



DEMOCRATIC SERVICES COMMITTEE

2.00 PM MONDAY, 17 FEBRUARY 2025

***MULTI-LOCATION MEETING - COUNCIL CHAMBER, PORT TALBOT
& MICROSOFT TEAMS***

All mobile telephones to be switched to silent for the duration of the meeting

This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.

PART 1

1. Declarations of Interest
2. Minutes of Previous Meeting (*Pages 5 - 12*)
 - 11 November 2024
3. Final Independent Remuneration Panel for Wales Report
 - Report to follow
4. Forward Work Programme (*Pages 13 - 16*)
5. Urgent Items
Any urgent items at the discretion of the Chairperson pursuant to Section 100BA(6)(b) of the Local Government Act 1972 (as amended).

PART 2

6. Levelling Up Fund Round 3 - Princess Royal Theatre, Update to

Elected Members (*Pages 17 - 34*)

- Extension, refurbishment and re modelling work at The Princess Royal Theatre and external work enhancements to the Civic Square Port Talbot

F.O'Brien
Chief Executive

Civic Centre
Port Talbot

11 February 2025

Committee Membership:

Chairperson: **Councillor S.Rahaman**

Vice **Councillor N.Goldup-John**
Chairperson:

Councillors: J.Hale, M.Harvey, J.Henton, C.Lewis,
A.R.Lockyer, A.Lodwig, P.A.Rees, S.H.Reynolds,
P.Rogers and C.Williams

Notes:

- (1) *If Committee Members or non-Committee Members wish to have relevant items put on the agenda for future meetings, then please notify the Chief Executive/Chair eight days before the meeting.*
- (2) *If non-Committee Members wish to attend for an item of interest, then prior notification needs to be given (by 12.00 noon on the day before the meeting). Non-Committee Members may speak but not vote, or move or second any motion.*

Democratic Services Committee

(Multi-Location Meeting - Council Chamber, Port Talbot & Microsoft Teams)

Members Present:

11 November 2024

Chairperson: Councillor S.Rahaman

Vice Chairperson: Councillor N.Goldup-John

Councillors: J.Hale, M.Harvey, J.Henton, C.Lewis, A.R.Lockyer, P.A.Rees, S.H.Reynolds and P.Rogers

Officers In Attendance S.Curran, C.Griffiths and P.Chivers

1. **Declarations of Interest**

There were no declarations of interest.

2. **Minutes of Previous Meeting**

The minutes of the meeting held on 22 July 2024 were approved as a true and accurate record.

3. **Draft Annual Report of the Independent Remuneration Panel for Wales**

Officers provided members with a brief overview of the report contained within the agenda pack. Members are consulted annually around this time by the Independent Remuneration Panel for Wales (IRPW); a final draft of the report will be available around February, which will inform members of the remuneration for 2025/26. The

committee usually makes a request for Democratic Services Officers to respond to the consultation on their behalf, however, members can respond individually if they wish.

Members raised concern regarding elected members who also had caring responsibilities and the impact of balancing responsibilities and undertaking their duties as a councillor. Members questioned what support was in place and how accessible this was.

Officers confirmed that there was a support package for members which included, reimbursement of child care costs incurred. The support package is not mentioned in the report as there have been no changes to it. The support is not being used by members and officers will look at how members can be informed of what support is available.

Members asked for a more proactive approach and whether there could be standardisation relating to a weekly allowance to enable parents/carers to be able to carry out their duties.

Members questioned whether there has been a review of the number of hours elected members undertake to carry out their role as a councillor.

Officers advised members that, to their knowledge, a review has not been undertaken and encouraged members to provide feedback to this effect to the IRPW.

The Head of Legal and Democratic Services confirmed that this point could be included as part of the response to the draft IRPW report. The IRPW may need to consider documenting in the draft report how conclusions are reached and the evidence that is there to sustain it.

Members questioned what the financial pressure on the council would be from the proposed increases mentioned in the draft report.

The Head of Legal and Democratic Services confirmed that the council do not receive any additional Welsh Government funding in relation to the proposed increase in members salary costs. The council is expected to find the increase as part of the overarching budget proposal setting.

