

Impact Assessment

Older Persons Day Opportunity Review and Redesign



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	Sharon Frewin
Head of Service	Sharon Frewin
Portfolio Holder	Sian Cox, Cabinet Member for a Caring Powys
Proposal title	Older Persons Day Opportunity Review and Redesign
Description of proposal	The proposal seeks to redesign support opportunities for Older People. Using a locality-based model, designed through engagement with current and prospective recipients to ensure people get the right support through a range of community preventative focused options.

2. Savings and Consultation

Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
0	120,000	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Further information

This aligns to our key priorities of

- Develop prevention and community co-ordination so that people in Powys have their care and support needs met, including carers
- Promote good emotional health and wellbeing for people in Powys, so that they can live their lives to the full.
- Address the health and care inequalities facing people in Powys through targeted interventions

The RPB priorities for Live Well identify -

“Work, Leisure, and Learning – ensuring that employment and meaningful daytime opportunities are accessible to the entire population. A partnership workstream specifically aimed at understanding the barriers people experience and make system changes which achieve maximum impact on affecting population outcomes around work leisure and learning has been established.

A project has commenced to address this work, The project is split into three overlapping phases. The current phase focuses on ‘leisure,’ i.e. what have traditionally been called ‘Day Services’ or ‘Daytime Opportunities.’ Within this project, ‘opportunities’ is a broad term that encompasses services, activities and groups which contribute to people living the lives they want. An extensive engagement is underway comprising thirty-three public events, an online survey, and smaller groups throughout the county. By listening to what people want, the project will make recommendations on how to future proof day opportunities and deliver a diverse programme that reflects the varied needs of older people. This project will consider the concurrent Leisure Review being run by Powys County Council, working collaboratively to deliver sustainable, universally accessible daytime opportunities across a diverse range of settings and models of delivery.

Consultation requirements

Consultation required?	Yes
Union consultation date	Click or tap to enter a date.
Staff consultation date	Click or tap to enter a date.
Public consultation date	08/04/2024

Consultation plan (or justification where no consultation is required)

If any of the redesign impact on staff, the necessary consultation will take place in accordance with the management of change policy.

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

1a. Impact on other service areas

This approach will require greater partnership working across departments and external agencies. Although this may impact on capacity initially, it will provide opportunities for more streamlined working, reducing duplication and better use of pooled resources.

Commissioning & Partnerships (Social Services)

Adult Services

Third Sector Partners

Leisure

1b. Impact on geographical locations

This work will cover the entire county with a focus on placed based planning and development of communities of interest, which will be determined by the findings of the engagement work.

1c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
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Is Powys County Council the data controller?	Yes
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Further information

Adult Services processes personal details of individuals for the purpose of securing necessary care and support and in line with our privacy notice. See below:

[Privacy Notice for Adult Social Care - Powys County Council](#)

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

1d. A prosperous Wales

Impact	There may be a greater use of community/third sector and independent providers of care and support as we develop alternative models of support. The redesign will involve collaboration with other sectors to support the development of local, place-based, community led options.
Impact Rating	Good
Mitigation	Services and support options will be developed at a locality level through engagement and consultation. We will work in partnership and collaboration with the 3 rd sector and community provision to mitigate against the potential for gaps and unmet need.
Mitigated Rating	Good

1e. A resilient Wales

Impact	Support will be accessed closer to home with both citizens and staff travelling less.
Impact Rating	Good
Mitigation	Development of local directories and robust community mapping will increase likelihood of support being available locally.
Mitigated Rating	Good

1f. A healthier Wales

Impact	A locality model of responding to demand, we will have better conditions in place for resolving peoples' issues at the earliest opportunity. The model includes a focus on prevention, to support people to maintain good health, fitness and wellbeing.
Impact Rating	Good

Mitigation	Coproduction of services will ensure people receive the right support, in the right place at the right time. Development of local directories and robust community mapping will increase likelihood of support being available locally.
Mitigated Rating	Good

