

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**

Service Area	Corporate Insight centre	Head of Service	Jason Lewis	Strategic Director	David Powell	Portfolio Holder	Cllr. John Powell
Policy / Change Objective / Budget Saving		Strategic Equality Plan 16 - 20					
Outline Summary							
This plan sets out our equality objectives and action plans for making Powys a fairer place to live where people can achieve their potential, thrive and prosper. It focuses on three things: improving our services, making our organisation a better place to work, and improving the most important life outcomes for local people.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	B Ingram	Strategic planning officer	21.3.16
V2	B Ingram	Strategic planning officer	28.4.16

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
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<p>Supporting people in the community to live fulfilled lives</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<p>Developing the economy</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 2 is particularly relevant as we aim to ‘ Encourage fair recruitment, development and reward in employment.’ With supporting actions related to the services we provide and our role as an employer. Also gender pay objective which aims to develop strategies and implement them to lift any disadvantaged groups</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus

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<p>Improving learner outcomes for all, minimising disadvantage</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 1 is particularly relevant as we aim to 'Close attainment gaps in education'.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<p>Remodelling council services to respond to reduced funding</p>	<p>Potentially individual services actions to remodel services could have an impact.</p>	<p>Neutral</p>		<p>Choose an item.</p>	

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3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
<p>A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 2 is particularly relevant Encourage fair recruitment, development and reward in employment. The Gender Pay objective too.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>A resilient Wales: Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change).</p>	<p>A resilient Wales is about our ability to be resilient and PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life helping individuals and community resilience.</p>	<p>Neutral</p>		<p>Choose an item.</p>	

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<p>A healthier Wales: People’s physical and mental well-being is maximised and health impacts are understood.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 5 is particularly relevant as we aim to ‘ Improve access to mental health services to people experiencing poor mental health’ in partnership with PTHB.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>A Wales of cohesive communities: Communities are attractive, viable, safe and well connected.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 3 is particularly relevant as we aim to ‘3. Improve living conditions in cohesive communities’. Objective 6. Prevent abuse, neglect and ill-treatment in care. Objective 7. Eliminate violence, abuse and harassment in the community.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>A globally responsible Wales: Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. The plan is proactive in terms of human rights.</p>	<p>Good</p>	<p>.</p>	<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
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A Wales of vibrant culture and thriving Welsh language: Culture, heritage and Welsh language are promoted and protected.					
<i>Opportunities for persons to use the Welsh language</i>	One of the guiding principles of the SEP is our committed to treating the Welsh and English languages on a basis of equality when providing services to the public and as an employer, as we contribute to the creation of a truly prosperous, inclusive and bilingual Wales and supporting those areas where Welsh is the language of the community. The authority is also be compiling with the welsh standards 2016.	Neutral		Choose an item.	-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<i>Treating the Welsh language no less favourable than the English language</i>		Neutral		Choose an item.	
<i>Opportunities to promote the Welsh language</i>		Neutral		Choose an item.	
<i>Welsh Language impact on staff</i>		Neutral		Choose an item.	
<i>People are encouraged to do sport, art and recreation.</i>		Neutral		Choose an item.	
A more equal Wales: People can fulfil their potential no matter what their background or circumstances.					
<i>Age</i>	The ultimate aim of the Strategic Equality Plan (SEP) is "To improve our services and employment practices to meet the different needs of our citizens and employees and contribute towards improving the life outcomes for those who experience disadvantage". We are fully committed to progressing equality in all that we do. Getting this right will mean our citizens are better served, our organisations are more effective, and our county is more economically and socially prosperous. The SEP covers all 9 protected characteristics and all actions that sit in an SIP or OPP have been Impacted assessed.	Good		Choose an item.	Strategic equality plan protected characteristics matrix. Impact assessments in OPP. SIP etc Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus - Census data.
<i>Disability</i>		Good		Choose an item.	
<i>Gender reassignment</i>		Good		Choose an item.	
<i>Marriage or civil partnership</i>		Good		Choose an item.	
<i>Race</i>		Good		Choose an item.	
<i>Religion or belief</i>		Good		Choose an item.	
<i>Sex</i>		Good		Choose an item.	
<i>Sexual Orientation</i>		Good		Choose an item.	

