

# Impact Assessment

## Corporate Plan - Stronger, Fairer, Greener



DRAFT

19/01/2023

Reference: 6059-7944-7566-3921

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>	James Langridge-Thomas, Strategic Planning, Policy and Performance Manager
<b>Head of service</b>	,
<b>Portfolio holder</b>	, portfolio holder for
<b>Proposal title</b>	Corporate Plan - Stronger, Fairer, Greener
<b>Description of proposal</b>	<p>The Council's Corporate and Strategic Equality Plan sets out our new well-being objectives and the actions we need to take to deliver them.</p> <p>The Corporate and Strategic Equality Plan is presented to Council for the first time in support of the new ambition: <b>To build a stronger, fairer, greener Powys</b>. It introduces the three corporate objectives that are its core aim:</p> <ul style="list-style-type: none"><li>· We will improve people's awareness of services, and how to access them, so that they can make informed choices.</li><li>· We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.</li><li>· We will work to tackle poverty and inequality to support the well-being of the people of Powys.</li></ul> <p>The publication of this plan, which is due in April 2023 for the start of the financial year, will ensure we meet our statutory obligations in the Well-being of Future Generations (Wales) Act 2015, which requires the Council to implement well-being objectives in accordance with the 5 Ways of Working as well as to show how it will maximise its contribution to the 7 Well-Being Goals. It also ensures that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).</p>

## 2. Savings and Consultation requirements

### Profile of savings delivery

## Consultation requirements

Consultation required?	Yes
Union consultation deadline	23/12/2022
Staff consultation deadline	23/12/2022
Public consultation deadline	23/12/2022
Consultation method	<p>Consultation has been used to support this proposal in the following means:</p> <ul style="list-style-type: none"><li>*Previous engagement undertaken by the Council, such as the <a href="#">Well-being Assessment</a> and other engagement activity outlined on <a href="#">Have Your Say</a> was used during planning workshops</li><li>*Local Members engaged with Residents during the Summer period to understand their views surrounding potential objectives</li><li>*Online engagement (<a href="#">Corporate Plan Survey</a>) asking a series of questions surrounding the plan was undertaken during the Autumn/Winter</li></ul>

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

### 3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- 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	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

Not applicable

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

### 5a. A prosperous Wales

<b>Impact</b>	<ul style="list-style-type: none"><li>• The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener"</li><li>• 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices</li><li>• 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation</li><li>• 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li></ul> <p>Whilst all will have a positive influence upon this well-being goal, the second objective focuses upon prosperity, which directly collates to this well-being goal. Of residents that participated within the survey, 61% of residents felt that these objectives would contribute towards achieving a "Prosperous Powys".</p> <p>As one of the largest employers and contractors within the County, the pursuit of <a href="#">Real Living Wage</a> accreditation, whilst providing worthwhile work and sustainable careers (within the Council) should have a positive impact for the many residents that work for the Council, or contractors it works with.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not applicable.
<b>Mitigated impact rating</b>	Good

### 5b. A resilient Wales

	<p>Within the Plan, there are no direct activities that contribute towards this well-being goal. However, the importance of existing work already being undertaken has been identified within the plan, alongside the need to improve decision making within the Council to consider climate and nature.</p>
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<p><b>Impact</b></p>	<p>A key theme within the plan is the need to support the Council's declaration of a Climate Emergency in September 2020, and Nature Emergency in October 2022; we are working to become net-zero Council by 2030 and will support Powys to become a net-zero County by 2050, and a national leader in protecting and enhancing nature. In order to achieve this, the Plan references the existing <a href="#">Climate Strategy</a> and <a href="#">Nature Recovery Plan</a>.</p> <p>59% of residents who participated in the survey thought this would not or were unsure if this will help support a resilient Powys.</p> <p>The impact has been identified as "Unknown" as, whilst we are looking to improve the environment as much as we can through the work of the Council, we are unsure of how much impact this will make as there are so many external factors that will impact upon our ability to achieve Net Zero.</p>
<p><b>Impact rating</b></p>	<p>Unknown</p>
<p><b>Mitigation</b></p>	<p>Not specified</p>

