

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	Leisure Services	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell & Cllr Phyl Davies
Proposal	Reduce / Replace the Leisure Contract 'Landlord' Replacement & Maintenance Budget						
Outline Summary / Description of Proposal							
<p>1. The Powys County Council 'Landlord' budget as part of the Contract with Freedom Leisure is currently £190,000. As the buildings are all of age where structure and plant failure is inevitable, this budget is fully utilised to ensure Powys' 'Landlord' obligations and responsibilities are carried out in a timely and effective manner to provide essential replacement items and maintenance to the structure and fabric of the leisure and sport centre buildings.</p> <p>The proposal is to replace the £190,000 Landlord budget with a £2million programme of Capital works over 5 years. Of the current £190k 'landlord' budget, £70,000 will be a saving to the Council and £120,000 transferred to the Corporate Capital Charge budget to fund the interest payments of the £2million borrowing.</p>							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£70,000	£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Freedom Leisure & HOWPS to be consulted	Yes

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

Version	Author	Job Title	Date
V2	Jenny Ashton	Service Strategy & Development Manager	September 2018
V2	Jenny Ashton	Service Strategy & Development Manager	October 2018
V3	Jenny Ashton	Service Strategy & Development Manager	February 2019

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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

Yes the proposal, if the Capital funding is not forthcoming, and savings still have to be made from the 'landlord' budget has the potential to impact on the following:-

1. Other PCC services such as all schools including delivery of swimming and physical activity, Adult Services, Children's Services, Youth Services, Arts Services, Property Services, Sports Development, Play organisations and activities
2. External organisations – Sport Wales, Disability Sport Wales, Sports Clubs, Communities, Third Party organisations, Private organisations, National Governing Bodies, Health
3. Health & Safety – leisure & sports centres are designated emergency rest centres for civil contingency situations
4. Safeguarding

Service Area informed:	Discussed with Freedom Leisure	Contact Officer liaised with:	Freedom Leisure (various)
-------------------------------	--------------------------------	--------------------------------------	---------------------------

Mitigation

If the Capital funding (as mitigation for loss of the £190,000 'landlord' budget) is not forthcoming, and part or all of the £190,000 'landlord' budget is taken as a saving, there is no other mitigation to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.

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

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
<p>The Economy We will develop a vibrant economy</p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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
	<ul style="list-style-type: none"> • Building closures as a result of reduced 'landlord' budget will require people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			
Health and Care We will lead the way in effective, integrated rural health and care	As above	Very Poor	Rely on partners who are not as well-equipped to deliver services, activities and schemes to provide healthy physical activity opportunities. There are no similar facilities in size, capacity or accessibility in Powys.	Poor
Learning and skills We will strengthen learning and skills	A failure to receive Capital funding or reduction in the 'landlord' budget will result in building closures which in turn will result in fewer facilities to develop, educate, raise awareness, promote and encourage people to take part in healthy physical activity. This in turn will have a detrimental effect on the Health Service.	Very Poor	Rely on partners who are not as well-equipped to deliver services, activities and schemes to provide healthy physical activity opportunities, learning and skills.	Poor

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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
<p>Residents and Communities We will support our residents and communities</p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



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
	<ul style="list-style-type: none"> • Building closures as a result of reduced 'landlord' budget will require people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			

Source of Outline Evidence to support judgements
Knowledge, experience, Condition Surveys, industry evidence, property experts

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>	If buildings are not repaired and maintained to an acceptable standard, this will have a negative and detrimental impact on this goal	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
<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>	N/A	Choose an item.	N/A	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>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI’s and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>
--	--	------------------	--	-------------

	<ul style="list-style-type: none"> • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	As above	Choose an item.	As above	Choose an item.
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	Choose an item.	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>	A failure to receive Capital funding or reduction in the ‘landlord’ budget will eventually result in building closures which in turn will result in fewer facilities to develop, educate, raise awareness, promote and encourage people to take part in healthy physical activity which in turn will mean a reduction in the opportunity for people to participate or receive healthy physical activities in Welsh	Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
<i>Opportunities to promote the Welsh language</i>	As above	Choose an item.	As above	Choose an item.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p><i>Welsh Language impact on staff</i></p>	<p>Some staff could be made redundant as a result of closures</p>	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>
--	---	------------------	--	-------------

<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.</p>	<p>Good</p>
--	--	------------------	--	-------------

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



	<ul style="list-style-type: none"> Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy Staff redundancies 			
<p>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).</p> <p>The proposal will have an equal impact on all characteristics below</p>				
<i>Age</i>	As above	Choose an item.		Choose an item.
<i>Disability</i>	As above	Choose an item.		Choose an item.
<i>Gender reassignment</i>	As above	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	As above	Choose an item.		Choose an item.
<i>Race</i>	As above	Choose an item.		Choose an item.
<i>Religion or belief</i>	As above	Choose an item.		Choose an item.
<i>Sex</i>	As above	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	As above	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	As above	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
Knowledge, experience, Condition Surveys, industry evidence, property experts