Officers confirmed that the draft IRPW proposals had been raised with the Director of Finance for consideration when setting the budget. A breakdown can be requested for the February meeting.

Members reiterated previous comments in relation to the importance of a standard financial support package to assist councillors in carrying out their role, a standard package for parents and carers may attract a more diverse group of counsellors.

Officers offered to provide details of the existing package of support to remind members of what support was available. The support package is unchanged, so members were encouraged to feedback on that element in relation to the consultation, if the current provision was not considered to be sufficient.

Members requested that the details of the support package is sent to all councillors.

Resolved:

- That the Committee considers and comments on the Determinations made by the Independent Remuneration Panel for Wales in their draft Annual Report for 2024/25.
- That the Head of Democratic Services be authorised to make a response on behalf of the Democratic Services Committee reflecting the decision and comments made at the meeting, to the Independent Remuneration Panel for Wales

4. **Member Annual Report Scheme**

Member Annual Report Scheme

The Head of Legal and Democratic Services provided an overview of the report contained within the agenda pack.

Resolved:

It is recommended that, having due regard that no integrated impact assessment is required that the Democratic Services Committee note the Members Annual Report Scheme and that the Democratic Services Manager communicates with all Members via email, reminding them of the scheme and inviting them to complete an Annual Report should they so wish.

5. **Members Personal Development Review (PDR) Process**

Officers provided members with an overview of the report contained within the agenda pack.

Members asked if the process was time specific?

Officers confirmed that the review was an annual process so there was no time limit.

Resolved:

It is recommended, that having due regard to the fact that no integrated impact assessment is required that the Democratic Services Committee:

- Note the Members Personal Development Review Scheme
- Approves that the Democratic Services Manager will communicate with the Welsh Local Government Association (WLGA) and political groups to explore a cohort of current members to undertake the training to conduct Personal Development Reviews.
- Approves that the Democratic Services Manager will communicate with all Members via email, reminding them of the scheme and inviting them to complete a Personal Development Review should they so wish.

6. **Survey of Elected Members 2024/2025**

Officers provided members with an overview of the report contained within the agenda pack.

Members asked if the previous year's survey was conducted on a one to one basis.

Officers confirmed that the survey was conducted on a one to one basis for the last few years; this approach provided richer data from members. Based on the feedback obtained, it is hoped that members have confidence that services can be adapted and improved.

Members enquired what had changed as a result of last year's survey.

Officers confirmed that the feedback received, informed the training and development programme. Previously, members had requested budget scrutiny training, which has now been included in the training programme. The results of the survey are reported back to this committee for the recommendations to be followed through.

The Head of Legal and Democratic Services advised members that feedback from the previous annual survey resulted in the development of a Task & Finish Group to look at handling harassment abuse and intimidation for councillors. The survey is a learning opportunity for officers and members to identify areas for improvement. Members were encouraged to promote within their group meetings, members taking part in the survey and provide honest feedback so that any issues can be addressed.

Resolved: It is recommended that members agree:

- (a) That an annual survey be conducted with all elected members between November 2024 and January 2025.
- (b) The content of the annual survey based on the draft attached at appendix 1.
- (c) That the survey be conducted on a 1:1 basis by Democratic Services staff.

7. Handling Harassment, Abuse and Intimidation for Councillors Task & Finish Group Final Report

The Head of Legal and Democratic Services provided a background to the work of the task & finish group as contained within the report in the agenda pack. Reference was made to the action plan on page 110 of the report pack. It is proposed that progress will be reported back to committee half yearly. Different policies and procedures will be brought to the committee or other decision makers at various intervals over the course of the next year. It was confirmed that there was flexibility in the action plan for new issues to be added as required. The task and finish group will remain active, to discuss specific areas prior to bringing back to this committee for final endorsement.

Members complimented the format of the action plan and looked forward to the implementation of the actions identified.

Resolved: It is recommended that:

1. That members of the Democratic Services Committee endorse the outcomes of the Task and Finish Group included at Appendix A.
2. That the action plan be monitored by the Democratic Services Committee on a six monthly basis for progress and performance monitoring.

