



## **Y CABINET**

**DYDD MERCHER, 4 TACHWEDD 2020**

**YN SYTH AR ÔL CYFARFOD PWYLLGOR CRAFFU POLISIŶAU AC  
ADNODDAU'R CABINET**

**O BELL TRWY TEAMS**

**RHAID GOSOD POB FFÔN SYMUDOL AR Y MODD DISTAW AR  
GYFER PARHAD Y CYFARFOD**

### **Rhan 1**

1. Penodi Cadeirydd
2. Datganiadau o fuddiannau
3. Cofnodion y Cyfarfod Blaenorol (*Tudalennau 3 - 8*)
4. Parcio ceir dros y Nadolig (*Tudalennau 9 - 16*)
5. Cynllun Kickstart yr Adran Gwaith a Phensiynau (AGPh)  
Cynrychiolydd Porth (*Tudalennau 17 - 28*)
6. Eitemau brys  
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl  
disgresiwn y Cadeirydd yn unol ag Adran 100b (4)(B) o Ddeddf  
Llywodraeth Leol 1972.
7. Mynediad i gyfarfodydd  
Penderfynu gwahardd y cyhoedd ar gyfer yr eitem ganlynol yn unol  
â Rheoliad 4 (3) a (5) o Offeryn Statudol 2001 Rhif 2290 a'r  
paragraffau eithriedig perthnasol yn Rhan 4 Atodlen 12A o Ddeddf  
Llywodraeth Leol 1972.

## **Rhan 2**

8. Ailfodelu Gorsaf Drosglwyddo Twyni Crymlyn (*Tudalennau 29 - 134*)
9. Gorchymyn Prynu Gorfodol (*Tudalennau 135 - 150*)

**S.Phillips**  
**Prif Weithredwr**

**Canolfan Ddinesig**  
**Port Talbot**

**Dydd Iau, 29 Hydref 2020**

### **Aelodau'r Y Cabinet:**

Y Cyngorwyr R.G.Jones, C.Clement-Williams, D.Jones,  
E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave a/ac  
L.Jones

## COFNOD A BENDERFYNIADAU GWEITHREDOL

### Y CABINET

DYDD MERCHER, 21 HYDREF 2020

#### **Cabinet Members:**

Cynghorwyr:: R.G.Jones, C.Clement-Williams, D.Jones, A.R.Lockyer,  
P.A.Rees, P.D.Richards a/ac L.Jones

#### **Swyddogion yn bresennol:**

N.Pearce, C.Griffiths, H.Jenkins, A.Evans a/ac A.Jarrett

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#### 1. **PENODI CADEIRYDD**

Cytunwyd penodi'r Cynghorydd R G Jones yn Gadeirydd ar gyfer y cyfarfod.

#### 2. **DATGANIADAU O FUDDIANNAU**

Gwnaeth yr aelodau canlynol ddatganiadau o fuddiant ar ddechrau'r cyfarfod.

Y Cynghorydd R G  
Jones

Parthed: Prosiect Isadeiledd Bargen  
Ddinesig Bae Abertawe, gan ei fod yn  
aelod o Gyd-bwyllgor Dinas-ranbarth  
Bae Abertawe ond bod ganddo hawl i  
siarad a phleidleisio.

Y Cynghorydd M  
Harvey

Parthed: Prosiect Isadeiledd Bargen  
Ddinesig Bae Abertawe, gan ei fod yn  
aelod o Gyd-bwyllgor Craffu Dinas-  
ranbarth Bae Abertawe ond bod  
ganddo hawl i siarad.

3. **COFNODION Y CYFARFOD BLAENOROL**

Cymeradwyo cofnodion cyfarfodydd y Cabinet ar 17 a 30 Medi 2020.

