

# Impact Assessment

Sports Development - reduction of core budget by  
£35,000



06/01/2023

Reference: 7369-2705-3681-3809

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

<b>Author name</b>	Jenny Ashton, Head of Community Services
<b>Head of service</b>	Jennifer Ashton, Head of Community Services
<b>Portfolio holder</b>	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
<b>Proposal title</b>	Sports Development - reduction of core budget by £35,000
<b>Description of proposal</b>	<p>To reduce the Sports Development 'core budget' from £97,100 to £62,100. The Sports Development budget funds the 'Senior Sport &amp; Active Communities Development Manager' post - who manages the service and officers within it. The core budget also contributes to the Disability Sports Development Officer post (which is being made redundant from April 2023 due to changes in Disability Sport Wales), and also contributes towards the Sports Development officers' posts.</p> <p>Historically, there has been a requirement from Sport Wales for authorities to have an appropriate level of 'match' funding to support their investment. Sport Wales are currently undertaking a review and 'transition' of how they invest in local authorities in the future, and have initiated a 'regional partnership' arrangement. Under these new plans, Powys and Ceredigion will work in partnership to develop and improve opportunities for people to participate in sport and physical activity throughout mid Wales. Rather than both authorities receiving funding from Sport Wales in the future, one amount will be invested in the 'partnership'. Other partners will be encouraged to join the partnership and other funding sources will be identified and secured where possible.</p>

## 2. Savings and Consultation requirements

### Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£35,000	£0	£0	£0	£0	£35,000

### Further information

£20,000 - from the contribution to the Sport Wales grant (funds Sports Devt officers). The number of officers has reduced recently through vacancies and reduction in hours.

£13,000 - from the contribution towards the Disability Sport Officer post - which is being made redundant from 31st March 2023 due to changes and investment from Disability Sport Wales (changed to a 'regional officer model').

£2,000 - from the Sports Development budget reduction in travel.

## Consultation requirements

<b>Consultation required?</b>	Yes
<b>Union consultation deadline</b>	05/01/2023
<b>Staff consultation deadline</b>	09/01/2023
<b>Public consultation deadline</b>	
<b>Consultation method</b>	Consultation with the Disability Sports Development Officer is underway with initial meetings being held in December 2022. The officer has been offered redeployment opportunities and has been encouraged to trial other roles.

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

### 3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Housing Services
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)
- other

### 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 loss of the Disability Sport Officer, with many years of knowledge, experience and the development of relationships over time will have an impact on disabled people. However, the loss of the Disability Sport Officer is not a Powys decision - this has been made by Disability Sport Wales who have changed the way they invest their funding and have moved to a 'regional model' for officer provision. Therefore, an officer will work within the mid Wales region, but there will not be a specific 'disability officer' in each local authority.
Impact rating	Poor
Mitigation	Having one officer with the majority of experience and knowledge is never a good service model. Therefore, over the past four years the other officers within the Sport Development team have become more familiar with working with a range of participants who may have a variety of disabilities and conditions that sometimes limits or changes the way that they are able to participate. The sport & active community officers have undertaken training and are regularly working with clubs and individuals to raise awareness and the importance of inclusion as the norm.
Mitigated impact rating	Good

### 4b. Health and care

<b>Impact</b>	None
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#### 4c. Learning and skills

<b>Impact</b>	None
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#### 4d. Residents and communities

<b>Impact</b>	A reduction in the Sports Development core budget will reduce the number of activities or opportunities that are available for residents and communities.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	To maximise the remaining budget available. To work collaboratively with partners to encourage joint projects / schemes. To identify and secure additional funding.
<b>Mitigated impact rating</b>	Good

#### 4e. Evidence

Over the last two to three years there has been more than sufficient grant funding from Sport Wales to deliver the intended outcomes for the service and the Council. With the new regional model introduced by Sport Wales, it will be the responsibility of the partner organisations to generate additional funding where needed to support any additional schemes.