8. **Forward Work Programme**

Officers advised members that a potential special meeting had been added to the work programme for December in relation to the forthcoming works planned for the Princess Royal Theatre. The works will have a significant effect on member facilities including member parking, availability of committee rooms, council chamber and the Civic Centre. The Democratic Services Committee has the remit for member facilities and the committee will be included in planning any necessary mitigations. Officers confirmed that discussions are ongoing with colleagues in the Environment Directorate, to identify consequences of the planned works; as many factors are unknown at present, it is unclear what mitigations may be required.

Members raised concern that the works could hinder members in attending meetings and using facilities in person. It is important to ensure that appropriate alternative options are available for meetings and activities.

The Head of Legal and Democratic Services agreed that this was a key consideration and that there was a need to ensure that suitable replacements that meet legal requirements are identified. A potential contingency could be for the ground floor presentation and conference rooms to be used for scrutiny meetings with the chamber being retained for full council meetings, with works ceasing for the meeting duration. The aim is to minimize the impact on council business as much as possible.

Members enquired when would the committee have the opportunity to give views on the new scrutiny arrangements?

The Head of Legal and Democratic Services advised members that the scrutiny review had not yet been factored in for a specific date. A meeting with scrutiny chairs and vice chairs will be held shortly to gather their views. There is potential to revisit the system with Audit Wales to provide an independent oversight. The Democratic Services

Committee will be consulted and be involved in the review processes. There may be a need to hold a special meeting if it is necessary to invite other committee members, to ensure the widest views are captured.

The Forward Work Programme was noted.

9. **Urgent Items**

There were no urgent items.

**Cllr. Saifur Rahaman
CHAIRPERSON**

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Democratic Services Committee Forward Work Programme

2024/2025

<u>Meeting Date</u>	<u>Agenda Item</u>	<u>Type</u>	<u>Contact Officer</u>
22nd July 2024	Member Car Parking Scheme Proposals	Decision	
	Verbal update on Task and Finish Group Progress	Information	
	Forward Work Programme Consideration		
11th November 2024	Independent Remuneration Panel for Wales Draft Report	Information	Stacy Curran/Craig Griffiths
	Member Annual Reports	Decision	Stacy Curran/Craig Griffiths
	Member Personal Development Reviews	Decision	Stacy Curran/Craig Griffiths
	Annual Member Survey/Timing of Meetings	Decision	Stacy Curran/Craig Griffiths

	Final Report- Handling Harassment, Abuse and Intimidation.	Decision	Stacy Curran/Craig Griffiths
17th February 2025	PART 1: Business Final Independent Remuneration Panel for Wales Report	Information	Stacy Curran
	PART 2: Levelling Up Fund Round 3 - Princess Royal Theatre, Update to Elected Members.	Information	Craig G/Richard Jenkins/Chris Saunders/Simon Brennan
28th April 2025	Democratic Services Committee Annual Report 24/25 Assessment of Resources for Democratic Services Committee Draft Charter WLGA (focus for 25/26?)	Decision Monitoring	

	<p>Annual Review of E-Petitions/Public Speaking</p> <p>Outcomes of Annual Member Survey</p> <p>Draft Training Programme for Members</p> <p>Update on Harassment Support and Intimidation Action Plan</p>		

- **Annual Review of E-Petitions/Public Speaking**
- **Review Diversity in Democracy Action Plan**
- **Review Harassment Support and Intimidation Action Plan**
- **Draft Protocol for research & member support (WLGA)**
- **Draft charter (WLGA)**
- **WLGA Democracy Handbook**

- Review of Scrutiny Model



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Democratic Services Committee

17th February 2025

Report of the Head of Service for Property & Regeneration
Simon Brennan

Matter for Information

Wards Affected:

All Wards

Extension, refurbishment and re modelling work at The Princess Royal Theatre and external work enhancements to the Civic Square Port Talbot.

Purpose of the Report:

To inform Members of the proposed works to the Theatre and Civic Square and advise of the likely disruption to Members during the construction contract together with an explanation of the measures that are being put in place for Members during this period.

