

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **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.**

<b>Service Area</b>	Arts & Culture, Housing & Community Development	<b>Head of Service</b>	Nina Davies	<b>Director</b>	Nigel Brinn	<b>Portfolio Holder</b>	Cllr Rachel Powell
<b>Proposal</b>	Reduce revenue funding for commissioned Arts Services in order to achieve revenue budget savings of £188,214 by 2023						
<b>Outline Summary / Description of Proposal</b>							
<ul style="list-style-type: none"> <li>Reduce revenue funding for arts organisation partners including performing arts venues (x 4), art gallery (x 1) and community dance organisation (x1) – proposal represent 80% reduction to current funding level by 2022/23.</li> <li>Reduce support for Night Out rural community touring scheme.</li> <li>Reduce arts commissioning budget.</li> </ul>							
 <p>Arts Budget Proposals 2020,23 1:</p>							

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

Version	Author	Job Title	Date
V01 <b>DRAFT</b>	Lucy Bevan	Arts & Culture Commissioning Officer	10 December 2018
V02 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	14 February 2019
V03 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	12 August 2019
V04 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	12 December 2019
V05 DRAFT	Lucy Bevan	Arts & Culture Commissioning Officer	10 January 2020

### 2. Profile of savings delivery (if applicable)

	2019-20	2020-21	2021-22	2022-23	TOTAL
	£	£62,738	£62,738	£62,738	£188,214

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### 3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	

### 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
Regeneration, Tourism, Schools Service, Youth Service, Property, Children's & Adult Services Third & voluntary sector; private sector / businesses.

### 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
<b>The Economy</b> We will develop a vibrant economy	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
<b>Health and Care</b> We will lead the way in effective, integrated rural health and care	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
<b>Learning and skills</b> We will strengthen learning and skills	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.
<b>Residents and Communities</b> We will support our residents and communities	Refer to SWOT analysis below (pages 3 & 4)	Poor		Choose an item.

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STRENGTHS Internal Positive Factors	WEAKNESSES Internal Negative Factors
<ul style="list-style-type: none"> <li>• Arts &amp; cultural services able to strategically contribute to attaining the Council's Vision 2025</li> <li>• Able to continue developing closer relationship &amp; collaborative working within L&amp;R and with Schools &amp; Schools Service; Adult Social Care; Children's Services; Property</li> <li>• Utilise developed experience, expertise, links, relationships and partnerships to review &amp; sustain arts provision throughout the county</li> <li>• Retain strategically led arts provision in Powys working in close partnership with arts sector providers to maintain best possible equality of access</li> <li>• Retention of 'Arts Service' maintains Arts Council of Wales partnership support &amp; confidence</li> <li>• Retention of Arts &amp; Culture Commissioning Officer – preserves ability to apply for &amp; secure external funding towards delivering projects / programmes</li> <li>• Strong track record of achieving income generation for council led activity in Powys</li> <li>• Retention of arts coordination role within Council – internal collaboration</li> <li>• Retention of arts coordination / contact point for arts sector and communities to collaborate with Council in delivering Vision 2025 objectives</li> <li>• Capitalise on emerging cultural partnerships e.g. NPTC Group to determine possible third party interest in managing one or more key cultural Venues in Powys at no cost to the Authority – potential further future savings</li> <li>• Beneficial partnership working with other sector agencies – NAWR (Regional Arts &amp; Education network); ERW; ACW</li> <li>• Relatively modest arts budget achieving high performance outputs; value; quality</li> <li>• Nationwide – Powys County Council preserves reputation for excellence of arts provision</li> <li>• Arts development innovative behaviour</li> <li>• Arts &amp; cultural festivals &amp; events – social; economic benefits</li> <li>• Unique &amp; well developed arts &amp; cultural offer existing in county</li> <li>• Arts usage of building assets for community advantage</li> <li>• Transferable experience; knowledge; data in service</li> <li>• Marketing - reach, distribution, awareness</li> <li>• Innovative aspects</li> <li>• Ability of arts &amp; cultural activity to augment location and environment</li> <li>• Arts themed accreditations, qualifications, certifications for young people</li> </ul>	<ul style="list-style-type: none"> <li>• Failure to meet the required level of savings corporately</li> <li>• Possible risk to delivery of established &amp; externally funded projects &amp; programmes being delivered by Arts Service</li> <li>• Dependency of established funding partnerships &amp; subsequent financial liabilities</li> <li>• i. Financial risk - liability for redundancy costs for all Hafren theatre staff in the case of closure</li> <li>• ii. closure of Theatr Brycheiniog would result in payback to ACW for Capital funding of £1.677,879m (contributed to build in 1997) – this consequence would be counterproductive overall</li> <li>• Imposition of funding cuts – Powys Dance, Oriel Davies Gallery, 4 theatre venues and smaller supported arts organisations at high risk of being unsustainable</li> <li>• Financial – diminished available funding places currently supported arts organisations at risk of being unsustainable</li> <li>• Reputation – reduction in funding for arts activities perceived negatively</li> <li>• Loss of young people focused arts provision e.g. youth theatre; youth music; arts education / skills development programmes</li> <li>• Timescales, deadlines and pressures too short to achieve salvation</li> <li>• Added pressure on arts &amp; culture commissioning officer post –insufficient capacity to meet demands &amp; effectively manage workload; seek &amp; take up development opportunities; consult; plan; support sector</li> <li>• Less able to provide support for &amp; assurance to external funding applications</li> <li>• Limited scope for networking, collaborating &amp; forming new partnerships</li> <li>• Continuity of service provision elements broken</li> <li>• Commitments – contractual &amp; otherwise not able to be honoured; knock on effects for service users; sector employees; contractors</li> <li>• Effects on core activities &amp; key areas of focus – change &amp; further review a distraction</li> <li>• Robustness of budget efficiency decision making process; urgency of timescale; reliability of financial &amp; other data to support strategic decision making</li> </ul>