4. **RHAGLEN STRATEGOL GWELLA YSGOLION - CYNIGION I SEFYDLU YSGOL CYFRWNG SAESNEG 3-11 OED I DDISODLI YSGOLION CYNRADD ALLTWEN, GODRE'R-GRAIG A LLAN-GIWG.**

Roedd y Cabinet yn cefnogi'r cynnig i ymestyn y cyfnod ymgynghori am bythefnos arall, fel y trafodwyd yn y Cyd-bwyllgor Craffu ar Addysg, Sgiliau a Diwylliant y Cabinet a gynhaliwyd cyn y cyfarfod hwn.

**Penderfyniadau:**

1. Ar ôl rhoi sylw dyledus i'r asesiadau effaith mewn perthynas â chydraddoldeb, risg, defnydd cymunedol a'r iaith Gymraeg, ac i Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru 2015), ynghyd â'r goblygiadau cyfreithiol, dylid cymeradwyo, yn unol ag Adran 48 o Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 ymgynghori ar y cynnig i sefydlu ysgol cyfrwng Saesneg 3 – 11 oed gyda chanolfan cymorth dysgu arbenigol, mewn adeiladau newydd i letya disgyblion o ddalgylchoedd presennol Ysgol Gynradd Alltwn, Ysgol Gynradd Godre'r-graig ac Ysgol Gynradd Llan-giwg y byddai pob un ohonynt yn cau ar 31 Awst 2024. Y dyddiad gweithredu arfaethedig fydd 1 Medi 2024.
2. Bydd yr ymgynghoriad yn dechrau ar 3 Tachwedd 2020 ac yn dod i ben ar 19 Ionawr 2021, mae hyn yn cynnwys y pythefnos ychwanegol.
3. Bydd yr adroddiad ymgynghori yn cael ei gyhoeddi ar 26 Chwefror 2021.

**Rheswm dros y penderfyniad:**

Galluogi'r Awdurdod Lleol i gydymffurfio â'r gofynion ymgynghori ffurfiol a osodir ar yr Awdurdod Lleol gan y Côt Trefniadaeth Ysgolion.

Yn ogystal â hyn, yn amodol ar ganlyniad yr ymgynghoriad, byddai rhoi'r cynnig ar waith yn galluogi'r Awdurdod Lleol i hyrwyddo safonau addysgol uchel a chyflawni potensial pob plentyn. Byddai hefyd yn

galluogi'r Awdurdod Lleol i gyflawni ei ddyletswydd i sicrhau addysg effeithlon yn ei ardal.

### **Rhoi Penderfyniadau ar Waith:**

Caiff y penderfyniad ei roi ar waith ar ôl y cyfnod galw i mewn o dridiau.

### **Ymgynghoriad:**

1. Cyflwynir y cynnig hwn ar gyfer trefniadaeth ysgolion dan Raglen Strategol Gwella Ysgolion y cyngor. Mae angen ymgynghoriad ffurfiol yn unol â Chod Trefniadaeth Ysgolion Llywodraeth Cymru, Tachwedd 2018, sy'n nodi'r gweithdrefnau i'w dilyn, gan gynnwys cynnwys y ddogfen ymgynghori a'r rheini y dylid ymgynghori â hwy.
2. Yn amodol ar gymeradwyaeth, bwriedir ymgynghori ar y cynnig hwn rhwng 3 Tachwedd 2020 a 19 Ionawr 2021 - gweler yr amserlen isod. Mae hyn yn caniatáu 5 wythnos ychwanegol at y 6 wythnos statudol i ymgynghoreion ystyried y cynnig a chyflwyno ymateb. Caiff yr ymatebion i'r ymgynghoriad eu hadrodd i'r Cabinet i'w hystyried gan yr Aelodau ym mis Ebrill 2021.
3. Os bydd aelodau, ar ôl ystyried yr ymatebion, yn penderfynu bwrw ymlaen â'r cynnig, yna bydd cyfnod o 28 niwrnod yn dilyn ar gyfer cyflwyno gwrthwynebiadau.

Cyhoeddi dogfen ymgynghori	3 Tachwedd 2020	4.
Cyfnod i gyflwyno ymatebion	3 Tachwedd 2020 - 19 Ionawr 2021	5. 6.
Cyhoeddi'r Adroddiad ar yr Ymgynghoriad	26 Chwefror 2021	7. 8.
Dyddiad arfaethedig ar gyfer rhoi'r cynnig ar waith	1 Medi 2024	9. 10. 11.

