

Impact Assessment

Community Services - 10% General Reduction in Business Mileage



10/01/2023

Reference: 8399-3738-7204-1562

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Community Services - 10% General Reduction in Business Mileage
Description of proposal	To reduce business mileage by 10% across Community Services, creating a saving of £4,480. This will be achieved as a number of staff within the services are now 'flexible workers' which means that more regularly they are working from home, but still have the option to work from the office or other locations if necessary.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£4,480	£0	£0	£0	£0	£4,480

Further information

The savings will be made through a reduced amount of travel by staff in Community Services as many are now 'flexible workers' and work from home on a more regular basis following the Covid pandemic.

Consultation requirements

Consultation required?	No
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Justification

As part of the 'New Ways of Working' in Powys, staff have an agreed work base (fixed or flexible) which will help managers to determine how much travel should be undertaken during the year. A reduction in travel can be achieved as a number of staff are now flexible workers, so will be working from home on a more regular basis and the decision is not being imposed on staff. Staff are reminded to consider whether travel is necessary before making a journey to help reduce service costs.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

New Ways of Working Scheme

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	Less travel by staff will have a positive impact on the climate and environment.
Impact rating	Good
Mitigation	Not specified

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Less staff travel will have a positive impact on the environment i.e. less cars on the roads.
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Impact rating	Good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	There will not be any less opportunities for people to use the Welsh language or use it less favourably by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	There will not be any less opportunities to promote the Welsh language by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	If staff are travelling a little less, they may have more time / opportunities to participate in sport, art and recreation.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

New Ways of Working Scheme
Powys Environmental Objectives

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	If all staff consider whether travel is necessary, and reduce their annual mileage over time this will have a longer-term positive impact on the environment and support Powys' aspirations to become carbon neutral.
Impact rating	Good
Mitigation	Where possible, staff could consider alternative methods of travel (walking / cycling / train) rather than using their car.
Mitigated impact rating	Very good

Collaboration

Impact	Staff are encouraged to car share where possible.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The implementation of this proposal will further encourage staff to consider whether travel is necessary before making a journey.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Less staff travel could mean that staff have more time in their day to participate in out of work activities.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal will not have an impact on these principles as staff will still travel for work, but will just travel slightly less than previously and will consider whether travel is necessary before making a journey.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal should not create a negative impact on the service. Staff travel will be managed and monitored by service managers. Staff will be encouraged to consider whether journeys are necessary before travelling.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Services will monitor travel each quarter. Community Services will monitor staff travel on a quarterly basis and make any future decisions based on evidence gathered.

Review date	10/10/2023
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