### 5c. A healthier Wales

<p><b>Impact</b></p>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li> </ol> <p>Whilst all will have a positive influence upon this well-being goal, the first objective focuses upon access to services and supporting people to live within communities, which directly collates to this well-being goal.</p> <p>This objectives will improve opportunities for individuals to access support and services when they need them. The making of services to be more accessible, when and where people will need them, and in a way which best suits them, should have a positive impact on resident's health where possible.</p>

<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

## 5d. A Wales of cohesive communities

<b>Impact</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li> </ol> <p>Whilst all will have a positive influence upon this well-being goal, the first objective focuses upon access to services and supported people to live within communities, which directly collates to this well-being goal.</p> <p>This objective will improve opportunities for communities to access support and services when they need them. The making of services to be more accessible, when and where people will need them, and in a way which best suits them.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

## 5e. A globally responsible Wales

	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li> </ol> <p>The totality of the plan's thrust is around achieving the below outcomes for all individuals and communities equitably within Powys:</p>
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<b>Impact</b>	<ul style="list-style-type: none"> <li>- Stronger - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient</li> <li>- Fairer - We will be an open, well-run, Council where peoples' voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li> <li>- Greener - We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and nature emergencies is at the heart of everything we do</li> </ul> <p>The Plan also recognises and supports the declaration of the Climate Emergency and Nature Emergency, which is a global issue, in looking to achieve Net-Zero.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

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

### Using Welsh

<b>Impact</b>	We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.
<b>Impact rating</b>	Neutral
<b>Mitigation</b>	Not specified

### Promoting Welsh

<b>Impact</b>	We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.
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<b>Impact rating</b>	Neutral
<b>Mitigation</b>	Not specified

## Sports, Art & Recreation

<b>Impact</b>	None
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## 5g. A more equal Wales

### Age

<b>Impact</b>	Within this plan, we have taken the approach of integrating with the Strategic Equality Plan, so that all objectives are delivered equitably to the residents of Powys. Further detail of this can be found within the document.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

### Disability

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

### Gender Reassignment

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Very good

<b>Mitigation</b>	Not specified
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## Marriage or Civil Partnership

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Race

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Religion or Belief

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Sex

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
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<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Sexual Orientation

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Pregnancy and Maternity

<b>Impact</b>	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Socio-economic Duty

<b>Impact</b>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> <li>1. We will improve people's awareness of services, and how to access them, so that they can make informed choices</li> <li>2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation</li> <li>3. We will work to tackle poverty and inequality to support the well-being of the people of Powys</li> </ol> <p>Whilst all will have a positive influence upon this well-being goal, the third objective focuses upon poverty and inequality, which directly collates to this well-being goal.</p>
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<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## 5h. Evidence

Data and evidence from the following sources have been considered when forming this proposal:

\*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022

\*Powys Well-being Assessment

\*Powys Well-being Information Bank

\*Powys Population Needs Assessment

Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

The Corporate Plan and the well-being objectives contained within are long-term in nature, and if their intended outcomes are achieved, they will further the long term future of the County.

We will improve people's awareness of services, and how to access them, so that they can make informed choices

This objective is based upon the aspiration of running an open and democratic Council that regularly engages with people and communities to understand their needs in the short and long term, and working to ensure that the people of Powys understand what services the Council provides, with people being able to access services and live happily in their communities for longer.

#### Impact

We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation

	<p>This objective is focused upon providing good quality sustainable employment and training opportunities, which by nature are long term around the notion and developing the skills of the workforce. Pursuing real living wage accreditation will help support people longer term, as individuals pay awards will be updated to reflect wider socioeconomic factors.</p> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys</p> <p>This objective is based around the notion of preventing causes of poverty to improve individuals longer term well-being. The emphasis on child poverty aims to ensure that young people achieve the best possible start in life.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

## Collaboration

<b>Impact</b>	<p>Whilst being the Council's Corporate Plan, it has been considered amongst the context of partnership working, and draws reference to working collaboratively with key stakeholders, as the Council are not able to deliver all of it's ambitions for the County along. This includes the work of the Regional Partnership Board, Public Service Board and Growing Mid Wales.</p> <p>Additionally, the Plan indicates how whilst the Council can undertake work to support the climate and nature and emergency, it emphasises the role of working with key partners such as communities, Brecon Beacons National Parks and Natural Resources Wales for example to maximise it's impact upon delivery.</p> <p>There is also a notion of co-production within the plan, with one of the core ambitions being to work with individuals and communities in a collaborative manner as much as possible so that they are able to access services that improve their well-being.</p>
<b>Impact rating</b>	Very good
	<p>Whilst being the Council's Corporate Plan, it has been considered amongst the context of partnership working, and draws reference to working collaboratively with key stakeholders, as the Council are not able to deliver all of it's ambitions for the County along. This includes the work of the Regional Partnership Board, Public Service Board and Growing Mid Wales.</p>

<p><b>Mitigation</b></p>	<p>Additionally, the Plan indicates how whilst the Council can undertake work to support the climate and nature and emergency, it emphasises the role of working with key partners such as communities, Brecon Beacons National Parks and Natural Resources Wales for example to maximise it's impact upon delivery.</p> <p>There is also a notion of co-production within the plan, with one of the core ambitions being to work with individuals and communities in a collaborative manner as much as possible so that they are able to access services that improve their well-being.</p>
<p><b>Mitigated impact rating</b></p>	<p>Very good</p>

**Involvement (including Communication and Engagement)**

<p><b>Impact</b></p>	<p>There has been a large amount of engagement activity undertaken to inform the development of this plan. This includes considering the public's responses to previous engagement during the previous year with subject specific topics through the <a href="#">Have Your Say</a> portal, alongside the <a href="#">"Well-being in Powys" survey</a>, which forms part of the well-being assessment.</p> <p>The Plan was also formed in a collaborative manner, with a range of Councillors from across the political spectrum and vast geography of Powys providing input, insight and feedback based on what their residents had said during the electoral campaigning period.</p> <p>Following the early development of this Plan, Councillors spoke with their local communities during the summer recess, and provided feedback accordingly, which was incorporated within the plan.</p> <p>When the plan was further developed again, an online consultation was held during the Winter seeking their views. A summary of the findings of this engagement activity is included within the agenda pack.</p> <p>As part of the Plan's annual review cycle, residents will be able to provide specific feedback around the plan, which will help shape it's future direction. Additionally, resident feedback provided from our <a href="#">ongoing feedback tool</a> forms a key element of evidence for this plan.</p>
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<b>Impact rating</b>	Good
<b>Mitigation</b>	Whilst a lot has been done to involve as many people as possible during this process and resulted in a "good" impact, this only reached a small sample of Powys population of 133,000. To achieve a "very good" impact, further work could be undertaken to engage with and involve wider members of the community in providing their views to shape the future direction of the Council.
<b>Mitigated impact rating</b>	Very good

## Prevention

<b>Impact</b>	<p>The Corporate Plan and the well-being objectives contained within are preventative in nature, and if their intended outcomes are achieved, they will further the long term future of the County.</p> <p>We will improve people's awareness of services, and how to access them, so that they can make informed choices This objective is based upon the aspiration of running an open and democratic Council that regularly engages with people and communities to understand their needs, and working to ensure that the people of Powys understand what services the Council provides, with people being able to take action to access services and live happily in their communities for longer, without their needs escalating.</p> <p>We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation This objective is focused upon providing good quality sustainable employment and training opportunities, which by nature is preventative in securing the workforce's long term future. Pursuing real living wage accreditation will help prevent people from being impacted by wider socioeconomic factors, as their pay will be awarded to reflect this.</p> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys This objective is based around the notion of preventing causes of poverty to improve individuals longer term well-being. The emphasis on child poverty aims to ensure that young people achieve the best possible start in life.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	Not specified

## Integration

	The nature of the Corporate Plan is highly integrated, with there being dependencies between the objectives and how they impact upon an individual's well-being. The Plan is also set amongst the context around
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<b>Impact</b>	<p>creating the conditions for working with individuals and communities to remain as prosperous as possible, whilst also working with Strategic Partners where required.</p> <p>The objectives in detail are also highly integrated. As an example, if an individual has access to fair and good work, they could experience reduced poverty in the longer-term, and improved well-being.</p> <p>Additionally, the plan integrates and interacts with workstreams already in existence, such as the Climate Strategy and Nature Recovery Action Plan, rather than duplicates and recognises the impacts these topics will have with the ambitions outlined within the Plan.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	Not specified

## 6b. Impact on the workforce

<b>Impact</b>	<p>The Corporate Plan will have a positive impact upon the current and future workforce. In particular, well-being objective 2, "We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a significant impact, as the actions which underpin this objective include training and development opportunities to secure a strong workforce for the future.</p> <p>The proposed approach to consider areas such as training, Real Living Wage accreditation and improving recruitment and retention, both internally and externally, will help to support the development of a workplace that provides worthwhile work and sustainable careers. This will be for all members of staff within the organisation.</p> <p>Additionally, the Corporate Plan also considers our response to the Gender Pay Action Plan, which will be used to help shape how we look to develop equitable pay for employees irrespective of gender.</p> <p>The Corporate Plan will also form the strategic direction of the organisation for future years, and feed in to individual's workplans, so will have an impact surrounding the nature of change in transitioning from the existing Corporate Plan.</p>
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	However, staff have had a chance to contribute to the development of this plan, through their Leadership teams at a series of workshops and frequent internal engagement activity. Staff were also actively encouraged to complete the online consultation for their views to be considered.
<b>Impact rating</b>	Good
<b>Mitigation</b>	In order to ensure the best possible impact to staff and that there is a clear understanding of how this proposal will impact upon them, if agreed, there should be a series of internal engagement activity to reach as many people as possible in being aware of how their role interacts with the Corporate Plan.
<b>Mitigated impact rating</b>	Very good

## 6c. Impact on payroll

<b>Impact</b>	One of the three well-being objectives, "we will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a positive impact on this area, as becoming an accredited <a href="#">Real Living Wage</a> employer will have a positive impact on any staff paid below the Real Living Wage. Whilst all Powys County Council staff are paid the Real Living Wage, this will mean that their salaries will be reviewed and increased alongside updates to the Real Living Wage amount.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	No mitigation is required.
<b>Mitigated impact rating</b>	Very poor

## 6d. Welsh language impact on staff

<b>Impact</b>	The Corporate Plan will have a positive impact upon the current and future workforce and the usage of the welsh language. In particular, well-being objective 2, "We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a significant impact, as the actions which underpin this objective include training and development opportunities to secure a strong workforce for the future, which would be through bilingual provision as much as practicable, and also encourage the development of the welsh speaking workforce.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	No mitigation required

**Mitigated impact rating**

Very good

## 6e. Impact on apprenticeships

<b>Impact</b>	<p>This proposal will have a positive impact upon apprenticeships. In particular, one of the well-being objectives is: "We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation".</p> <p>The actions detailed within the Corporate Plan includes attracting and developing the right skills for the workforce, and ensuring that we have the rights workforce to support the Council in delivering it's ambitions, of which apprenticeships will form a critical component.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	This action has a "very good" impact to this area as outlined.
<b>Mitigated impact rating</b>	Very good

## 6f. Evidence

Data and evidence from the following sources have been considered when forming this proposal:

\*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022

\*Powys Well-being Assessment

\*Powys Well-being Information Bank

\*Powys Population Needs Assessment

Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

## 7. Likelihood and risks

No risks documented

## 8. Overall summary and judgement

### Outline assessment

It is proposed that the Corporate and Strategic Equality Plan is approved for publication and is implemented and reported upon from 01 April 2023 as the this plan should have a positive impact upon the well-being of the people of Powys as highlighted within the impact assessment.

It is required that the Plan, once approved, is reviewed annually to ensure that the objectives and supporting activities are still the most relevant for delivering improved outcomes for Powys people and communities, as well as ensuring the plan remains realistic and achievable within the challenging financial climate.

The Plan has been aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards shared outcomes for the people of Powys.

### Cabinet reference

## 9. Additional evidence

Data and evidence from the following sources have been considered when forming this proposal:

- Multiple sources of resident and business feedback collated using [Have Your Say](#), including a [specific consultation](#) surrounding this plan during Autumn/Winter 2022
- [Powys Well-being Assessment](#)
- [Powys Well-being Information Bank](#)
- [Powys Population Needs Assessment](#)

Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

## 10. Ongoing monitoring arrangements and governance

## Monitoring arrangements

In order to monitor the impact of this Corporate Plan, the following arrangements will be in place:

- In-year scorecard reporting, considering "how much? how well? what difference?" performance measures and updates around activity that contributes towards the plan
- An annual summary will be considered as part of the annual self-assessment process (as required by the Local Government and Elections Act 2021)
- The plan will be reviewed on an annual basis with Service areas, alongside public consultation

**Review date**

23/02/2024

null

DRAFT