1g. A Wales of cohesive communities

Impact	The planned review and redesign of day opportunities involves collaborating with people, carers, the third sector and community providers in shaping service delivery going forward to enhance the offer, developing the availability of community-led resources and ensuring peoples outcomes are met within their community. The review and redesign will gather information to facilitate local area coordination, share information with people about opportunities available in their community and develop links with the social values forum
Impact Rating	Good
Mitigation	To promote inclusion and interconnectedness of and between services, resources, people who use services, their carers and families, and others in their communities.
Mitigated Rating	Good

1h. A globally responsible Wales

Impact	Place-based responses to people's wellbeing and support needs reduces travel and greenhouse gas emissions and contributes to resilient communities, which contributes to Wales's part in global wellbeing.
Impact Rating	Good
Mitigation	The review and redesign will gather information to facilitate local area coordination, minimising the need for people to travel outside their community for care, support or resources.
Mitigated Rating	Good

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

Using Welsh

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh

Impact	The redesign will provide more autonomy for individuals in terms of how they want their care and support to be delivered, including identifying and using Welsh-speaking providers of care, support or wellbeing activity in the community
Impact Rating	Good
Mitigation	All services will comply with the active offer and More Than Just Words model to promote the Welsh language. The review and redesign will ensure the information is bilingual and opportunities to converse in Welsh are promoted and encouraged.
Mitigated Rating	Good

Sports, Art & Recreation

Impact	The planned review and redesign of day opportunities will be collaborating with people, carers, and partners to be involved in shaping the service delivery going forward to enhance the offer and ensure peoples outcomes are met within their community. This might include using sports facilities and leisure centres, arts and cultural events and venues, and clubs and classes.
Impact Rating	Good
Mitigation	The review and redesign will gather information to facilitate local area coordination, share information with people about opportunities available in their community and develop links with the current leisure review.
Mitigated Rating	Good

1j. A more equal Wales

Age

Impact	The planned review and redesign of day opportunities will be collaborating with people, carers, and partners to be involved in shaping the opportunities within their own community based on what a good life looks like to them regardless of age.
Impact Rating	Good
Mitigation	We will collaborate with our partners in the 3 rd sector and the community to map provision and try to ensure that where age presents a barrier to accessing a service or resource of choice, the barrier is resolved
Mitigated Rating	Good

Disability

Impact	The planned review and redesign of day opportunities will be collaborating with people, carers, and partners to be involved in shaping the opportunities within their own community based on what a good life looks like to them regardless of disability
Impact Rating	Good
Mitigation	We will collaborate with our partners in the 3 rd sector and the community to map provision and try to ensure that where disability presents a barrier to accessing a service or resource of choice, the barrier is resolved
Mitigated Rating	Good

Gender Reassignment

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact	The planned review and redesign of day opportunities will be collaborating with people, carers, and partners to be involved in shaping the opportunities within their own community based on what a good life looks like to them regardless of their socio-economic status
Impact Rating	Good
Mitigation	We will collaborate with our partners in the 3 rd sector and the community to map provision and try to ensure that where a person's socio-economic status presents a barrier to accessing a service or resource of choice, the barrier is resolved.
Mitigated Rating	Good

1k. Evidence

Engagement events will gather the information to inform the community development plans for each locality.

Community-based services, particularly those which connect with local assets, encourage people to have the skills and confidence to self-manage aspects of their care, and support informal carers, have been shown to improve people's wellbeing, delay deterioration in overall health, reduce crises in their care, and enable them to remain longer in their dwelling of choice. Integrated pathways can facilitate timely access to appropriate professionals and services to respond to changes in people's conditions and situations.