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<b>OPPORTUNITIES External</b> <b>Positive Factors</b>	<b>THREATS External</b> <b>Negative Factors</b>
<ul style="list-style-type: none"> <li>• Possibility to work closely with arts organisations &amp; sector to find collaborative solutions</li> <li>• Opportunities to provide services beyond Powys borders (already delivering Criw Celf in Ceredigion)</li> <li>• Burgeoning collaboration with NPTC Group to deliver arts provisions and further education through the arts</li> <li>• Utilise creativity &amp; proactive style of arts sector providers to find new ways of working with existing resources</li> <li>• Work with arts providers to create, develop and produce new income streams inc. business streams; sponsorship; new &amp; alternative fundraising initiatives</li> <li>• Seek broader portfolio of funders for the arts</li> <li>• develop less reliance on Council support</li> <li>• Strong audience appetite for arts product</li> <li>• Growing interest in participating in arts activities</li> <li>• Greater understanding of the benefit arts &amp; culture provides for personal well-being &amp; community resilience</li> <li>• Greater understanding of arts &amp; cultural economic benefits &amp; contribution to regeneration</li> <li>• Potential positive impact of Brexit e.g. people using &amp; buying local services, products &amp; experiences</li> <li>• New business opportunities</li> <li>• Developing worldwide market for arts &amp; crafts products inc. digital content</li> <li>• Superfast Broadband making it increasingly possible for creative industry start-ups &amp; business relocations to Powys</li> </ul>	<ul style="list-style-type: none"> <li>• Risk of losing some or all Arts Council of Wales funding reliant on Local Authority match</li> <li>• Less public funding available for arts &amp; cultural activity</li> <li>• Increasing pressure on alternative funding sources inc. trusts &amp; foundations</li> <li>• Pressure increasing on requirement for volunteers</li> <li>• Difficulty in recruiting skilled &amp; experienced Board members</li> <li>• Loss of creative industry professionals in Powys</li> <li>• Loss of young people living, studying &amp; working in Powys</li> <li>• Loss of jobs</li> <li>• Loss of services</li> <li>• Loss of local procurement &amp; trade</li> <li>• Inability to make best use of digital technology</li> <li>• Loss of tourism</li> <li>• Loss of cultural vibrancy</li> <li>• Inability to attract people &amp; families to live and work in Powys</li> <li>• Threat to schools numbers</li> <li>• Weakness of Wales &amp; UK economy</li> <li>• Potential negative impact of Brexit</li> <li>• Potential loss of European funding</li> <li>• Loss of key staff</li> <li>• Sustainable financial backing</li> <li>• Economy, both local and international</li> <li>• Seasonality affecting continuity of earned income &amp; cash flow for venues &amp; arts operators</li> <li>• Diminished cultural vibrancy in Powys communities</li> </ul>

Source of Outline Evidence to support judgements

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><b>A prosperous Wales:</b>                      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>Refer to SWOT analysis (pages 3&amp;4)                      Less educational and employment opportunities locally in the creative industry sector, thereby weakening an already sparse cultural infrastructure.                      Migration of young people out of county seeking further education, work experience, apprenticeships and employment in more culturally thriving urban centres.                      Reduction in the cultural tourism offer in Powys.</p>	Poor		Choose an item.
<p><b>A resilient Wales:</b>                      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>Reduction in locally provided services requiring people to travel long distance to access equivalent provision.</p>	Poor		Choose an item.
<p><b>A healthier Wales:</b>                      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>Opportunities to participate in and attend arts events and activities diminished by reducing offer, reducing social interaction through cultural events and maintaining mental and physical well-being by being actively socially engaged.</p>	Poor		Choose an item.

