

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	Highways, Transport and Recycling	Head of Service	Adrian Jervis	Strategic Director	Nigel Brinn	Portfolio Holder	Cllr Phyl Davies
Proposal	Logistics – Beyond 17/18 W & R (Logistical review of Highways drainage operations)						
Outline Summary / Description of Proposal							
To reduce current 7 No. drainage crews (Gully Emptying) down to 4 No. Through improved utilisation of fleet and extended working hours/changed working patterns, costs will be reduced whilst current income levels from North & Mid Wales Trunk Road Agency will be maintained. Further detailed review required.							

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
-	£225k				

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Staff consultation required	April 2019	Yes

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

Version	Author	Job Title	Date
1.0	Brent Campbell	Senior Manager – Highways Operations	12 th Feb 2019

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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	
N/A	
Service Area informed:	Contact Officer liaised with:
Mitigation	

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	N/A	Neutral		Neutral
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Neutral		Neutral
Learning and skills We will strengthen learning and skills	N/A	Neutral		Neutral
Residents and Communities We will support our residents and communities	Potential for reduced drain cleansing service on most rural roads, and initial reactive response time to flooding could be extended.	Poor	Strategically placed crews/machines will reduce potential for delays. Support from external suppliers can be engaged	Neutral

Source of Outline Evidence to support judgements
Asset management system. Officer knowledge & experience

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
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.	N/A			
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).	N/A			
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.	N/A			
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	N/A			

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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 impact	Neutral		Neutral
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 impact			
<i>Opportunities to promote the Welsh language</i>	No impact			
<i>Welsh Language impact on staff</i>	No impact			
<i>People are encouraged to do sport, art and recreation.</i>	No impact			
<i>Age</i>				
<i>Disability</i>				
<i>Gender reassignment</i>	No impact	Neutral	N/A	Neutral
<i>Marriage or civil partnership</i>	No impact	Neutral	N/A	Neutral
<i>Race</i>	No impact	Neutral		Neutral
<i>Religion or belief</i>	No impact	Neutral	N/A	Neutral
<i>Sex</i>	No impact	Neutral	N/A	Neutral
<i>Sexual Orientation</i>	No impact	Neutral	N/A	Neutral
<i>Pregnancy and Maternity</i>	No impact	Neutral	N/A	Neutral

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Source of Outline Evidence to support judgements

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.	neutral	Neutral	Effective planning and workforce planning	Neutral
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Neutral	As above	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Working with communities to support local decisions and support for the level of service required by local residents and businesses	Neutral	As above	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	Reduced budgets, collaborative approach helps prevent negative impact occurring	Neutral	Effective communication and support	Good
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The proposal promotes an integrated approach.	Neutral	Effective communication and support	Good
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Neutral	N/A	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	N/A	Neutral	N/A	Neutral
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.	N/A	Neutral	N/A	Neutral
Impact on Powys County Council Workforce	Could be impacted upon in terms of resource and change on working patterns required to maintain service in future.	Neutral	Effective communication, understanding from staff	Good
Source of Outline Evidence to support judgements				
Consultation with staff				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
Effective planning for the implementation of the changes with extensive consultation and communication with staff.		

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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
Staff do not accept the principle and work as required	Medium	Effective communication, understanding outcomes and goals	Low
Reduced resilience to deal with emergency flooding	Medium	Network of external contractors & suppliers	Low
			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
Communication and Consultation with staff	March 2019		
Implementation	April 2019		
Portfolio Holder decision required	No	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?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
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13. Is there additional evidence to support the Impact Assessment (IA)?

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Annual review with town & communities
Please state when this Impact Assessment will be reviewed.
Following consultation with communities

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Brent Campbell		
Head of Service:	Adrian Jervis		
Strategic Director:	Nigel Brinn		
Portfolio Holder:	CLlr Phyl Davies		

16. Governance

Decision to be made by	Cabinet	Date required	
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FORM ENDS