12. Wrth sefydlu ysgol newydd mae angen sicrhau bod digon o amser yn cael ei neilltuo i alluogi gwneud penderfyniadau mewn modd ystyriol ac amserol, a hefyd wrth adeiladu ysgol newydd mae angen llawer iawn o amser ar gyfer cynllunio i sicrhau bod yr adeilad terfynol yn diwallu anghenion a dyheadau'r disgyblion, y staff a'r gymuned a fydd yn ei defnyddio. Felly, mae angen dechrau prosesau statudol ar hyn o bryd er mwyn sicrhau bod digon o amser ar gael i gwblhau'r holl brosesau angenrheidiol.

13. Bydd gwybodaeth am y cynnig a'r ddogfen ymgynghori ar gael ar-lein ar wefan y cyngor a hefyd ar wefannau'r ysgolion yr effeithir arnynt. Bydd copïau caled hefyd ar gael ar gais.
14. Bydd yr holl ymgynghoreion, yn unol â chyfarwyddyd y Côt, yn derbyn y ddogfen Ymgynghori drwy e-bost. Bydd sianelau cyfryngau cymdeithasol y cyngor hefyd yn cynnwys gwybodaeth am sut i gyrchu'r ddogfen ymgynghori.
15. Gellir cyflwyno ymatebion i'r ymgynghoriad hefyd gan ddefnyddio'r Porth Ymgynghori ar wefan y cyngor, neu drwy e-bostio [SSIP@npt.gov.uk](mailto:SSIP@npt.gov.uk), neu'n ysgrifenedig.
16. Oherwydd y sefyllfa barhaus o ran iechyd y cyhoedd ni fydd unrhyw ddigwyddiadau ymgynghori wyneb yn wyneb yn cael eu trefnu ar gyfer yr ymgynghoriad hwn. Gellir cyflwyno cwestiynau ynghylch y cynnig i [SSIP@npt.gov.uk](mailto:SSIP@npt.gov.uk).

Bwriad swyddogion yw cyfarfod â disgyblion yn ystod y diwrnod ysgol, naill ai o bell neu'n bersonol yn dibynnu ar farn yr ysgolion a'r rhieni, ac ar ganllawiau Iechyd Cyhoeddus Cymru sydd ar waith.

## 5. **RHAGLEN ISADEILEDD BARGEN DDINESIG BAE ABERTAW**

### **Penderfyniadau:**

1. Cymeradwyo Achos Busnes Isadeiledd Bargaen Ddinesig Bae Abertawe a'r buddsoddiad dilynol mewn Isadeiledd Digidol ar draws Dinas-ranbarth Bae Abertawe.
2. Dylid rhoi awdurdod dirprwyedig i'r Pennaeth Eiddo ac Adfywio mewn ymgynghoriad ag Aelod y Cabinet dros Adfywio a Datblygu Cynaliadwy i ddiwygio'r achos busnes y gallai fod ei angen i gael cymeradwyaeth mewn llywodraethu lleol, rhanbarthol a cenedlaethol.

**Rhesymau dros y Penderfyniadau Arfaethedig:**

Galluogi Sir Gaerfyrddin i gyflwyno achos busnes y Prosiect Isadeiledd Digidol yn ffurfiol i Swyddfa Rheoli'r Portffolio yn unol â phroses cymeradwyo prosiect y Fargen Ddinesig.

**Rhoi Penderfyniadau ar Waith:**

Rhoddir y penderfyniadau ar waith ar ôl y cyfnod tri diwrnod galw i mewn.

**Ymgynghoriad:**

Nid oes gofyniad i ymgynghori'n allanol ar yr eitem hon.