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>	Fewer opportunities to access healthy physical activity will result in increased pressure and burden on the Health Board resulting in more people becoming unable to manage their own health and well being	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.	Good
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Inequitable provision will be a result of a failure to receive Capital funding or a reduction in the Landlord budget	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	Preventative agendas and activities will be unavailable, unachievable, inaccessible and unable to be developed, facilitated, delivered or the impact and positive outcomes achieved	Very Poor	Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure	Good

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	<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
<p>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</p>	<p>A failure to receive Capital funding or a reduction in the Landlord budget will result in a lack of suitable facilities to enable integration between public bodies and their partners</p>	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure</p>	<p>Good</p>

Principle	How does the proposal impact on this principle?	<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
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>As sections above and rural deprivation / poverty will be enhanced due to a lack of suitable, accessible and well located facilities. A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access 	<p>Very Poor</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure</p>	<p>Good</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	<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
	facilities / opportunities if the distance is too far or they do not have transport <ul style="list-style-type: none"> • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • Staff redundancies 			
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	As (poverty section) above	Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure Freedom Leisure and PCC undertake regular consultation with its customers and residents to seek views and opinions with regards to availability and access to opportunities and variety of activities available. Freedom Leisure work with PCC Adult Services to enable membership offers for unpaid carers and other caring arrangements.	Good
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.	A failure to receive Capital funding or a reduction in the Landlord budget could compromise current safeguarding practices.	Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Impact on Powys County Council Workforce	A failure to receive Capital funding or a reduction in the Landlord budget will result in fewer facilities throughout Powys for PCC workforce to access, which in turn supports the Corporate Health Agenda, including occupational health and well being.	Poor	Receipt of Capital funding from PCC – potentially for five years. A ‘landlord fund’ / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its ‘landlord’ obligations and responsibilities as part of the Contract with Freedom Leisure	Good
Source of Outline Evidence to support judgements				

Principle	How does the proposal impact on this principle?	<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
Knowledge, experience, Condition Surveys, industry evidence, property experts				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		
If the Capital funding (as mitigation for loss of the £190,000 'landlord' budget) is not forthcoming, and part or all of the £190,000 'landlord' budget is taken as a saving, there is no other mitigation to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.		

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
-----------------	----------------------	------------	----------------------

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A failure to receive Capital funding or a reduction in the Landlord budget will ultimately result in:-</p> <ul style="list-style-type: none"> • Partial or complete building closures due to statutory non-compliance • Loss of income claims from Freedom Leisure • Reduction in contract payment and arrangements to HOWPS • Health & safety standards and unsafe working practices • Schools will not be able to deliver core curriculum activities • Communities will not have access to healthy physical activity opportunities • Additional impact and burden on the Health Service • Freedom Leisure will be unable to fulfil their contractual obligations to PCC • Objectives, KPI's and contractual targets will be unmet • Powys will be unattractive to live, work, raise families or to support our older population to be independent and healthy • The detriment to the positive collaborative opportunities created and developing through the partnership of Freedom Leisure, Powys, private and other organisations. These other organisations are currently investing in facilities to support communities and positive working business relationships • Building closures will result in people having to travel further – or not travelling at all to access facilities / opportunities if the distance is too far or they do not have transport • Staff redundancies 	<p>High</p>	<p>Receipt of Capital funding from PCC – potentially for five years. A 'landlord fund' / budget is required (whether Capital or Revenue) to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure</p>	<p>Medium</p>
--	-------------	--	---------------

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
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
Amount of landlord budget reduction to be confirmed	February 2019	Agreement with Freedom Leisure as to how the 'landlord' aspect of the contract will be managed / funded	February 2019
Confirmation of Capital funding / budget over 5 years to mitigate for loss / reduction of revenue 'landlord' budget	February 2019	Agreement between PCC and Freedom Leisure of Capital Programme and essential works arranged to begin April 2019	February 2019
If reduced or no revenue funding received – immediate plans to be agreed for a programme of building closure as this will create a significant impact on the Contract Additional costs expected from Freedom Leisure as a result.	February 2019	Discussion / negotiation with Freedom Leisure - which facilities and what order?	April 2019 or sooner
If no Capital funding received as mitigation for loss of revenue budget - immediate plans to be agreed for a programme of building closure as this will create a significant impact on the Contract. Additional costs expected from Freedom Leisure as a result.	February 2019	Discussion / negotiation with Freedom Leisure - which facilities and what order?	April 2019 or sooner
Portfolio Holder decision required	Yes	Date required	February 2019
Cabinet decision required	Yes	Date required	February 2019
Council decision required	Yes	Date required	February 2019

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												
Legal												

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



Property												
----------	--	--	--	--	--	--	--	--	--	--	--	--

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Appropriate funding is required to ensure that Powys County Council fulfils its 'landlord' obligations and responsibilities as part of the Contract with Freedom Leisure.		

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

What additional evidence and data has informed the development of your proposal?
Corporate Insight data, Powys statistics, industry, service and local knowledge

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Regular meetings between Powys and Freedom Leisure Centre / Site visits Building condition surveys / reports
Please state when this Impact Assessment will be reviewed.
When a decision is made.

15. Sign Off

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

16. Governance

Decision to be made by	Choose an item.	Date required	
-------------------------------	-----------------	----------------------	--

FORM ENDS