

# 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>	Education	<b>Head of Service</b>	Lynette Lovell	<b>Portfolio Holder</b>	Cllr Phyl Davies
<b>Proposal</b>	Additional Emergency Childcare Provision				
<b>Outline Summary / Description of Proposal</b>					
To provide additional emergency childcare provision in 5 leisure centres across Powys so that additional capacity can be made available to support key workers to return to work. This will be based on the emergency childcare hub model that has been operating on a cluster basis for the last 12 weeks in schools.					

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

Version	Author	Job Title	Date
1.0	Sarah Quibell	Strategic Improvement Manager (Schools)	19.06.20
1.1	Sarah Quibell	Senior Manager – Education Services / Strategic Improvement Manager (Schools)	21.06.20
1.2	Sarah Quibell	Senior Manager – Education Services / Strategic Improvement Manager (Schools)	25.06.20

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Emergency requirement in response to Welsh Government instructions about the reopening of schools.

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### 4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
Adult Services	<input type="checkbox"/>	Education	<input type="checkbox"/>	Legal and Democratic Services	<input type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input type="checkbox"/>	Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>	Workforce and OD	<input type="checkbox"/>
Data Protection Impact Assessment					
Will the proposal involve processing the personal details of individuals? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>					
Is Powys County Council the data controller? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>					
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.					

### 4a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)					
Powys	<input checked="" type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>		
				Machynlleth	<input type="checkbox"/>
				Newtown	<input type="checkbox"/>
				Welshpool and Montgomery	<input type="checkbox"/>
				Ystradgynlais	<input type="checkbox"/>

### 5. How does your proposal impact on Vision 2025?

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	The provision of the additional capacity will enable more key workers to return to work and provide equity of access to this facility.	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary	Very Good
<b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment	The provision of the additional capacity will enable schools to provide the appropriate support to our vulnerable learners.	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is complaint with relevant statutory requirements such as CISW Registration where necessary	Very Good
<b>Learning and skills</b> We will strengthen learning and skills	The provision of the additional capacity will support our schools to provide the appropriate number of Check In and Catch Up sessions for all learners	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary	Very Good
<b>Residents and Communities</b> We will support our residents and communities	The provision of the additional capacity will enable key workers to return to work and support residents and communities to commence the recovery from lock down on a local basis	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary	Very Good

**Source of Outline Evidence to support judgements**

The outline evidence is:

- Welsh Government guidance for schools including the maximum of 30% of learners on site at any one time and the Check In and Catch Up approach to support pupil well-being  
[Keep Education Safe: Operational Guidance for Settings and Schools \(COVID-19\)](#)  
[Schools increasing operations from 29 June: coronavirus: Frequently asked questions about how schools can work from 29 June 2020](#)
- Welsh Government social distancing guidelines
- the number of parents / carers that have been accessing the emergency childcare provision
- the key worker professions of the parents / carers that have been accessing the emergency childcare provision
- use of the emergency childcare provision at weekends
- the average pick-up times at the emergency childcare provision
- the number of parents indicating that they would like to access the emergency childcare provision during the 'Check In, Catch Up and Prepare' period
- the number of learners to provide Check In, Catch Up and Prepare' sessions for
- the number of vulnerable learners
- the varying size and capacity of individual schools
- the number of schools' staff available to provide support for Check In and Catch Up, emergency childcare for vulnerable learners and the learners of key workers, and blended learning
- the number of schools' staff who are self-isolating or shielding
- concerns and complaints regarding equitable access to the emergency childcare provision

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<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.	Sufficient emergency childcare capacity will support schools to provide the appropriate amount of 'Check In, Catch Up' sessions and assist residents to return to work.	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary.	Very Good
<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).		Choose an item.		Choose an item.
<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. <b>Public Health (Wales) Act, 2017:</b> Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Support the mental well-being of children, their parents and the family as a whole, by supporting a return towards normality as we start to transition out of the lockdown phase of the response to the Covid-19 pandemic.	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary.  In addition, many of the children attending this additional provision in the Leisure Centres will already know the buildings and therefore be familiar with them, potentially reducing concern and anxiety they may experience.	Very Good
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	Enabling and supporting people (keyworkers / parents) to return or undertake work to support the wider community and County.	Good	Supporting the local and wider economy and encouraging communities to invest in, protect and appreciate their local areas, businesses and fellow residents.	Very Good

