

# 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>	Schools Service	<b>Head of Service</b>	Lynette Lovell	<b>Director</b>	Caroline Turner	<b>Portfolio Holder</b>	Cllr Phyl Davies
<b>Proposal</b>	New build 108 place special school at Ysgol Cedewain and associated outdoor facilities						
<b>Outline Summary / Description of Proposal</b>							
The Ysgol Cedewain project proposes to build a new 108 place SEN school with Early Years and Sixth Form provision with age appropriate environments to replace the current Ysgol Cedewain buildings and playing facilities. The proposed site for the new build will be on the current playing fields on Ysgol Maesyrrhandir. There will be a new grassed sports pitch and Multi Use Games Area for shared usage by Ysgol Cedewain & Ysgol Maesyrrhandir. The SOC was approved by Powys County Council Cabinet in March 2020. The project is part of the 21C School Organisation Programme – Band B							

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

Version	Author	Job Title	Date
1	Diane Rees	Project Manager – 21 <sup>st</sup> C W Schools	27/04/20
2	Diane Rees	Project Manager – 21 <sup>st</sup> C Schools	12/12/2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£0	£0	£0	£0	£0	£0

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Consultation not required as new school is proposed to be built on a site adjacent to the school, There is no change in provision and no increase in capacity.

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**

Should a decision be made to proceed with implementation of the project, input from other service areas such as IT, Property, Communications, Data Protection and Finance would be required. Representatives of these service areas are invited to attend meetings of the Ysgol Cedewain Project Board, therefore are aware of the proposals, and will receive regular updates throughout the project.

5. How does your proposal impact on the council's strategic vision?

<b>Council Priority</b>	<b>How does the proposal impact on this priority?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> <b>We will develop a vibrant economy</b>	N/A	Choose an item.		Choose an item.
<b>Health and Care</b> <b>We will lead the way in effective, integrated rural health and care</b>	The design plan includes integrated health facilities for health and education and therapeutic facilities available for community hire.	Good	To ensure community are aware of facilities and strengthen links with Health	Good
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	The proposal would provide an innovative fit for purpose school with appropriate facilities and learning environments for all ages at the school which will have a positive impact of Special school provision in North Powys.	Very Good		Choose an item.
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	The proposal would have a positive impact on residents in the North Powys area as it would provide a more sustainable model for delivering Special School provision and community facilities.	Good		Choose an item.

Source of Outline Evidence to support judgements
Engagement with Headteachers, governing bodies, staff, pupils, ALN Team, Health Board representatives, School Service,

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>Low Carbon principles, SUDS and improved biodiversity all considered as part of the design proposal.</p>	Good		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>The proposal is to replace the current buildings with a new building which would be more significantly more energy efficient than the current buildings. The design incorporates environmental friendly outdoor spaces retaining existing trees combined with traditional grassed football pitch area and forest school.</p>	Good	<p>Regular opportunities for the staff, pupils and governing body to contribute to the plans for the new building and the wider site development.</p>	Good

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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
<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><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.</p>	<p>The proposed design integrates health and therapeutic facilities in the school plan. This would enable stronger links between the school and health &amp; care provision. Improved physiotherapy opportunities, dedicated space to encourage clinics within the school</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b>                      Attractive, viable, safe and well-connected Communities.</p>	<p>The new build will provide a safe environment for the pupils and community usage of the facilities will be managed by the school. The community café will enable cohesive links between community and school.</p>	<p>Good</p>		<p>Choose an item.</p>
<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 proposal would provide improved, fit for purpose, innovative specialist facilities for SEN pupils in North Powys.</p>	<p>Good</p>		<p>Choose an item.</p>
<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>				

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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>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Pupils would continue to study Welsh as a second language and the Welsh ethos would continue to be promoted and it is anticipated that opportunities to use the Welsh Language would either be sustained or improved.	Neutral		Choose an item.
<i>Opportunities to promote the Welsh language</i>	Discussions to encourage promotion of the Welsh Language will be held with the Senior Leadership team	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	Discussions to encourage promotion of the Welsh Language will be held with the Senior Leadership team	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	The proposal would be to increase the appropriate environment and equipment to increase the opportunity to participate in sport, art and recreational activities.	Good		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).				
<i>Age</i>	The proposal would provide improved educational opportunities, environments and specialised equipment for all ages 3 - 19 attending the school.	Good		Choose an item.
<i>Disability</i>	The proposal would provide improved, innovative, fit for purposes facilities with appropriate specialised equipment for pupils attending Ysgol Cedewain..	Good		Choose an item.
<i>Gender reassignment</i>	N/A	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.
<i>Race</i>	The proposal would provide improved educational opportunities for pupils attending Ysgol Cedewain, regardless of their race.	Good		Choose an item.
<i>Religion or belief</i>	The proposal would provide improved educational opportunities for pupils attending Ysgol Cedewain, regardless of their religion or belief.	Good		Choose an item.
<i>Sex</i>	The proposal would provide improved educational opportunities for pupils of all genders.	Good		Choose an item.