6. **YSTYRIAETH DEDDF AMGYLCHEDD (CYMRU) 2016 O ADRODDIAD GWEITHREDU CYNLLUN DYLETSSWYDD BIOAMRYWIAETH CASTELL-NEDD PORT TALBOT (BDP) 2017**

**Penderfyniadau:**

1. Bod yr Adroddiad Gweithredu Cynllun Dyletswydd Bioamrywiaeth (BDP) 2017 fel y'i nodir yn Atodiad 1 yr adroddiad a gylchredwyd yn cael ei argymhell i'r cyngor i'w cymeradwyo.
2. Argymhell y gweithdrefnau cyhoeddi fel y'u nodir yn yr adroddiad i'r Cyngor i'w cymeradwyo.

**Rheswm dros y penderfyniad:**

Sicrhau bod yr Awdurdod Lleol yn cydymffurfio â gofynion Deddf yr Amgylchedd (Cymru) 2016.

**Rhoi Penderfyniadau ar Waith:**

Caiff y penderfyniad ei roi ar waith ar ôl y cyfnod galw i mewn o dridiau.

**Ymgynghoriad:**

Nid oes gofyniad i ymgynghori'n allanol ar yr eitem hon.

**CADEIRYDD**

Tudalen7

Mae'r dudalen hon yn fwriadol wag





Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet  
4<sup>th</sup> November 2020

### Report of the Head of Engineering & Transport David W. Griffiths

#### **Matter for Decision**

**Wards Affected:** Neath North, Port Talbot & Pontardawe

#### **Christmas Parking 2020**

#### **Purpose of the Report:**

To seek Members' approval for the Christmas parking arrangements for 2020 in the Authority's town centres Pay & Display car parks (excluding The Gnoll, Afan Forest Park and Aberavon Seafront car parks).

#### **Executive Summary:**

The report sets out proposals to consider free Christmas car parking over the festive season.

#### **Background:**

It is acknowledged that our town centres and the traders who operate within them have been significantly affected during lockdown with many being prevented from opening. To support our town centre economy it is acknowledged that providing free Christmas car parking would further support their recovery.

It was agreed last year that the Council offer free car parking in all the Authority's Pay & Display car parks from Saturday 14<sup>th</sup> December 2019 to Wednesday 1<sup>st</sup> January 2020 inclusive.

It is proposed this year the Council offers free car parking from Saturday 12<sup>th</sup> December 2020 to Friday 1<sup>st</sup> January 2021.

**Financial Impacts:**

Free Christmas parking is estimated to cost circa £20,000 for the town centres' car parks this year, based upon the current tariff structure which has to be absorbed by the consolidated Parking Management Account.

**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, attached at Appendix A, has indicated that a more in-depth assessment is not required.

**Valleys Communities Impacts:**

No implications.

**Workforce Impacts:**

No implications.

**Legal Impacts:**

No implications.

**Risk Management Impacts:**

Any potential loss of income would need to be absorbed by the Parking Account.

**Consultation:**

There is no requirement for consultation on this item. Signage will be placed on-site informing members of the public.

**Recommendations:**

It is recommended that:-

Free Christmas parking is agreed in Neath, Port Talbot and Pontardawe Pay & Display car parks from Saturday 12<sup>th</sup> December 2020 to Friday 1<sup>st</sup> January 2021 inclusive (excluding The Gnoll, Afan Forest Country Park and Aberavon Seafront car parks).

**Reasons for Proposed Decision:**

To support our town centre economy it is acknowledged that providing free Christmas car parking would further support their recovery.

**Implementation of Decision:**

The decision is proposed for implementation after the three day call in period.

**Appendices:**

Appendix A - First Stage IIA

**List of Background Papers:**

None

**Officer Contact:**

Steve Cook, Parking Manager  
Tel. No: 01639 763968  
Email: [environment@npt.gov.uk](mailto:environment@npt.gov.uk)

Mae'r dudalen hon yn fwriadol wag

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary: Free Christmas Car Parking 2020</b>
<b>Service Area: Parking Services</b>
<b>Directorate: Environment</b>

### 2. Does the initiative affect:

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

### 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		✓				Free car parking for all users.
Disability		✓				Free car parking for all users.
Gender Reassignment		✓				Free car parking for all users.
Marriage/Civil Partnership		✓				Free car parking for all users.
Pregnancy/Maternity		✓				Free car parking for all users.
Race		✓				Free car parking for all users.
Religion/Belief		✓				Free car parking for all users.
Sex		✓				Free car parking for all users.
Sexual orientation		✓				Free car parking for all users.