Background:

Levelling Up Grant Funding

On 29th June 2022, the Cabinet approved the submission of a Levelling Up Fund grant application for the refurbishment of the

Princess Royal Theatre, along with external enhancement works to the Civic Square and Riverside Walk area of Port Talbot.

On 20th November 2023, the Council received a grant offer of £14,835,600 from the UK Government Levelling Up programme towards a predicted project cost of £16,484,000.

In December 2023, the Council appointed a contractor to progress a Pre-Construction Services Agreement for the design, cost planning, and programming of the project.

Design work is nearing completion, and a fully priced cost schedule is expected to be available late February. If this tender is acceptable, we should be in position to exchange contracts and be ready to start work on site in April 2025.

Explanation of the Theatre Work

One of the main priorities of the project is to transform the Theatre side of the building to make it more sustainable and energy efficient. This will involve the complete separation of the Theatre's mechanical, electrical and data services from the civic offices so that the Theatre will stand alone in terms of its operational costs and management. Additionally, a front extension will provide identity and some prominence for the Theatre whilst a rear extension will help to make the stage area more practical for performances.

The Theatre needs a robust business plan and to achieve this it is necessary to improve secondary spend opportunities by establishing larger bar and front-of-house sales areas on the ground and first floors.

The existing Theatre will be completely refurbished and extended with new services, new theatre sound and lighting, new seating, a new stage area, refurbished toilets and changing areas, a new theatre entrance foyer, and a rear stage extension to facilitate better

stage access and crossover for the theatre technical team and performers.

The new bar areas established at ground and first floor levels can also be flexible spaces that can be used for meetings and other events at times when the theatre is not in use.

Overlap of construction work with the Civic Offices

The theatre construction work is largely confined to the Theatre side of the building, but work will affect the Mayor's Parlour on the first floor and the Members' Room and Committee Rooms on the second floor. Additionally, the refurbishment of toilet facilities in the Theatre wing, will be impacted.

To facilitate the works for the Theatre, it will be necessary to temporarily relocate the Mayoral Suite and Members' Room and take the Committee Rooms out of use for the duration of the contract, which is anticipated to commence mid-April 2025 for approximately 60 weeks.

The Mayoral functions will be temporarily relocated to the Mayoral facilities at Neath Civic, while also retaining a small office area on the ground floor at Port Talbot Civic in existing room No 149.

To accommodate a larger bar area on the first floor, it is suggested that the existing Mayor's Parlour be remodelled and reduced in size. It will encompass the existing secretary's office and kitchen areas, providing a room suitable for many of the Mayoral functions. Should larger Mayoral groups need to be accommodated, there is the option of using the new executive meeting/function room, which will be established on the second floor by remodelling the Members' Room and Committee Rooms.

To establish two large flexible meeting and function rooms on the second floor, it is necessary to remodel the Members' Room and

Committee Rooms. As a result, the kitchen area of the Members' Room will be demolished, and the area will become part of a smaller Members' Room (noting that drinking water and other such elements will be provided).

During the works, Members will be able to use as a substitute, the existing Legal library room or book meeting rooms at the Civic offices if they wish to work at Port Talbot. Additionally, the ground floor area of The Quays is being remodelled to establish a few larger meeting rooms and flexible touchdown work areas that Members will also be able to book. An office wing on the second floor of The Quays is also being prepared for members and offices to use as a workspace area should they wish to move from Port Talbot Civic offices on occasion. The coffee shop within the foyer of the theatre will not be available but an alternative provision will be established in room 110 on the ground floor.

Council Chamber

The Council Chamber is not directly affected by the works. However, due to its proximity to the Theatre, it will be impacted by construction noise and highly unlikely to be suitable for use on a full time basis. However there is a statutory duty to broadcast the full council meetings and the Chamber is currently the only area with webcasting facilities, so the contract has been structured so that the contractor will be required to stop work during these full council meetings. The remodelling of the chamber to address DDA compliance issues will be looked at as a later phase of works.

To help facilitate meetings that would usually be held in the Chamber, in addition to the above, the presentation room on the Ground Floor of Port Talbot Civic Centre will be utilised and adapted to accommodate, these will host cabinet, all other regulatory meetings and scrutiny meetings. A suitable room is also being prepared in Neath that could also be utilised if so required.