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

#### 5a. A prosperous Wales

<b>Impact</b>	There may be less opportunities for training courses to be funded.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	Organisations and the Council are able to bid for additional funding to deliver training courses and develop skills.
<b>Mitigated impact rating</b>	Good

#### 5b. A resilient Wales

<b>Impact</b>	None
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### 5c. A healthier Wales

<b>Impact</b>	A reduction in the core budget could have an impact on 'a healthier Wales' as fewer opportunities may be available.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	Other Sports Development officers, other Powys services and partners are able to offer similar or enhanced opportunities throughout Powys which would help to mitigate any negative impacts. Collaborative working will be encouraged and undertaken where possible.
<b>Mitigated impact rating</b>	Good

### 5d. A Wales of cohesive communities

<b>Impact</b>	None
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### 5e. A globally responsible Wales

<b>Impact</b>	None
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### 5f. A Wales of vibrant culture and thriving Welsh language

#### Using Welsh

<b>Impact</b>	None
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#### Promoting Welsh

<b>Impact</b>	The opportunity to communicate in Welsh and promote the language will not change as a result of this proposal.
<b>Impact rating</b>	Good
<b>Mitigation</b>	All staff are encouraged to attend Welsh lessons where necessary. All communication is available bilingually.
<b>Mitigated impact rating</b>	Good

#### Sports, Art & Recreation

<b>Impact</b>	A reduced budget may reduce the number of opportunities available to participate.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	Sports Development officers will continue to encourage participation in sport and recreation activities.
<b>Mitigated impact rating</b>	Neutral

## 5g. A more equal Wales

### Age

<b>Impact</b>	None
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### Disability

<b>Impact</b>	None
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### Gender Reassignment

<b>Impact</b>	None
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### Marriage or Civil Partnership

<b>Impact</b>	None
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### Race

<b>Impact</b>	None
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### Religion or Belief

<b>Impact</b>	None
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### Sex

<b>Impact</b>	None
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### Sexual Orientation

<b>Impact</b>	None
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## Pregnancy and Maternity

<b>Impact</b>	None
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## Socio-economic Duty

<b>Impact</b>	A reduced budget could result in fewer opportunities that may have been available for people in 'socio-economic disadvantage'.
<b>Impact rating</b>	Unknown
<b>Mitigation</b>	The Sports Development officers/team work with a range of partners and organisations to gather data in order to understand needs throughout the county and how they can be met. This will continue to happen.
<b>Mitigated impact rating</b>	Good

## 5h. Evidence

Although it will be a great loss of specific experience and knowledge when the Disability Sport Wales officer post is made redundant (through DSW change of investment), the role of ensuring inclusion, disabilities and alternative needs of residents and communities will be the future responsibility not only of the other Sport & Active Community Officers but of a number of other services throughout the authority.

The Senior Sport & Active Communities Development Officer regularly attends regional and national meetings and events to support benchmarking and good practice with other authorities.

Engagement is undertaken with a range of groups, stakeholders and interested parties to understand needs, gaps and where development opportunities are available.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

<b>Impact</b>	None
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#### Collaboration



<b>Impact</b>	None
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### **Involvement (including Communication and Engagement)**

<b>Impact</b>	None
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### **Prevention**

<b>Impact</b>	None
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### **Integration**

<b>Impact</b>	None
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### **6b. Impact on the workforce**

<b>Impact</b>	None
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### **6c. Impact on payroll**

<b>Impact</b>	None
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### **6d. Welsh language impact on staff**

<b>Impact</b>	None
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### **6e. Impact on apprenticeships**

<b>Impact</b>	None
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### **6f. Evidence**

The reduction in budget will not have a direct impact on the workforce as there is sufficient funding for existing staff and the transition to the 'regional' Sport Wales model should present additional opportunities in the future.

## **7. Likelihood and risks**

### **Risk 1**

<b>Description</b>	Potentially fewer opportunities to participate in healthy physical activity or development opportunities due to a reduced level of funding				
<b>Likelihood score</b>	3	<b>Impact score</b>	2	<b>Risk rating</b>	6.0
<b>Mitigation</b>	Increased collaborative working. Securing additional funding to support activity.				
<b>Residual likelihood score</b>	4	<b>Residual impact score</b>	1	<b>Residual risk rating</b>	4.0

## 8. Overall summary and judgement

### Outline assessment

The reduction of the Sports Development core budget by £35,000 could have an impact on the opportunities available to participate in healthy physical activity for residents and communities. However, this would be minor and mitigating measures could be introduced to reduce the impact further.

**Cabinet reference**

## 9. Additional evidence

None

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

The budget reduction will be monitored regularly to understand the impact. Engagement with stakeholders, residents and communities will be undertaken to determine any impact and measures needed to mitigate where necessary.

**Review date** 08/09/2023

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