

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	Children’s Services	Head of Service	Jan Coles	Director	Alison Bulman	Portfolio Holder	Rachel Powell
Proposal	Develop a Flying Start centre that allows staff, children and families to access services in one place.						
Outline Summary / Description of Proposal							

The purpose of Powys Early Help Strategy is to establish a common understanding of Early Help, and to ensure everyone can see how their contribution will can make a difference to the lives of children, young people and families in Powys. The Strategy outlines our common purpose and is embedded within a whole family approach, that builds protective factors and family resilience and enables families to help themselves.

Early Intervention and Prevention are central to Welsh Governments' Programme of change The development of an effective Early Help Offer is the responsibility of all strategic partners and requires a whole system, whole workforce approach across all services working with children. The strategy sets out how we will work in partnership and as a community to play our part in helping those families most in need. The Strategy describes how we ensure that families receive accessible, co-ordinated Early Help when they need it. Early Help will happen across a continuum, from universal preventative approaches through to more targeted help where families are experiencing more complex and multiple difficulties.

The Powys Children's Services Offer is a Stepped approach to Early Help which will meet the continuum of need. The Stepped approach includes Home start and FIS which are universally accessed services. Enhanced Early Help Support is offered through 'Stronger families' and includes Informal and formal evidenced based parenting programmes and 1-1 coaching. Targeted early help is offered through our 'Stronger Families' element of Early Help, bespoke packages of support, direct work and 1-1 support for families with multiple and more complex needs, this includes the CAF and TAF 'everybody's business model'

Central to our vision of an expanded Early Help offer in Powys is the development of locally based community support. The ambition, which is already underway, is to have 5 Early Help Hubs across the County. Each hub will be an open access community resource and a 'one stop shop' providing support, advice and information to children, young people and families.

Within Powys, there are 5 Flying Start areas, these areas are Welshpool, Newtown, Llandrindod Wells, Brecon and Ystradgynlais The Early Help Hubs will be developed in these areas but will be accessible to all families who wish to use the resource. Newtown Integrated Family Centre is already operational and is funded through Flying Start Capital Funding.

Flying Start within Powys has been awarded £820,000 capital funding for the creation of an Early Help Hub in Brecon, with Craddoc Road our preferred choice. We have also been awarded £292,300 capital funding to develop the Oldfield site in Welshpool and an ICF bid has been developed and ratified by Startwell and the Regional Partnership Board and is ready for when grant funding next becomes available to submit a bid to develop a Hub in Llandrindod. Each Hub will require its own Impact Assessment as it progresses and therefore details cannot be included in this assessment.

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

Version	Author	Job Title	Date
1	Karen Sharp	Senior Manager	4.2.2019

2. Profile of savings delivery (if applicable)

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

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Our Partner agencies, children, young people, families and the community will be consulted on the development of the Early Help Offer. There is also ongoing consultation on effectiveness of services provided to families individually through Distance Travelled Tool. The Early Help Implementation Plan also includes actions to consult Children and families about the type of service delivery offered ongoing by the Early Help Teams and ongoing collection of Service user feedback through the development of Quality Assurance Framework

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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, Corporate Parenting and Data Protection?)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

An Information Sharing Protocol for Early Help is being developed with the assistance of the Information Compliance Team. There are no other specific implications although the expansion of the Early Help (EH) Offer generally should have a positive impact on Statutory Children's Services as EH services reduce the need for statutory (higher cost) and late intervention. The difference EH makes can be measured using BI.

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	eEarly Help, including the The Flying Start childcare offered in the Early Help Hubs will allow parents to return to work.	Good		Good
Health and Care We will lead the way in effective, integrated rural health and care	Health Visitors and Nursery Nurses will be based in the EH Hubs Midwives and Health Visitors will deliver antenatal courses from the Hubs The EH workstream is co- chaired by Health and CAHMS Lead is involved in Integrated access to services task and finish group. There is a strong emphasis on wellbeing at the core of EH	Very Good		Very Good
Learning and skills We will strengthen learning and skills	Parenting courses will be run in the Hubs. The training room in the Hubs will be used to run a variety of training for staff and families from the local community. Bespoke packages of support and direct work are undertaken with children and families; increasing parenting capacity and skills and building resilience	Very Good		Very Good