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 a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><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.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b>  The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The provision of additional emergency childcare capacity supports equity of access to the prescribed school-based provision for all learners. It will:</p> <ul style="list-style-type: none"> <li>support our schools to provide the appropriate number of Check In and Catch Up sessions for all learners</li> <li>enable schools to provide appropriate support to our vulnerable learners</li> <li>enable more key workers to return to work and provide equity of access to this facility</li> <li>support residents and communities to commence the recovery from lock down on a local basis</li> </ul>	Good	<p>Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary.</p> <p>In addition, many of the children attending this additional provision in the Leisure Centres will already know the buildings and therefore be familiar with them, potentially reducing concern and anxiety they may experience.</p>	Very Good
<p><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.</p> <p><i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Athrawon Bro staff will support the staffing in the additional Hubs, which will allow for Welsh-medium support as well as a promotion of incidental usage of the Welsh language.	Very Good		Choose an item.
<i>Opportunities to promote the Welsh language</i>	As above	Very Good		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	Activities will, in part, be targeted to these areas within the hub provision.	Good	Linking with key partners such as the Sports Development Team supports this aim.	Very Good
<p><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).</p> <p><i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i></p>				
<i>Age</i>		Choose an item.		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 a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Disability</i>	The provision of additional emergency childcare capacity supports equity of access to the prescribed school-based provision for all learners including our most vulnerable learners and those with SEN / ALN	Good	Work closely with all key partners to mobilise the provision urgently and ensure it is compliant with relevant statutory requirements such as CISW Registration where necessary.  In addition, many of the children attending this additional provision in the Leisure Centres will already know the buildings and therefore be familiar with them, potentially reducing concern and anxiety they may experience.	Very Good
<i>Gender reassignment</i>		Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>		Choose an item.		Choose an item.
<i>Race</i>		Choose an item.		Choose an item.
<i>Religion or belief</i>		Choose an item.		Choose an item.
<i>Sex</i>		Choose an item.		Choose an item.
<i>Sexual Orientation</i>		Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>		Choose an item.		Choose an item.
<i>Socio-economic duty</i>	Supports key workers to return to work providing essential services and contributing to the re-establishment of the local economy	Very Good	Work closely with all key partners to mobilise the provision urgently and ensure it is are compliant with relevant statutory requirements such as CISW Registration where necessary.	Very Good

**Source of Outline Evidence to support judgements**

The outline evidence is:

- Welsh Government guidance for schools including the maximum of 30% of learners on site at any one time and the Check In and Catch Up approach to support pupil well-being  
[Keep Education Safe: Operational Guidance for Settings and Schools \(COVID-19\)](#)  
[Schools increasing operations from 29 June: coronavirus: Frequently asked questions about how schools can work from 29 June 2020](#)
- Welsh Government social distancing guidelines
- the number of parents / carers that have been accessing the emergency childcare provision
- the key worker professions of the parents / carers that have been accessing the emergency childcare provision
- use of the emergency childcare provision at weekends
- the average pick-up times at the emergency childcare provision
- the number of parents indicating that they would like to access the emergency childcare provision during the 'Check In, Catch Up and Prepare' period
- the number of learners to provide Check In, Catch Up and Prepare' sessions for
- the number of vulnerable learners
- the varying size and capacity of individual schools
- the number of schools' staff available to provide support for Check In and Catch Up, emergency childcare for vulnerable learners and the learners of key workers, and blended learning
- the number of schools' staff who are self-isolating or shielding
- concerns and complaints regarding equitable access to the emergency childcare provision

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 a more positive impact or to 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.	Establishing structures and processes that form new or alternative ways of working ensures more effective long-term provision. Encouraging people to work collaboratively from the outset will support this principle and will become the 'norm'.	Good	Residents and communities will understand, accept and implement alternative ways of working, communicating and engaging, while still receiving a high-quality service and provision.	Very Good



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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	To find sustainable shared solutions, and mobilise additional emergency childcare capacity urgently has required, and demonstrated, extensive collaborative working. This approach has also ensured that the provision is compliant with relevant statutory requirements such as CISW Registration where necessary.	Good	Build on the collaborative working that established the original Emergency Childcare Hub, engaging with staff at all levels to co-design this additional provision, utilising the experience to date to inform approach.  The extensive collaborative working which has established this provision will continue to inform future practice and will form long-term effective, positive relationships for work going forward.	Very Good
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them including: <b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Stakeholders have been provided with effective communication and engagement opportunities and informed of the plans to enable them to make decisions based on their personal circumstances.	Good	Regular, continuous communication will be undertaken to inform, engage and mitigate any negative impacts that may be experienced.	Very Good
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring including: <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.	All policies, guidelines, procedures, experience and protocols will be transferred from the School Hubs into the additional emergency childcare hubs to ensure continuity and help prevent misunderstanding or ambiguity. All safeguarding measures will be planned and in place from the outset.	Good	Systems will be further developed over time to respond to the alternative setting and create a more efficient provision	Very Good
<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.	This proposal has been agreed and implemented based on the requirements, needs and well-objectives of the authority.	Good	To meet the needs of well-being goals and objectives in the future, similar integrated approaches will be undertaken to provide a positive and effective outcome.	Very Good

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Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	Provision of more emergency childcare will support the PCC workforce to return to front line activity where applicable.	Good	Many of the children attending this additional provision in the Leisure Centres will already know the buildings and therefore be familiar with them, potentially reducing concern and anxiety they may experience.	Very Good
<b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?		Choose an item.		Choose an item.
<b>Welsh Language impact on staff</b>	Athrawon Bro staff will support the staffing in the additional Hubs, which will allow for Welsh-medium support as well as a promotion of incidental usage of the Welsh language.	Good		Choose an item.
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?		Choose an item.		Choose an item.