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**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		✓				
Treating the Welsh language no less favourably than English		✓				

**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		✓				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓					There will be an effect with air quality as we are encouraging more vehicles in to the town centre.

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

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people		✓	This is a short term initiative that is undertaken every year to promote the town centres.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		The initiative will help with the economic growth over the period.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Local elected members have been involved in this initiative as well as Cabinet Members and the Leader.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		Discussion have been undertaken with the Aberavon Shopping Centre Manager and also with Port Talbot Business Improvement District.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse		✓	Will not affect problems occurring or from getting worse.

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

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
There is no reason for a full integrated impact assessment as the free car parking initiative will benefit all car park users.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

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	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Steve Cook	Parking Manager		06.09.20
Signed off by	David W. Griffiths	Head of Engineering & Transport		06.09.20



## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

**Cabinet**  
**4<sup>th</sup> November 2020**

**Report of the Head of Property and Regeneration**  
**S. Brennan**

### **Matter for Decision**

**Wards Affected:** All Wards

### **Department for Work & Pensions (DWP) Kickstart - Gateway Representative**

### **Purpose of Report**

To seek Members approval for NPTCBC to commence the role of *Gateway Representative* for the DWP Kickstart scheme.

### **Executive Summary**

On 8<sup>th</sup> July, the Chancellor Rishi Sunak set out a 'Plan for Jobs', which included a scheme called Kickstart. The scheme will provide funding to employers to create a new 6-month job placement(s) for young people aged 16-24 who are currently on Universal Credit and at risk of long-term unemployment.

The jobs will give young people the opportunity to build their skills in the workplace and to gain experience to improve their chances of finding long-term work.

The scheme requires the business to take 30 placements or to collaborate with other businesses (or the local authority) to collectively offer 30 placements.

The published contract duration is currently until December 2021.

### **Local Perspective**

The end to the current government furlough scheme on 31<sup>st</sup> October, is expected to have a significant impact on businesses across the country. DWP recognise that benefit claimants for young people has significantly risen; **DWP have published unemployment figures for Neath Port Talbot for February and July 2020 for the those aged 18-24, highlighting a 56% increase in claimants**

**February 20** total caseload of **1536**

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**July 20** total caseload **2399** (of which 1143 are intensive jobsearch workgroup).

The scheme is reportedly very much welcomed by both businesses and young people, however criteria has led to some criticism that the scheme is tailored towards larger businesses. Smaller companies would typically not offer 30 placements or have the capacity to set up and support a collaboration of companies to create some 30 placements, in addition to managing the support, financial and administration requirements. This can be overcome however, by creating the roles of 'Gateway Representatives'.

NPTCBC meets the criteria set out by DWP to be a '*Gateway Representative*', which effectively means acting as the Managing Agent for placements and administering wage/incentive reimbursements.

The *Gateway Representative* must have:

- experience of managing partnership agreements with third parties
- robust financial and governance processes to manage the application

The concept of providing paid work placements is not new to our Regeneration & Economic Development Department who, through the Workways+ project, support businesses with recruitment and 'paid work opportunities'. In addition, nearly 300 people were previously placed via a very similar DWP contract 'Future Jobs Fund' which ran until 2011.

Whilst the Kickstart scheme is a stand alone contract, it will be essential to continue the joined up working between the support provision offered by DWP and the Council's employability programmes (Communities for Work, Communities for Work Plus and Cam Nesa) reducing any potential confusion of multiple local authority departments contacting the same businesses. In addition, this is an opportunity for the Council's Business Services Team to engage with small businesses to ensure they access all applicable funding, grants and gain support to aid sustainability.