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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
Residents and Communities We will support our residents and communities	The Hubs will provide a 'one stop shop' offering activities, opportunities for learning, increasing social networks, information, advice and assistance. EH will be accessible and local	Very Good		Very Good

Source of Outline Evidence to support judgements

The Social Services and Wellbeing (Wales) Act 2014 is a key driver in the development of Prevention and Early Intervention and the Act places a specific duty on Social Services to ensure provision of preventative and Early Help Services. The Act requires significant changes in the way social services are planned, commissioned and delivered, characterised by a stronger emphasis on: increased citizen engagement and ensuring voice and control for people who need care and support, and carers who need support; prevention and early intervention; the promotion of well-being; co-production – citizens and professionals sharing power and working together as equal partners; and multi-agency working and co-operation. The Act focuses on earlier intervention, increasing preventative services in the community, helping people maintain their independence and enabling people to get the help they need before their situation becomes critical. This will help to reduce pressure on more costly statutory services.

There are a raft of local Strategies which underpin the need invest in and develop Prevention and Early Intervention to reduce the burden on Public Services. There are evidenced economic benefits linked to early intervention.

Additional to this, the Care and Social Services Inspectorate Wales (CSSIW) Report (October 2017) highlighted that children and young people did not appear to be well served by the current arrangements for accessing support services in Powys. The report identified that the local authority needs to undertake further work in relation to implementing the requirements of the Social Services and Wellbeing (Wales) Act 2014 so there is understanding at a corporate level in relation to the delivery of information, advice and assistance. The Local Authority and partners must work together to develop a cohesive approach to the collection and analysis of information about the needs of communities, which includes the views of children and families. This should be used to inform the shaping of strategic plans to achieve effective alignment of service delivery between information, advice and assistance services, the preventative sector and statutory services.

6. How does your proposal impact on the Welsh Government's well-being goals?

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Well-being Goal	How does proposal contribute to this goal?	<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
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.		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).		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. 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.	Support and services for individuals and families will be delivered on a need's basis, at the earliest opportunity, thus improving choices and well-being.	Good		Good
A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	The service will be in the heart of the community, shaped by the community. Staff will engage with community members to make sure families feel safe connected and empowered.	Very Good		Very 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 positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>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.</p> <p>Human Rights - is about being proactive (see guidance)</p> <p>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.</p>	<p>The Early Help Offer is based on a Strengths based approach to supporting Children and families, building capacity and resilience. This will have a positive impact on S Powys peoples wellbeing as the approach promotes independence and builds confidence and hope. The service will work to improve well-being, support parents to return to work and make positive changes to their local community.</p>	<p>Good</p>		<p>Good</p>
<p>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.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>		<p>Neutral</p>		<p>Neutral</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>All communications from the EH service are offered in both welsh and English, as we develop on line tool kit we will wherever possible ensure welsh language is available.</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Welsh Language impact on staff</i></p>	<p>Welsh language will be introduced in the Flying Start childcare delivered at the centre.</p>	<p>Good</p>		<p>Good</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>
<p>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).</p>				
<p><i>Age</i></p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Disability</i></p>	<p>The Hubs will offer access to anyone with a disability.</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Gender reassignment</i></p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>
<p><i>Marriage or civil partnership</i></p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>

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Well-being Goal	How does proposal contribute to this goal?	<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
<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>	Antenatal courses will be run from the Hubs A range of parenting courses will be run from the Hubs Parents will be able to visit Health Professionals in the Hubs .	Very Good		Very Good

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: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The central tenant of Early Help is promoting capacity and resilience, reducing the need for Public services to 'do to' by providing children and families with the skills and confidence to resolve issues themselves before they escalate and become entrenched. The EH offer therefore aligns itself well to this principle.	Very Good		Very Good
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The EH approach to working with children and families is grounded within the SofS framework and consistent with the principles set out in the Social Services and Wellbeing Act (Wales) 2014. The emphasis is on collaboration and co-production of plans, voice and control sits with the service user. EH is based on the 'Everybody's business model' which promotes collaboration between agencies and multi-agency working. Governance for The EH Strategy sits with the EH workstream which is multi agency	Very Good		Very Good