Political Party Officers

The Labour Party office will be relocated to room 131b on the ground floor directly opposite the presentation room which is also the location for Labour Group Meetings. The Cabinet Member Room and other current rooms will remain in place.

Car parking arrangements.

Due to the restricted site area, the main contractor will establish site offices and welfare accommodation within the existing car park. However, there is a contract requirement to provide twenty-four parking spaces for use by Members, Chief Officers and blue badge holders. This parking area will be controlled by a relocated barrier which will be managed from the civic offices as existing.

The nearby multi-storey car park will also be available for use by Members and staff, with parking permits provided as necessary.

Six parking spaces are also being retained for use by Ebenezer Chapel.

The current visitor parking spaces outside the barrier near to the main road will remain accessible for visitors throughout the project works.

External Work and enhancements to the Civic Square.

The Civic Square will be completely transformed and remodelled with a combination of new hard and soft landscaping, new street furniture, new public lighting, and CCTV, with the intention to make the outdoor space much more flexible and suitable for events such as exhibitions, markets, food fairs, etc.

This work will involve substantial excavation to the existing Civic Square and to ensure that access to the Civic Offices is always maintained, the work will be carried out in phases.

This phased approach will also allow emergency services to access the Square, Ebenezer Chapel, Aberavon shopping centre, and the residential flats above. It will also ensure that any planned services in the chapel can proceed as usual.

While access can be managed during the work in the Civic Square, it is not possible to prevent noise disturbances. It should be assumed that noise will affect work within the offices, especially those that front onto the square. As mentioned previously, the ground and second floors at The Quays are being remodelled to provide additional meeting areas and flexible working areas for staff should they find that the noise from the work in the square is too disruptive.

Financial Impacts:

The Council has accepted Levelling Up Grant funding in the sum of £14,835,600 towards a previously anticipated project cost of £16,484,000. This funding offer included for a section of upgrading work to the Riverside Walk however this has been omitted to reduce the overall cost of the project.

Despite removing this element of the project, the latest market testing intelligence suggests the project cost is likely to rise beyond the grant funding offer so there is likely to be a requirement for the Council to increase its match funding contribution.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.

The first stage assessment has indicated that a more in-depth assessment is not required. A summary is included below.

In line with Neath Port Talbot IIA screening form guidance, it has been determined that a full assessment is not appropriate in this instance, as the scheme will have a low impact on protected characteristics.

IIA is at **Appendix 2**.

Valleys Communities Impacts:

There is no impact on the Valleys Communities.

Workforce Impacts:

Existing Theatre staff are being temporarily relocated for the duration of the contract works so there is no implication on existing staff.

Legal Impacts:

There are no legal implications of this report.

Risk Management Impacts:

Failure to deliver this project would result in the Council having to return the LUF grant funding and the condition of the theatre building and its mechanical and electrical services will continue to deteriorate.

Consultation:

There has been extensive public engagement in respect of these proposals which have been on display in Aberavon Shopping Centre, and within the foyer areas of the Theatre and Port Talbot Civic Offices.

There has also been consultation carried out as part of a successful planning application which has also been widely reported in the local press.

The contractor has prepared a communication plan and is liaising with the Councils comms team to consult with those directly affected by the works.

Recommendations:

This report is for information only.

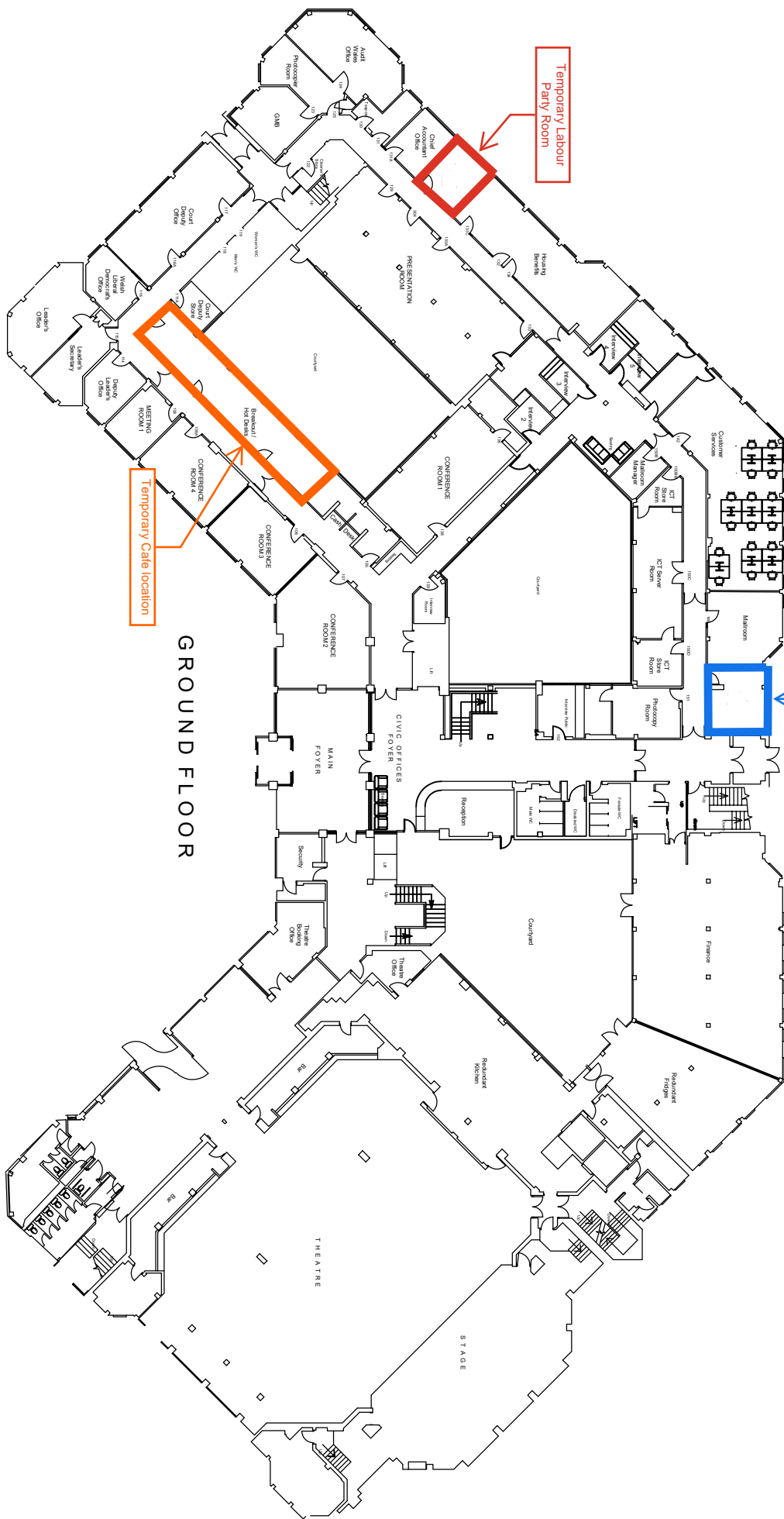
Appendices:

Appendix 1 – Plans to show the alternative location of rooms affected by the works

Appendix 2 - First Stage Integrated Impact Assessment

Officer Contact:

Clive Barnard, Architectural Design & Project Management Manger
Email: c.barnard@npt.gov.uk



GROUND FLOOR

Temporary Labour Party Room

Temporary Cafe location

Temporary office for Mayor

Neath Port Talbot
Castell y Castell Port Talbot
Making a difference. Gradually or not!