### **Financial Impact**

For every Kickstart placement the authority will receive a £300 payment, therefore will attract £9,000 for the minimum 30 placements (it is anticipated that there will be considerably more than 30 placements). All employers must provide a package of support which we will offer to do for an agreed financial amount. This will be covered by the 'set up' costs; a £1,500 allowance employers will receive therefore no cost to the company. Any deficit in costs will be covered by existing Workways+ funding.

## **Staffing**

The operation will employ 1 x Fulltime Employer Liaison Officer to work alongside the Business Team and the current Employability Employer Liaison Officers within NPTCBC.

## **Integrated Impact Assessment**

An Integrated Impact Assessment (IIA) has been undertaken on the DWP Kickstart scheme to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. The Integrated Impact Assessment is attached to the report at Appendix I.

## **Workforce Impact**

There is no impact on the existing workforce, but there is potential to create one additional post as referred to above.

## **Legal Impact**

DWP are currently not in a position to release a copy of a contract. If and when we have the 30 positions to offer to DWP and they are satisfied we meet the criteria, they will then release a 'Terms of Contract'. We will of course at that point liaise with our Legal team.

## **Risk Management**

The scheme will maintain a risk register which will be reviewed on a quarterly basis.

## **Consultation**

There is no requirement under the Constitution for external consultation on this item.

## **Recommendation(s)**

That Members approve for submission to the DWP the Kickstart application to enable NPTCBC to act as a *Gateway Representative*, to support local businesses and young unemployed people with this opportunity.

## **Reason for Proposed Decision(s)**

To enable the Kickstart scheme to have a positive impact on the number of 16-24 year olds claiming Universal Credit in the County Borough and provide local businesses with the opportunity to create new posts to support their business through this period of uncertainty.

## **Implementation of Decision**

The decision is proposed for implementation after the three day call in period.

## **Appendices**

Integrated Impact Assessment – Appendix I

## **List of Background Papers**

None

## **Officer Contact**

For further information regarding this report, please contact Andrew Collins, Regeneration and Economic Development Manager.  
Tel: 07771 674706 or e-mail: [a.collins@npt.gov.uk](mailto:a.collins@npt.gov.uk)

## Equality Impact Assessment - First Stage

It is essential that all initiatives undergo a first stage impact assessment to identify relevance to equalities and the Welsh language as well as an evaluation of how the proposal has taken into account the sustainable development principle (the five ways of working); an incorrect assessment could ultimately be open to legal challenge.

The first stage is to carry out a short assessment to help determine the need to undertake a more in-depth analysis (the second stage).

Relevance will depend not only on the number of people/service users affected, but also the significance of the effect on them.

When completing the first step you must have regard to the following:

- Does the initiative relate to an area where important equality issues have been, or are likely to be, raised? (For example, funding for services to assist people who are victims of rape/sexual violence or individuals with particular care need; disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools)
- Is there a significant potential for reducing inequalities, or improving outcomes? (For example, increasing recruitment opportunities for disabled people).
- Does the initiative relate to instances where opportunities to use the Welsh language are likely to be affected or where the language is likely to be treated less favourably? (For example, increase the number of Welsh speakers moving from/to a certain area; closing specific Welsh language services or put those services at risk services;
- Does the initiative relate to the improvement of economic, social, environmental and cultural well-being? To what extent does the initiative prevent things getting worse? (For example, funding for services to assist in cultural well-being; changes in policies that promote independence and/or assist carers)

### 1. Provide a description and summary of the initiative.

Identify which service area and directorate has responsibility for the initiative.

### 2. Identify who will be affected by the initiative.

If you answer **Yes** to service users, staff or wider community continue with the first stage of the assessment

If you answer **No** to service users, staff or wider community or **Yes** to 'Internal administrative process only', go to **Question 5 – sustainable development principle**.

### 3. Using relevant and appropriate information and data that is available to you think about what impact there could be on people who share protected characteristics; whether they are service users, staff or the wider community.