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	Professional and community arts venues capacity to deliver cultural programmes and events much reduced, leading to lack of vibrancy, cultural identity and connected communities.	Very Poor		Choose an item.
<b>A globally responsible Wales:</b> 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.	If arts venues are not sustainable and cannot keep a pace with larger urban based theatres and arts provider organisations in meeting customer's needs, then closure may be a consequence. This would mean long travel distances for people to access cultural services with a reliance on car travel due to limited public transport availability particularly in evenings. Accessibility would be very limited for lower income families.	Poor		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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>	Limited cultural provision for communities, particularly performing arts events in the Welsh language reducing opportunities for people to socialise, perform and attend activities through the Welsh language and loss of provision for learners to develop skills in learning environments.	Poor		Choose an item.
<i>Opportunities to promote the Welsh language</i>	As above.	Poor		Choose an item.
<i>Welsh Language impact on staff</i>	As above.	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	As above.	Very Poor		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Age</i>	Children and young people (0 – 25yrs) particularly affected by limited access to high quality arts & cultural provision. Older people, whose social interactions are often through participation in cultural activities and events and at arts venues – less engaged; less mentally stimulated; less physically active.	Poor		Choose an item.
<i>Disability</i>	Access to cultural & social events at accessible venues locally reduced. Alternative options inaccessible due to travel times, cost, mobility and other constraints.	Poor		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.

**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
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Reduced, or loss of, access to arts & cultural facilities, services, activities inc. training, learning & skills development, career pathways and creative expression / talent development.	Poor		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Loss of collaborative opportunities; damage to established partnership arrangements;	Poor		Choose an item.
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	The arts are by their very nature inclusive and welcoming to all, often providing a forum in which to mix diverse population groups in shared activities. Hard to reach groups and those with whom it is difficult to engage are often attracted to creative and non-competitive pastimes. Loss of such engagement opportunities risks less involvement from communities.	Poor		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
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	It is widely understood that participation & involvement in arts & cultural activities increases mental & physical health & well-being; reduces social isolation & loneliness; improves community integration - it is important that this contribution is recognised by the authority in the decision making process. Loss of access to arts & cultural activities, facilities, events and community venues will impact negatively on this benefit and potentially increase demand on other services.	Poor		Choose an item.
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	Negative contributing factor to overall achievement of well-being goals, particularly mental health; social isolation / loneliness and community engagement.	Poor		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	People on low incomes or those out of work benefit from participating in free and inclusive arts activities, undertaking volunteering / work experience placements and skills development.	Poor		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account		Unknown		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.		Unknown		Choose an item.
<b>Impact on Powys County Council Workforce</b>		Poor		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				

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

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Medium	Medium	Medium
Mitigation		
Consultation requirement.		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Medium	Medium
Mitigation		
Consultation & change planning requirement.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to reduction of funding to theatre, gallery & arts organisations resulting in possible closures / loss of facilities; damage to PCC reputation.	Very High	tbd	
Significant impact – loss of external match & partnership funding brought into county.	Very High	tbd	

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Loss of cultural services to communities in Powys.	Very High	tbd	
Loss of skills, creative industry business and inward migration.	High		
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		X	

### 10. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>
Reductions in funding support for performing arts venues and professional arts organisations in Powys will put under real threat their ability to continue valued community arts and cultural provision, diminishing the breadth, quality and benefits of cultural services available to the communities of Powys.	

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

<b>What additional evidence and data has informed the development of your proposal?</b>
Data development required.

### 12. On-going monitoring arrangements?

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

### 13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Lucy Bevan		10 Dec 2018; 14 Feb 2019; 12 Aug 2019; 12 Dec 2019; 10 Jan 2020
Head of Service:	Nina Davies		
Director:	Nigel Brinn		
Portfolio Holder:	CLlr Rachel Powell		

### 14. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	August / September 2019
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**FORM ENDS**

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