PROPERTY & REGISTRATION
 Neath Port Talbot
 DIRECTOR OF ENVIRONMENTAL REGISTRATION
 REGISTRATION OFFICE
 BRIDGEMOUNT PARK, SALT 1503
 SALES AND LETTINGS

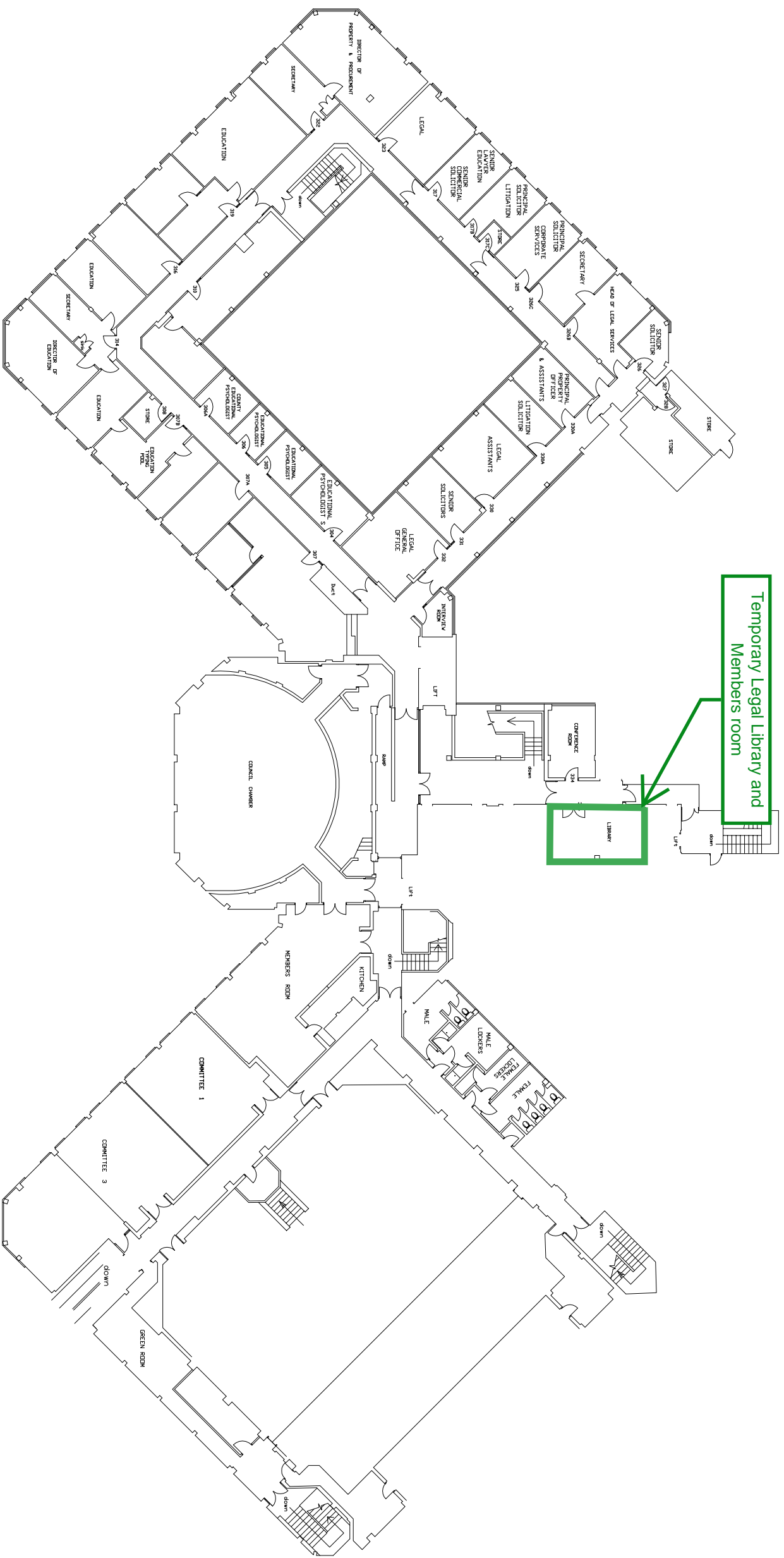
PROJECT: PORT TALBOT CIVIC CENTRE

DATE: 11/01/2023

SCALE: 1:100 (B1)

NO.	REVISION	DATE	BY	CHKD	APPD
1	ISSUED FOR TENDER	11/01/2023			

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NOTES

1. All dimensions in millimetres unless otherwise stated.

Rev	Details	Dv	Ch	Apr	Date


Neath Port Talbot
 Castell-nedd Port Talbot
 County Borough Council Cynghor Bwrdeistref sirol
 Making a difference Gwahaniaethu er gwell

PROPERTY & REGENERATION
JOHN S FLOWER BSc, CEng, CEM, FICE, MCIHT
CORPORATE DIRECTOR OF ENVIRONMENT
 THE QUAYS, BRUNEL WAY
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Project		Drawing Title	
Property Ref. No.		Drawing Title	
Drawn	Checked	Approved	
Date	Date	Date	
Scale			
Drawing No.			

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary:

Refurbishment of the Princess Royal Theatre

The Princess Royal Theatre is situated at the heart of Port Talbot town centre, in the right-hand wing of the Council's Civic Offices. Constructed in 1987, the theatre has a capacity of 800 and is very much of its era, having seen little in the way of modernisation.

The project will focus on improving customer experience by creating a stronger identity, improving facilities and accessibility, as well as diversifying and expanding its commercial offer to appeal to a wider audience. A combination of remodelling, refurbishment and extension will enable these aspirations and proposed outputs will include 1240m² cultural space improved and 525m² new cultural space created.

The project will see a combination of refurbishment, remodelling and extension to vastly improve its hospitality offer, with the inclusion of a café / bar to the front of the building and reconfiguration of the backstage area, which will allow the venue to host larger shows and performances that were previously difficult to accommodate. The project will enable the venue to tap into the day market, attracting more footfall through the town centre, which will help to support other businesses in the town centre and the recovery of the local economy.

The Theatre is located within feet of the Civic Square and Riverside areas, in fact it opens out onto the Civic Square, with potential to host outdoor performances following redevelopment of the Square.

The project is a key elements of a master plan that has been developed for the Port Talbot town centre area.

This coherent set of interventions will restore community pride in the town centre by vastly improving its visitor offer. This will lead to an increase in footfall and will support our local businesses as they recover from the pandemic.

Delivering directly towards the Council's Corporate Plan and Economic Recovery Strategy, the project aims to support our local businesses by increasing footfall in our town centre, making it a more attractive place in which to live, travel, work and enjoy recreational time.

Service Area: Property & Regeneration

Directorate: Environment & Regeneration

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			L	The nature of the improvements will have no impact on this characteristic.
Disability		x			L	The scheme will ensure inclusive access through design, which will maintain access for people with mobility issues.
Gender Reassignment		x			L	The nature of the improvements will have no impact on this characteristic.
Marriage/Civil Partnership		x			L	The nature of the improvements will have no impact on this characteristic.
Pregnancy/Maternity		x			L	The nature of the improvements will have no impact on this characteristic.

Race		x			L	The nature of the improvements will have no impact on this characteristic.
Religion/Belief		x			L	The nature of the improvements will have no impact on this characteristic.
Sex		x			L	The nature of the improvements will have no impact on this characteristic.
Sexual orientation		x			L	The nature of the improvements will have no impact on this characteristic.

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			L	In line with the Council's Corporate Plan and Welsh Language policy, any signage at the site (temporary and permanent), any public communications regarding the project, to include press releases, social media posts, site hoardings etc. will be translated into Welsh and will be released with no time delay.
Treating the Welsh language no less favourably than English		x			L	As above

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				L	The addition of green infrastructure as part of this project will enhance biodiversity within the town centre.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	x				L	As above
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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 proposed project will support the Council's Corporate Plan to Recover, Reset, Renew, by delivering directly towards the following Well Being Objectives: <ul style="list-style-type: none"> • All children get the best start in life • All communities are thriving and sustainable • Our local environment, heritage and culture can be enjoyed by future generations.
Integration - how the initiative impacts upon our wellbeing objectives	x		As above.
Involvement - how people have been involved in developing the initiative	x		As above.

Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		As above.
Prevention - how the initiative will prevent problems occurring or getting worse	x		As above.

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

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
In line with Neath Port Talbot IIA screening form guidance, it has been determined that a full assessment is not appropriate in this instance, as the scheme will have a low impact on protected characteristics.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by	Lisa Willis	Strategic Funding Programmes Manager	L Willis	24/01/2025
Signed off by	Simon Brennan	Head of Property & Regeneration	S Brennan	24/01/2025