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Principle	How does the proposal impact on this principle?	<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
<p><i>Involvement (including Communication and Engagement):</i> <i>Involving a diversity of the population in the decisions that affect them.</i></p>	<p>Our Partner agencies, children, young people, families and the community will be consulted on the development of the Early Help Offer. There is also ongoing consultation on effectiveness of services provided to families individually through Distance Travelled Tool. The Early Help Implementation Plan also includes actions to consult Children and families about the type of service delivery offered ongoing by the Early Help Teams and ongoing collection of Service user feedback through the development of Quality Assurance Framework</p>	<p>Good</p>		<p>Good</p>
<p><i>Prevention:</i> <i>Understanding the root causes of issues to prevent them from occurring.</i></p>	<p>Central to the EH Offer - wellbeing windscreen identifies the spectrum of need and appropriate level of response. There is a strong emphasis on prevention, the right help at the right time to prevent problems from escalating. Prevention means services or interventions that are intended to build skills and resilience and thus prevent problems arising. This can include advice, support and guidance at key life stages or transitions. This is a key role for Universal Services who provide can provide EH at an informal level. FIS provides advice and information. EH Hubs are a one stop shop accommodating a variety of agencies and services that provide advice and information</p>	<p>Very Good</p>		<p>Very Good</p>

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Principle	How does the proposal impact on this principle?	<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
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>There is a strong emphasis on integrated working. EH is the 'golden thread' in a whole range of local and national strategies and a key aspect of the WG change agenda EH promotes integrated working, for example the task and finish group is exploring an integrated path into EH services</p>	<p>Very Good</p>		<p>Very Good</p>
<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>In the 219 Welsh Index of Multiple Deprivation Ranking that considers income, employment, health, education, access to services, housing, community safety and physical environment Powys was identified as having no small areas of 'deep rooted' deprivation and is deemed to fare well as a county in every area except for 'Access to Services'. Significantly, 90% of Powys' small areas were within the top 50% across Wales of areas deprived by service access, illustrative of the issue across the breadth of the county. Powys is still subject to deprivation; considering all factors the top 10 small areas that suffer the greatest deprivation in our county are within or near to the highest populace communities of Newtown, Welshpool, Llandrindod Wells, Brecon, Ystradgynlais. This reflects the focus areas for Flying Start provision and will be mirrored by the placement of Early Help hubs providing Powys families with access to an Early Help service.</p>	<p>Good</p>		<p>Good</p>
<p>Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account</p>		<p>Neutral</p>		<p>Neutral</p>

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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
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.	The ethos of EH is to offer the right help at the right time to prevent problems from escalating, the im of EH offer is to reduce the need for statutory intervention because problems are resolved before they become significant. The EH staff are well trained and overseen by managers with strong safeguarding background who have oversight of the cases. Cases are 'stepped up' when the risks are deemed to be unmanageable at a non -statutory level or where a statutory assessment is required	Good		Good
Impact on Powys County Council Workforce		Good		Good
Source of Outline Evidence to support judgements				
Statutory Children's Services will have a positive benefit from the expansion of the EH Offer, caseloads should reduce over time and practitioners will be able to utilise EH services support to 'step down' cases.				

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
Mitigation		
There is no foreseen negative impact on communities		

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

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Welsh Government withdraw capital funding	Low		Low
Planning application is not approved			Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		Yes	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The expanded EH offer as outlined in the EH Strategy will have a positive impact on the wellbeing of service users who will be able to access local early help to prevent problems escalating. The EH approach is strengths based and will build on resilience and capacity so that children and families have the skills and confidence to resolve their own problems, the emphasis is on independence, this will reduce the burden on Public services. Preventative interventions are less expensive than later, acute and specialist interventions. Providing effective targeted early help is therefore critical in a time of significantly reduced public expenditure. When there is less money for resources it is increasingly necessary to ensure that resources are targeted where they will make the greatest difference. When the high costs of non-intervention and late intervention are compared to the significantly lower costs of early intervention, it becomes clear that intervening early will make the best use of our limited, shared resources and in the long-term early intervention can yield significant savings.</p>	

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

What additional evidence and data has informed the development of your proposal?
Cabinet Report and EH Strategy

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12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
A series of Measures are in place to monitor the effectiveness of EH. A Quality Assurance Framework will be developed to ensure best practice.
Please state when this Impact Assessment will be reviewed.
Annually

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Karen Sharp		7.2.2020
Head of Service:	Jan Coles		
Director:	Ali Bulman		
Portfolio Holder:	Rachel Powell		

14. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS