

Impact Assessment

Removal of Vacant Hours / Posts and Limited Staffing Restructure



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	Sarah Quibell
Head of Service	Georgie Bevan
Portfolio Holder	Cllr Pete Roberts, Cabinet Member for a Learning Powys
Proposal title	Staffing Restructure
Description of proposal	<p>Undertake a staffing structure review which will include:</p> <ul style="list-style-type: none">• the removal or restructure of vacant hours / positions• identify areas of duplication and streamline positions accordingly <p>This will be informed by ongoing quality assurance and workforce planning processes.</p> <p>The proposal will ensure that the staffing structure is in line with service priorities, ensures value for money and avoids duplication.</p>

2. Savings and Consultation

Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
£0	£105,000	£75,000	£0	£0	£0	£180,000

Further information

Click or tap here to enter text.

Consultation requirements

Consultation required?	Yes
Union consultation date	tbc
Staff consultation date	tbc
Public consultation date	N/A

Consultation plan (or justification where no consultation is required)

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

1a. Impact on other service areas

N/A

1b. Impact on geographical locations

Powys

1c. Data protection impact assessment

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

Click or tap here to enter text.

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

1d. A prosperous Wales

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1e. A resilient Wales

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1f. A healthier Wales

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1g. A Wales of cohesive communities

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1h. A globally responsible Wales

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1i. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Promoting Welsh

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Sports, Art & Recreation

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1j. A more equal Wales

Age

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Disability

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Gender Reassignment

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Race

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Religion or belief

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Sex

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Sexual Orientation

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1k. Evidence

- Workforce Development Planning documentation
- Service self-evaluation documentation

5. Impact on key guiding principles & workforce

1l. Sustainable development principles

Long-term

Impact	The proposal will ensure that there is a sustainable structure in place that can adapt as service demands evolve
Impact Rating	Neutral
Mitigation	The removal of workload duplication and vacant hours / posts will enhance the sustainability of the structure
Mitigated Rating	Good

Collaboration

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Involvement (including Communication & Engagement)

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Prevention

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

Integration

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1m. Impact on the workforce

Impact	Deletion or restructure of vacant posts / hours allows the associated budget to be released and redeployed in line with service priorities
Impact Rating	Neutral
Mitigation	Ensure that the proposal is subject to a full appraisal of workforce requirements and is aligned with the Workforce Development Plan for the Service, so that the restructure or removal of vacant posts / hours will not result in a gap in service provision
Mitigated Rating	Good

1n. Impact on payroll

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1o. Welsh language impact on Staff

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1p. Impact on apprenticeships

Impact	None
Impact Rating	Choose an item.
Mitigation	N/A
Mitigated Rating	Choose an item.

1q. Evidence

- Workforce Development Planning documentation
- Service self-evaluation documentation

6. Likelihood and risks

Risk 1

Risk that the restructure or removal of vacant posts / hours will result in a gap in service provision.

Likelihood score

2

Impact score

1

Risk rating

2

Mitigation

Ensure that the proposal is subject to a full appraisal of workforce requirements and is aligned with the Workforce Development Plan for the Service.

Residual likelihood score

1

Residual impact score

1

Residual risk rating

1

Risk 2

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Choose an item.

Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Choose an item.

Risk 3

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Choose an item.

Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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Risk 4

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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Risk 5

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	Choose an item.
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	Choose an item.
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7. Overall summary and judgement

Outline assessment

As a result of the ongoing development of the Service, the deletion or limited restructure of posts / hours does not impact on service delivery and will allow the associated budget to be released. The proposal will ensure that the staffing structure is line with service priorities, ensures value for money and avoids duplication

Cabinet reference

Click or tap here to enter text.

8. Additional evidence

Click or tap here to enter text.

9. Monitoring arrangements

Should the proposal be approved, monitoring arrangements will be part of our ongoing self-evaluation processes.

Review date

31/03/2025