

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Consultation on Pastoral Support Plan Guidance
Service Area: Early Years, Inclusion and Partnerships
Directorate: ELLs

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff	x	
Wider community	x	
Internal administrative process only		x

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				M	The new guidance will impact upon pupils aged 3-16, who may be subject to a reduced timetable for a range of reasons. The new guidance will further strengthen arrangements for provision for these pupils, by ensuring clear time limits and a formal multi-agency approach and process to monitoring progress, intervention and planning for reintegration. This will have a positive impact.
Disability	x				M	The new guidance will encompass learners with protected characteristics and with additional learning needs and will benefit this group of learners by ensuring

						all reasonable adjustments are made and that any statutory provision is monitored and reviewed.
Gender Reassignment	x				L	This is not a criterion that will be directly impacted upon by this proposal, however it is acknowledged that learners with gender reassignment may be subject to a PSP for other additional needs.
Marriage/Civil Partnership		x				This is not a criterion that will be impacted upon by this proposal.
Pregnancy/Maternity		x				This is not a criterion that will be impacted upon by this proposal.
Race	x				L	This is not a criterion that will be directly impacted upon by this proposal, however it is acknowledged that learners may be subject to a PSP for other additional needs.
Religion/Belief		x				This is not a criterion that will be impacted upon by this proposal.
Sex		x				This is not a criterion that will be impacted upon by this proposal.
Sexual orientation		x				This is not a criterion that will be impacted upon by this proposal.

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		x				Learners who receive their education through the medium of Welsh who are in receipt of a PSP will continue to receive provision and support through the Welsh language.

Treating the Welsh language no less favourably than English		x				It is expected that provision will be made for pupils to continue to access their education through the medium of Welsh for the duration of the PSP.
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5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				There will be no change as a result of this proposal.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				There will be no change as a result of this proposal.

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		The guidance will positively impact on the long term well-being of learners by ensuring their needs are met and that reengagement and transition and carefully planned and learner centred.

Integration - how the initiative impacts upon our wellbeing objectives	x		The posts contribute to Well-being Objective 1 as the post will give our most vulnerable learners the best start in life, raising aspirations and developing their skills.
Involvement - how people have been involved in developing the initiative	x		Learners will be involved through the consultation process, using a person centred planning approach.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		The consultation process will include all stakeholders.
Prevention - how the initiative will prevent problems occurring or getting worse	x		The guidance will ensure clear communication and planning for pupils who may be in need of a PSP. The process set out in the guidance will place the learner at the centre of decision making processes and strengthen current arrangements for engagement, provision and transition planning for reintegration.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	x
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Reasons for this conclusion

There is no significant impact on any areas other than the guidance will provide further support for schools and vulnerable learners. There will be no negative impact.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

	Name	Position	Signature	Date
Completed by	Liz Dennis	Wellbeing & Behaviour Service Manager	E Dennis	10.1.22
Signed off by	Hayley Lervy	Head of Service	H Lervy	10.1.22