proposal offer the following dis-benefits:</p> <ul style="list-style-type: none"> • The proposed net loss of 3 positions • A short period of uncertainty as re-structure is implemented 	Neutral	No capacity for further refinement	Choose an item.
Source of Outline Evidence to support judgements				
See Service Improvement Plan and Management of Change proposal				

8. Achievability of proposal?

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Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Low	Low
Mitigation		
Continued communication and understanding of organisational needs		

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
Inability to meet service demand	High	Continued dialogue and prioritisation with EMT and HoS	Medium
Regulatory concerns over loss of programme office	Medium	Ensure alternative arrangements are effective on delivery	Medium
Need for efficiency savings further impact service	High	Develop commercial opportunities	Medium
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		✓	

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	No	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?

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Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<ul style="list-style-type: none"> • The proposed changes formally incorporate Corporate Insight into Strategic Policy and Performance, ensuring the service is fit for purpose to support and drive the council in pursuit of Vision 2025 • On the whole, the proposal will continue to give good support for the council's priorities as detailed in Vision 2025 although the impact on the 7 national well-being goals is by and large neutral • The proposal demonstrates reasonable consideration of the 5 working principles of the Well-being of Future generations (Wales) Act 2015 • It is unfortunate that there is a small decrease in the number of staff and every action will be taken to ensure the well-being of those affected. Hopefully there may be other opportunities across this diverse organisation. However, the proposal does put in place a more transparent career pathway for staff and therefore the general conclusion is that the proposal has a neutral impact for staff • There are some risks associated with the proposal and given the important position and profile of the service, this merits a medium risk rating 	

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

What additional evidence and data has informed the development of your proposal?
In addition to the management of change proposal appendix, no further evidence required.

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
The impact of these changes will be continually monitored by the Head of Strategic Policy and Performance together with Management Team colleagues, Cabinet and Audit Committee.
Please state when this Impact Assessment will be reviewed..

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Date required
Portfolio Holder	

FORM ENDS