

Impact Assessment

Arts Service Redesign



06/01/2023

Reference: 4307-5897-6718-7753

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	Catherine Richards, Professional Lead - Arts & Culture
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	Arts Service Redesign
Description of proposal	<p>Powys County Council's Arts Service operates as an entirely externally contracted and commissioned service whereby independent arts organisation partners are commissioned to deliver arts provision across Powys. Due to financial pressures on Council budgets now, and which is expected to continue in future years it has been identified that the way the Council supports its Arts partners has to evolve and develop - something that they have also recognised themselves. It is proposed for a new Arts Strategy to be developed which will help determine future funding arrangements and will support the sector to continue their positive impact on health, education and the local economy. This more strategic approach will align with the national funding body review and encourage a more collaborative approach by organisations to provide and deliver services throughout the county. So as to maximise the use of the reduced budget available a redesign of the Arts service is necessary and to do so, removal of the Arts Commissioning Officer post will become a consequence.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£60,000	£0	£0	£0	£0	£60,000

Further information

The proposal is to remove the Arts and Culture Commissioning Officer from the staffing structure. The costs associated with this post equate to £60,000

Consultation requirements

Consultation required?	Yes
Union consultation deadline	13/02/2023
Staff consultation deadline	13/02/2023
Public consultation deadline	
Consultation method	The consultation will be undertaken in accordance with the council's management of change process

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	The proposal will encourage and enable arts organisations in Powys to contribute to a new strategy which will in turn empower them to develop their services collaboratively. This will help strengthen the economy, supporting businesses to grow and promoting Powys as a place where a range of opportunities are available within the arts sector. The proposal will provide opportunities for regeneration and attracting investment.
Impact rating	Good
Mitigation	Not specified

4b. Health and care

Impact	The proposal will provide opportunities for a wide age range of people to be involved in arts activities which will support and benefit mental health and social inclusion.
Impact rating	Good
Mitigation	Not specified

4c. Learning and skills

Impact	The proposal will provide opportunities for people in Powys of all ages to learn new skills and have the opportunity to try new activities.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	The collaborative nature of the proposal will encourage different communities to come together or interact virtually through a range of arts activities.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

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

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Through the collaborative nature of this proposal, people's mental well being will benefit and improvements in some areas will be demonstrated, including quality of life.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The proposal will help to support communities through the various arts organisations and associated activities, which occur in a number of different locations and community spaces. Residents and communities will be encouraged to contribute to the development of the new Arts Strategy.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The proposal will encourage the use of the Welsh Language with some arts activities, performances and events already in the medium of Welsh or provided bilingually.
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Impact rating	Unknown
Mitigation	Further support for Arts organisations to undertake Welsh Language courses or have better access to translation services.
Mitigated impact rating	Good

Promoting Welsh

Impact	The Council will support and encourage Arts organisations to provide more services in Welsh and signpost Welsh language courses where appropriate.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	Recognising the contribution that participation art can make to the well-being of individuals and communities, the Council is taking advantage of opportunities to utilise funding (Shared Prosperity Fund) to develop the Arts Strategy. The proposal should increase opportunities to take part in art activities throughout the county.
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

Management of Change Business Case

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Through grant funding we have commissioned a feasibility to investigate how we can explore service redesign and create a 5-year strategy for Powys County Council Arts Service
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Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	The proposed Arts Strategy will showcase the value of the arts in Powys and the benefits which they bring to the social, economic and environmental life in the county, encouraging the development of the cultural industries, and recognising that the cultural sector plays a significant role in providing jobs and economic benefits to the area.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	Arts organisations throughout Powys will be asked to be involved with the development of the new Arts Strategy, which in turn will involve residents and communities.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	The proposal will encourage and empower the Arts organisations to become more self-sufficient and not so reliant on Council funding in the future.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	The Arts Strategy will aim to align with the Arts in Health Strategy which is being jointly developed with Powys Teaching Health Board; and Arts Council Wales Investment Review 2023
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	The proposal is to delete the Arts and Culture Commissioning Officer from the staffing structure
Impact rating	Poor
Mitigation	Through a grant funded project we plan to undertake a feasibility around service redesign, and develop a strategy for Powys County Council Arts Service. This will lead to a number of objectives, and an increased number of future workstreams and projects. Essentially the feasibility will create a roadmap for the future of the Arts Service.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	The proposal is to delete the Arts and Culture Commissioning Officer post from the staffing structure
Impact rating	Poor
Mitigation	All redeployment opportunities will be considered to mitigate the impact and to avoid redundancy where possible
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The proposal is to remove one full-time equivalent post from the staffing structure
Impact rating	Poor
Mitigation	Removing this post means reducing the Council's workforce by one full-time equivalent, providing a reduced opportunity around Welsh Language provision for the workforce
Mitigated impact rating	Poor

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Powys County Council Arts Service Redesign

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposed 5 year Arts Strategy with clear objectives will be implemented upon completion by the Professional Lead - Arts and Culture. This will be monitored and evaluated in line with the Arts Strategy roadmap.

Review date

03/01/2024

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