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<b>Source of Outline Evidence to support judgements</b> The outline evidence is: <ul style="list-style-type: none"> <li>Welsh Government guidance for schools including the maximum of 30% of learners on site at any one time and the Check In and Catch Up approach to support pupil well-being  <a href="#">Keep Education Safe: Operational Guidance for Settings and Schools (COVID-19)</a>  <a href="#">Schools increasing operations from 29 June: coronavirus: Frequently asked questions about how schools can work from 29 June 2020</a> </li> <li>Welsh Government social distancing guidelines</li> <li>the number of parents / carers that have been accessing the emergency childcare provision</li> <li>the key worker professions of the parents / carers that have been accessing the emergency childcare provision</li> <li>use of the emergency childcare provision at weekends</li> <li>the average pick-up times at the emergency childcare provision</li> <li>the number of parents indicating that they would like to access the emergency childcare provision during the 'Check In, Catch Up and Prepare' period</li> <li>the number of learners to provide Check In, Catch Up and Prepare' sessions for</li> <li>the number of vulnerable learners</li> <li>the varying size and capacity of individual schools</li> <li>the number of schools' staff available to provide support for Check In and Catch Up, emergency childcare for vulnerable learners and the learners of key workers, and blended learning</li> <li>the number of schools' staff who are self-isolating or shielding</li> </ul> concerns and complaints regarding equitable access to the emergency childcare provision				

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

Communities	How does the proposal impact on residents and community?	<u>IMPACT</u> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document	Source of Outline Evidence to support judgement
The school service will be opening 5 childcare hubs in leisure centres across Powys in Rhayader, Brecon, Ystrad, Newtown and Welshpool. This will be based on the successful childcare model that we have been operating for the past 12 weeks.	<p>The provision of additional emergency childcare capacity supports equity of access to the prescribed school-based provision for all learners. It will:</p> <ul style="list-style-type: none"> <li>• support our schools to provide the appropriate number of Check In and Catch Up sessions for all learners</li> <li>• enable schools to provide appropriate support to our vulnerable learners</li> <li>• enable more key workers to return to work and provide equity of access to this facility</li> <li>• support residents and communities to commence the recovery from lock down on a local basis</li> </ul>	Major	The opening of the additional emergency childcare hubs will increase the ability of the service to provide the quantity of emergency childcare places whilst also allowing for the relevant check in catch-up for each pupil to take place within the schools in accordance with the Welsh Government guidance	Minor	As per the outline evidence listed on pages 4, 8 and 11 of this Impact Assessment

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9. What are the risks to service delivery or the council following implementation of this proposal?

Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
The ability of the service to provide the quantity of emergency childcare places whilst also allowing for the relevant check in catch-up for each pupil to take place within the schools in accordance with the WELSH GOVERNMENT guidance. For example, without this provision police officers, GPs and other key workers would not be able to return to work	Almost certain x major = <b>20</b>	The school service will be opening 5 childcare hubs in leisure centres across Powys in Rhayader, Brecon, Ystrad, Newtown and Welshpool. This will be based on the successful childcare model that we have been operating for the past 12 weeks.	Unlikely x minor = <b>4</b>

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The opening of the additional emergency childcare hubs will increase the ability of the service to provide the quantity of emergency childcare places whilst also allowing for the relevant check in catch-up for each pupil to take place within the schools in accordance with the WELSH GOVERNMENT guidance	

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

What additional evidence and data has informed the development of your proposal?
As per the outline evidence listed on pages 4 and 8 of this Impact Assessment.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
All emergency childcare provision is monitored on a daily and weekly basis by Headteachers, Hub leads, Schools Service SSMT, Silver, and Gold. In addition, any further Welsh Government guidance regarding the re-opening of schools, educational provision and emergency childcare for vulnerable learners and the children of key workers will be taken in account and applied as appropriate.
Please state when this Impact Assessment will be reviewed.
As any change to the emergency childcare provision is required

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13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Quibell		24.06.20
Head of Service:	Lynette Lovell		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

Decision to be made by	Date required
Portfolio Holder	

**FORM ENDS**