5. Impact on key guiding principles & workforce

1l. Sustainable development principles

Long-term

Impact	With an ageing population, we know that more people will require care and support. Personalised support options focussed on local area coordination and community resilience will contribute to the Council's ability to manage this increase in demand in a sustainable way by supporting people to maintain health and fitness for longer, delaying people's need for more intensive care and support, and enabling them to contribute to the resilience of their communities by being active and involved, sharing their lifetime of experience.
Impact Rating	Good
Mitigation	.
Mitigated Rating	Good

Collaboration

Impact	The Local Authority will continue to work in partnership with other support providers to maximise the care and support options available and to continue to develop shared, collaborative systems, values and ways of working that support our individual and collective aims to meet the wellbeing goals.
Impact Rating	Good

Mitigation	This work will dovetail with the work on the locality model where we will develop locality forums with people who use services and with partners in service provision to ensure coproduction is at the heart of any developments.
Mitigated Rating	Good

Involvement (including Communication & Engagement)

Impact	As above
Impact Rating	Neutral
Mitigation	We will use our developing relationships with partners and community providers to identify people who might be hard to reach and work with them to try to address and resolve the barriers to their involvement
Mitigated Rating	Good

Prevention

Impact	The redesign will focus on place-based planning and local area coordination which will increase community engagement, resilience, and self-determination. Providing the right support, at the right time, earlier which will prevent or delay the development of frailty and other intensive care and support needs, and support people to achieve and sustain the outcomes they desire
Impact Rating	Good
Mitigation	We will work with partners, community groups and others to map services and resources and attempt to address gaps that might impact on provision of the right support at the right time.
Mitigated Rating	Good

Integration

Impact	We will collaborate with partners and community groups to build mutual understanding of values and aims and to support our individual and collective work to meet the wellbeing goals.
Impact Rating	Good

Mitigation	Click or tap here to enter text.
Mitigated Rating	Good

1m. Impact on the workforce

Impact	This is unknown until we have the outcomes of the listening and learning events, which will inform service redesign.
Impact Rating	Neutral
Mitigation	If there is impact on staff the Management of Change policy will be adhered to.
Mitigated Rating	Choose an item.

1n. Impact on payroll

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1o. Welsh language impact on Staff

Impact	Click or tap here to enter text.
Impact Rating	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1p. Impact on apprenticeships

Impact	Click or tap here to enter text.
Impact Rating	Neutral

Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

1q. Evidence

Evidence, research and practice shows that the approaches we propose, of local area coordination, place-based development and person-centred planning, and coproduction with service users and with partner organisations, all contribute to the wellbeing of individuals, the cohesiveness and resilience of communities and the consistency and effectiveness of provider intervention. Success will be monitored through the Live Well Partnership Board, monthly data intelligence meetings and savings tracker meetings.

6. Likelihood and risks

Risk 1

If we do not ensure prudent use of resources, we will be unable to meet demands

Likelihood score	3	Impact score	3	Risk rating	9
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Mitigation

The listening and learning events will provide greater understanding of the needs of individuals living in a locality ensuring we have the right offer in the right place.

Residual likelihood score	1	Residual impact score	3	Residual risk rating	3
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Risk 2

Service redesign may include the closure of some existing facilities.

Likelihood score	3	Impact score	3	Risk rating	9
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Mitigation

Alternative provision will be developed with the locality based on the outcome of the listening and learning events.

Residual likelihood score	3	Residual impact score	1	Residual risk rating	3
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Risk 3

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 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.

7. Overall summary and judgement

Outline assessment

The proposal seeks to redesign support opportunities based on what matters to those living within a community. We have a duty to provide early intervention and prevention under Sec 15 of the SSWBA.

We must ensure we use our resources to maximum effect and in doing so continue to meet the increased demands we are facing.

By understanding the needs of a population in a specific locality and what support options are currently available we can remodel current provision and work with communities to develop more appropriate resources ensuring people get the right support and communities become more resilient and able to sustain themselves.

The proposal is in line with the Social Services and Well-being Act, which promotes independence and flexibility and choice around care and support.

Cabinet reference

Click or tap here to enter text.

8. Additional evidence

9. Monitoring arrangements

Monitoring will be through monthly data intelligence reporting and finance savings tracker.

Review date

29/02/2024