Some things to consider include:

- transport issues
- accessibility
- customer service
- cultural sensitivity
- financial implications
- loss of jobs

Definitions of impacts (either positive or negative):

- High – likely to be highly affected by the initiative
- Medium - likely to be affected in some way
- Low - likely to be affected by the initiative in a small way
- Don't know - the potential impact is unknown

You **must** provide reasons, and indicate what evidence you used, in coming to your decision.

4. Using relevant and appropriate information and data that is available, think about what impact there could be on opportunities to use the Welsh language and in treating the language no less favourably than English.

Definitions of impacts are the same as in **Question 3**.

The classification 'Don't Know' should be categorised as 'High Impact' in both questions 3 & 4.

5. Consider how the initiative has embraced the sustainable development principle in accordance with the Section 7c of the Well-being of Future Generations Act 2015.

Give details of the initiative in relation to the 5 ways of working:

- **Long term** - how the initiative supports the long term well-being of people
- **Integration** - how the initiative impacts upon our wellbeing objectives
- **Involvement** - how people have been involved in developing the initiative
- **Collaboration** - how we have worked with other services/organisations to find shared sustainable solutions;
- **Prevention** - how the initiative will prevent problems occurring or getting worse

6. The most appropriate statement must be selected (and the relevant box ticked) based on the first stage of the assessment and an explanation of how you have arrived at this decision must be given.

In addition a summary of the how the initiative has embraced the sustainable development principle must also be included.

Where the first stage of the assessment indicates that a more in-depth analysis is required the second stage of the assessment will need to be completed and this will need to be started immediately.

A first stage assessment must be included as a background paper for all Cabinet/Cabinet Board/ Scrutiny Committee Reports.

Where the first stage assessment is completed by an accountable manager it must be signed off by a Head of Service/Director.

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary: Proposed role for NPTCBC to act as DWP Kickstart Representative</b>
<b>Service Area:</b> Regeneration & Economic Development
<b>Directorate: Environment</b>

### 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					The scheme is specifically for those aged 16-24, claiming Universal Credit and unemployed. The host employer will interview and decide on the successful candidate, NPTCBC will have no role at this point other than agree the Job Description does not discriminate.
Disability		X				As above.
Gender Reassignment		X				As above.
Marriage/Civil Partnership		X				As above.
Pregnancy/Maternity		X				As above.
Race		X				As above.

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Religion/Belief		X				As above.
Sex		X				As above.
Sexual orientation		X				As above.

**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				<b>Whilst this is a Central DWP scheme, we will ensure that all signage, information and marketing will be bi-lingual.</b>
Treating the Welsh language no less favourably than English		X				<b>As above.</b>

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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				The roles created through the scheme will support local businesses and young people. The roles and businesses are not predictable at this stage.
To promote the resilience of ecosystems, i.e.		X				As above

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

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	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	X		The scheme will support a short term opportunity (6 months) that will have a long term impact on local people by providing the opportunity of employment that otherwise would not exist.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		The scheme will enable unemployed young people to gain employment therefore work experience, a wage and better longer term prospects as a result.
<b>Involvement</b> - how people have been involved in developing the initiative	X		The scheme has been widely marketed by DWP. NPTCBC will need involve and engage with local businesses and young people to ensure they benefit from the scheme and are supported to make a longer term impact.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		There will need to be ongoing dialogue with local businesses to identify job placements for young people. In addition, some young people will be eligible for support from the Employability projects delivered by NPTCBC.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	X		The initiative will improve the number of young people claiming Universal Credit and enable them to work and earn an income. In addition, for local businesses this is an opportunity to support their business through a period of uncertainty.

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

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	
<p>The initiative will be fully inclusive to all 16-24 year olds that meet the criteria as set out by DWP. In addition, for local employers, there is a criteria which must be met to be able to proceed with a Kickstart placement i.e. job is in addition and not replacing.</p>	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

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	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	<b>Andrew Collins</b>	<b>Regeneration &amp; Economic Development Manager</b>		<b>14.10.20</b>

Signed off by	Simon Brennan	Head of Service/Director		14.10.20
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