

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.**

Service Area	Education	Head of Service	Lynette Lovell	Director	Chief Executive	Portfolio Holder	Cllr Phyl Davies
Proposal	To review the staffing structures across the school service to ensure effective provision for supporting schools and pupils. To review the provision for ALN ensuring a more effective service for all pupils.						
All budget holders in the school service will review the provision to support schools in the following: Implementation of the new curriculum Implementation of the vision for Powys learners. Provision for pupils with additional learning needs. Implementation of the post inspection action plan which includes raising standards in secondary schools, improving provision for ALN, improving self – evaluation processes and improving leadership, and transforming school organisation.							

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

Version	Author	Job Title	Date
V1	Lynette Lovell	Chief education officer (Interim)	10 th January

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£511,000	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	Consultation will take place for any changes to posts that may occur as part of the review.

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

Dependent on proposals brought forward after the review.

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	The school service has recently been inspected by Estyn (September 2019). Areas of significant concern were identified in the report including support for pupils with additional learning needs and standards in secondary schools. As a result, the support provided to schools needs to be improved to enable schools to deliver support more effectively. Therefore, the review of the school service needs to evaluate how to improve the support provided to schools. For example, support for behaviour.	Poor	Fully evaluate the impact of the staffing review so that any gaps in provision are identified. For example, the gaps in provision for ASD support throughout the county. This will ensure that provision is improved. Identification of better working practices through the transformation agenda. The service will seek to manage the risks in areas affected by any restructure.	Good
Residents and Communities We will support our residents and communities	N/A	Neutral		Neutral

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Source of Outline Evidence to support judgements
Estyn report – September 2019

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

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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.	N/A	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>	N/A	Neutral		Neutral
<i>Opportunities to promote the Welsh language</i>	N/A	Neutral		Neutral
<i>Welsh Language impact on staff</i>	N/A	Neutral		Neutral
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Neutral		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>	N/A	Neutral		Neutral
<i>Disability</i>	Improve provision for learners with disabilities.	Good		Neutral
<i>Gender reassignment</i>	N/A	Neutral		Neutral
<i>Marriage or civil partnership</i>	N/A	Neutral		Neutral
<i>Race</i>	N/A	Neutral		Neutral
<i>Religion or belief</i>	N/A	Neutral		Neutral
<i>Sex</i>	N/A	Neutral		Neutral
<i>Sexual Orientation</i>	N/A	Neutral		Neutral
<i>Pregnancy and Maternity</i>	N/A	Neutral		Neutral

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Source of Outline Evidence to support judgements
Estyn report – September 2019

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.	N/A	Choose an item.		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Working with other service areas to provide support for schools. Eg Health, Youth services.	Good	Health service to provide support for mental health strategy. Youth service to provide support for behaviour in schools.	Good
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	Working effectively with the schools to ensure improved support for pupils.	Good	Engagement with schools in headteacher meetings, cluster engagement events.	Good
Prevention: Understanding the root causes of issues to prevent them from occurring.	N/A	Choose an item.		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		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
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		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.	N/A	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	Removal of posts may reduce opportunities for career progression.	Neutral		Neutral
Source of Outline Evidence to support judgements				
Estyn report on Powys County Council's education service and the subsequent action plan to underpin improvement.				

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		
Post Inspection Action Plan.		

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9. How likely are you to successfully implement the proposed change? Lynette: I think that these risks for the council are more severe than these identified below: if we don't improve services the whole council could lose its control over education. It's how any cuts will impact on the quality of service..... and we know that ALN probably needs more resource, not less.

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High
Mitigation		
The scale of challenge presented by Estyn is significant and the need for rapid improvement agreed by all partners. Therefore all proposals need to be evaluated fully to ensure improvements are delivered at pace.		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Reduced capacity to deliver the post inspection action plan at the expected pace	High	Re-alignment of roles and responsibilities of these posts within other posts within the service	Medium
	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. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:

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

What additional evidence and data has informed the development of your proposal?
Estyn report and the subsequent PIAP.

12. On-going monitoring arrangements?

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

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Improvement and Assurance board.
 Estyn
 Transformation board.

Please state when this Impact Assessment will be reviewed.

Monthly.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Lynette Lovell		
Head of Service:	Lynette Lovell		
Director:	Chief executive		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Date required
Cabinet	

FORM ENDS