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<i>Sexual Orientation</i>	The proposal would provide improved educational opportunities for pupils attending Ysgol Cedewain, regardless of their sexual orientation.	Good		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.

Source of Outline Evidence to support judgements
Initial discussions with the governing bodies, staff, pupils, ALN team, health representatives

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> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal would provide a more sustainable model of delivering education which will ensure that education can be delivered more efficiently in the long term and is designed to be future proofed in terms of capacity.	Good		Choose an item.
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Discussions with the governing bodies and staff of Ysgol Cedewain and the Headteacher and Governing Body of the adjacent school, Ysgol Maesyrrhandir have taken place surrounding the proposal. Engagement meetings held which including ALN Team representatives, school staff, Health board representatives and School Services. Visits to a Special School in North Wales to share their knowledge following a new special school build on site. Discussion with Carmarthenshire 21 <sup>st</sup> Century team about a proposed new build special school in their programme. Involvement of other council depts. In project meeting to inform and discuss options. Engagement meeting with the community in conjunction with the housing dept.	Good		Choose an item.

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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
<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	Should WG and Cabinet approve the proposed design and costs of the recommended option, a detailed communication plan outlines the milestones for new releases and engagement meetings will ensure the opportunity for all interested parties to give their views. This impact assessment will be updated throughout the process to reflect any feedback received.	Good		Choose an item.
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	The Prince2 project management principles will be implemented to ensure risks and issues are understood and managed. All risks are logged onto the JCAD system and reviewed at least on a monthly basis.	Good		Choose an item.
<b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	The school is linked to health and care provision, a local primary school, the college campus, the local high school and other special schools within Powys. These links will continue as normal.	Good		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	Social value targets to employ local people and target unemployed people are included in the procurement strategy.	Choose an item.		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.	Good		Choose an item.



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<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.	Safeguarding implications are a key consideration of the plans to develop the new site.	Good		Choose an item.
<b>Impact on Powys County Council Workforce</b>	The proposal will not impact on the numbers of current staff at Ysgol Cedewain. The improved facilities should have a positive well-being impact on staff due to fit for purpose facilities being available – this is detailed in the benefits realisation plan.	Good		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
Benefits outlined and developed in each of the business cases submitted to the Cabinet and Welsh Government.				

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

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
<b>Mitigation</b>		

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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
Low	Low	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Lack of support and funding from Cabinet	Low		Choose an item.
Lack of support for the proposal from the school staff, pupils and the community	Low		Choose an item.
Lack of support from adjacent school whose school field will be used to build the new school on. Period of uncertainty for the two affected schools whilst the statutory process is being carried out and implemented may have a negative impact on standards at the two schools	Low		Choose an item.
Lack of support and funding from Welsh Government.	Low		Choose an item.
Changes resulting from new council initiatives e.g., ALN transformation	Low	ALN Transformation team involved in discussion and updated throughout the project.	Choose an item.
Lack of response to construction tender	Low	Engage through the SEWSCAPE framework	
Lack of support from members of the community who currently use the grass field to exercise and walk their dogs.	Medium	Consult with the local community	Medium
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?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	Cabinet meeting 8 Feb 2022 – To approve FBC Submission
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The impact assessment suggests that the impact is generally positive with few negative aspects, such as the loss of Ysgol Maesyrrhandir sports field currently used as an area to exercise and walk dogs by the local community. The development of new age-appropriate innovative facilities for additional learning needs pupils in the North Powys area would address many issues related to the poor condition of the buildings, e improving their learner entitlement and experience for pupils aged 3 - 19. The proposed changes will meet the challenges of the anticipated raise in numbers of severely disabled or non - ambulant pupils in the area and may lead to less pupils needing to be placed in schools outside of the County.

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

**What additional evidence and data has informed the development of your proposal?**

Engagement meetings, project board meetings, inclusion in the Band B SOP approved by Cabinet and Welsh Government, the approved Strategic Outline Case and Outline Business case.

12. On-going monitoring arrangements?

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

BREEAM post occupancy assessments, benefits assessment as detailed in the SOC and cabinet report, closure reports submitted to Welsh Government, Social Value report, Local authority and Estyn inspections.

**Please state when this Impact Assessment will be reviewed.**

The impact assessment will be reviewed at each stage of the process

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Marianne Evans		
Head of Service:	Emma Palmer		
Director:	Caroline Turner		
Portfolio Holder:	Clr Phyl Davies		

14. Governance

Decision to be made by	Date required
Cabinet	Initial decision March 2020