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<i>Pregnancy and Maternity</i>		Good		Choose an item.	
<i>Equality Impact on PCC Staff</i>	<p>-Single status and job evaluation have brought equality in terms of one job in relation to another however horizontal and vertical segregation still exist in terms of gender. Under objective 2 we aim to develop strategies and implement them to lift any disadvantaged groups.</p> <p>-Staff reminded of their service requirement to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that information to design and deliver services to meet users' needs.</p> <p>- The ultimate aim of the Strategic Equality Plan (SEP) is "To improve our services and employment practices to meet the different needs of our citizens and employees and contribute towards improving the life outcomes for those who experience disadvantage</p>	Good	.	Choose an item.	<p>E&HRC research. WAVE project SEP 12-16 and 16-20. SEP monitoring reports. Employment information reports.</p>

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					

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<p>Long Term: <i>Balancing short term need with long term and planning for the future.</i></p>	<p>-Sustainable development is one of the SEP principles and the new Well-being of Future Generations (Wales) Act. -The work of the SEP ultimately is too improve our services and employment practices to meet the different needs of our citizens and employees long term. -This plan brings together a range of services which deliver to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. All services need to address this principle when planning.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>SEP 16 -20</p>
<p>Collaboration: <i>Working together with other partners to deliver.</i></p>	<p>Many of the SEP objectives and actions are delivered in partnership e.g. Objective 5. Improve access to mental health services to people experiencing poor mental health. This is a Joint Objective and actions with PTHB. All under Hearts and Mind Delivery plan.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Involvement: <i>Involving those with an interest and seeking their views.</i> Communication and Engagement</p>	<p>Communications and engagement is one of the SEP principles and we work to the National Principles for Public Engagement in Wales and abide by the Code of Recommended Practice on Local Authority Publicity.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>Prevention: <i>Putting resources into preventing problems occurring or getting worse.</i></p>	<p>- Early intervention and prevention is one of the SEP principles. With Objective 5. Improve access to mental health services to people experiencing poor mental health. Objective 6. Prevent abuse, neglect and ill-treatment in care. Objective 7. Eliminate violence, abuse and harassment in the community.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Integration: <i>Positively impacting on people, economy, environment and culture and trying to benefit all three.</i></p>	<p>The SEP brings together a range of objectives/actions and is dependent on other plans e.g. OPP, SIP, Hearts and Minds plan etc,</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>There is strong national evidence linking equalities and poverty. Objective 3 aims to help reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor. Objective 1, 2, 4 &5 are also relevant.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Objective 6 aims to prevent abuse, neglect and ill-treatment in care. Objective 1 and 2 aim to help our looked after children to fulfil their potential.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	<p>Objective 1 and 2 aim to help our looked after children to fulfil their potential. Objective 6 aims to prevent abuse, neglect and ill-treatment in care.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
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5. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks		
Engagement of services and their contending priorities.		
Resource to deliver plan		
Impact on Service	Deliverability of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Low	Low
Mitigating Actions		Residual Risk
Statutory monitoring report and governance process which will highlight any objectives/actions that aren't progressing as planned and escalate the issue.		Low
		Choose an item.
		Choose an item.
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?		
Yes – All actions sit in other plans and could be challenged. The gender pay objective could affect all services positively.		

6. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The 16-20 SEP will ensure we meet our statutory requirement but also help the authority to create an equal society that protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.</p>	
Judgement (to be included in service risk register)	

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Very High Risk	High Risk	Medium Risk	Low Risk
		Medium Risk	

7. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

The SEP is made up of objectives/actions/measures that sit in other plans however the intention of the plan is to make a positive impact and for services to progress and complete their individual objectives and actions in order to improve our services and employment practices and meet the different needs of our citizens and employees. Also all SEP actions that have been fed via a SIP or OPP should have been Impacted assessed through the SIP/OPP planning process.

8. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Majority of actions will be monitored via the plan they sit in but we will also conduct half yearly monitoring arrangements to work alongside standard performance reporting into review meetings between Portfolio Holders, Strategic Directors and Heads of Service and subsequent reporting into Management Team and Cabinet.

9. Sign Off

Position	Name	Signature	Date
Service Manager:	Peter Jones	<i>Peter Jones</i>	28.4.16
Head of Service:	Jason Lewis		
Strategic Director:	David Powell		
Portfolio Holder:	Cllr. John Powell		

FORM ENDS