

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	Adult Social Care	Head of Service	Michael Gray	Portfolio Holder	Councillor Myfanwy Alexander
Proposal	The Introduction of a New Respite Policy for Powys				
Outline Summary / Description of Proposal					
The Social Services and Well-being (Wales) Act (SSWBA) promotes choice, flexibility and independence for people who need care and support and their carers by giving them more say in how their personal well-being outcomes can be achieved. The SSWBA promotes giving individuals greater choice and control over the way in which services are designed and delivered. This approach is reflected in the Health and Care Strategy and Vision 2025.					
Powys County Council has, historically, been providing respite care according to legal requirements, with no formal respite policy in place over the last few years. This report introduces a new respite policy for Powys and requests Cabinet’s agreement for the Council to implement.					

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

Version	Author	Job Title	Date
1.0	Dylan Owen	Head of Commissioning	18 August 2020

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public and Staff consultation required	Engagement undertaken with a wide variety of public forums and staffing groups. This has included the Carers Steering Group, the Carers Forum, the Older Persons’ Forum, and partnerships within the Regional Partnership Board.

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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 checked="" type="checkbox"/>	Education	<input type="checkbox"/>	Legal and Democratic Services	<input type="checkbox"/>
Children's Services	<input type="checkbox"/>	Finance	<input type="checkbox"/>	Property, Planning and Public Protection	<input type="checkbox"/>
Commissioning	<input checked="" 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 type="checkbox"/> No <input checked="" type="checkbox"/>					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <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"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

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5. How does your proposal impact on Vision 2025?

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	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
The Economy We will develop a vibrant economy	Appropriate respite provision should increase carers' potential to participate in employment	Good	N/A	Good
Health and Care We will lead the way in providing effective, integrated health and care in a rural environment	The new respite policy should enable better support for individuals in their own communities and provides clarity on respite provision.	Good	N/A	Good
Learning and skills We will strengthen learning and skills	Providing carers with the opportunities to have a regular break may enable them to access education or other learning opportunities.	Good	N/A	Good
Residents and Communities We will support our residents and communities	Respite availability is essential in supporting residents to live their life and to continue in their caring roles.	Good	N/A	Good

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Source of Outline Evidence to support judgements

The engagement undertaken. [Which article](#). [NHS Information](#). [Alzheimer's Society Information](#). [Older People's Commissioner for Wales Guide](#). [Social Care Wales Rapid Review](#). [BBC Article on Older Persons' Commissioner's Work](#).

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
<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>	Appropriate respite provision should increase carers' potential to participate in training, education and employment	Good		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>	This policy will support social resilience.	Good		Good
<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>Public Health (Wales) Act, 2017: 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.</p>	The new respite policy should enable better support for individuals in their own communities and provides clarity on respite provision.	Good		Good

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Respite availability is essential in supporting residents to live their life and to continue in their caring roles.	Good		Good
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. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: 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.	Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and communities.	Good		Good
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>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i>				
Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language	N/A	Neutral	N/A	Neutral
Opportunities to promote the Welsh language	N/A	Neutral	N/A	Neutral
People are encouraged to do sport, art and recreation.	Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and cultural opportunities.	Good		Good
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>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
Age	No discriminatory impact.	Neutral		Neutral
Disability	Respite should support carers of people who have disabilities to maintain their caring role.	Good		Good
Gender reassignment	No discriminatory impact.	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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Marriage or civil partnership</i>	No discriminatory impact.	Neutral		Neutral
<i>Race</i>	No discriminatory impact.	Neutral		Neutral
<i>Religion or belief</i>	No discriminatory impact.	Neutral		Neutral
<i>Sex</i>	No discriminatory impact.	Neutral		Neutral
<i>Sexual Orientation</i>	No discriminatory impact.	Neutral		Neutral
<i>Pregnancy and Maternity</i>	No discriminatory impact.	Neutral		Neutral
<i>Socio-economic duty</i>	No discriminatory impact.	Neutral		Neutral

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Source of Outline Evidence to support judgements

The engagement undertaken. [Which article](#). [NHS Information](#). [Alzheimer's Society Information](#). [Older People's Commissioner for Wales Guide](#). [Social Care Wales Rapid Review](#). [BBC Article on Older Persons' Commissioner's Work](#).

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
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>	Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and communities.	Good		Good
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and cultural opportunities.	Good		Good
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i> Unpaid Carers: <i>Ensuring that unpaid carers views are sought and taken into account</i>	Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and cultural opportunities.	Good		Good
Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i> Safeguarding: <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i>	Respite should support carers of people who have disabilities to maintain their caring role.	Good		Good

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
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	Neutral		Neutral
Powys County Council Workforce: What Impact will this change have on the Workforce?	N/A	Neutral		Neutral
Payroll: 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?	N/A	Neutral		Neutral
Welsh Language impact on staff	N/A	Neutral		Neutral
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	N/A	Neutral		Neutral
Source of Outline Evidence to support judgements				
The engagement undertaken. Which article. NHS Information. Alzheimer's Society Information. Older People's Commissioner for Wales Guide. Social Care Wales Rapid Review. BBC Article on Older Persons' Commissioner's Work.				

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

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Communities	How does the proposal impact on residents and community?	IMPACT See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION See impact definitions in guidance document	Source of Outline Evidence to support judgement
	<i>Providing carers with the opportunities to have a regular break will support with providing equal opportunities to access universal services and communities.</i>	Moderate	This is a positive impact.	Moderate	As set out above

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)
N/A			

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The introduction of a new respite policy does not contain any negative impacts and only provides positive opportunities for individuals, service users, carers and communities.	

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

What additional evidence and data has informed the development of your proposal?
As set out above.

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Regular reviews with individual service users.
Please state when this Impact Assessment will be reviewed.

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On review of the respite policy.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Dylan Owen	Dylan Owen	18 August 2020
Head of Service:	Michael Gray		18 Augusts 2020
Portfolio Holder:	Councillor Myfanwy Alexander		

14. Governance

Decision to be made by	Council	Date required	06 October 2020
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FORM ENDS