



CABINET

IMMEDIATELY FOLLOWING CABINET SCRUTINY COMMITTEE

WEDNESDAY 4 NOVEMBER 2020

VIA MICROSOFT TEAMS

ALL MOBILE TELEPHONES TO BE SWITCHED TO SILENT FOR THE DURATION OF THE MEETING

Part 1

1. Appointment of Chairperson
2. Declarations of Interest
3. Minutes of Previous Meeting (*Pages 3 - 8*)
4. Christmas Car Parking (*Pages 9 - 16*)
5. Department for Work and Pensions (DWP) Kickstart – Gateway Representative (*Pages 17 - 28*)
6. Urgent Items
Any urgent items (whether public or exempt) at the discretion of the Chairperson pursuant to Section 100b (4)(B) of the Local Government Act 1972
7. Access to Meetings
To resolve to exclude the public for the following item/s of business pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No.2290 and the undermentioned exempt Paragraph 14 of Part 4 of Schedule 12A to the Local Government Act 1972.

Part 2

8. Crymlyn Burrows Transfer Station Remodelling -
Appointment of Consultant (Exempt Paragraph 14)
(Pages 29 - 134)
9. Compulsory Purchase Order (Exempt Paragraph 14)
(Pages 135 - 150)

S.Phillips
Chief Executive

Civic Centre
Port Talbot

Thursday, 29 October 2020

Cabinet Members:

Councillors. R.G.Jones, C.Clement-Williams, D.Jones, E.V.Latham,
A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

EXECUTIVE DECISION RECORD

CABINET

21 OCTOBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

N.Pearce, C.Griffiths, H.Jenkins, A.Evans, A.Jarrett, A.Thomas, R.Crowhurst, N.Pearce, C.Morris, L.Beynon, S.Brennan, J.Merrifield, P.Curnow, R.Bowen, S.Curran, C.L.Davies, J.Woodman-Ralph and G. Jones (Swansea Bay City Region, Digital Project Manager for Minute Number 5)

Invitees:

Councillors M.Harvey (Cabinet Scrutiny Committee Chairperson)
S.Reynolds (Education, Skills and Culture Scrutiny Committee Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G. Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following members made declarations of interest at the commencement of the meeting.

Councillor R.G.Jones Re: Swansea Bay City Deal Infrastructure Project, as he is a member of the Swansea Bay City Region Joint Committee but has dispensation to speak and vote.

Councillor M.Harvey Re: Swansea Bay City Deal
Infrastructure Project, as he is a
member of the Swansea Bay City
Region Joint Scrutiny Committee but
has dispensation to speak.

3. **MINUTES OF PREVIOUS MEETING**

That the minutes of the 17th and 30th September 2020 Cabinet meetings, be approved.

4. **STRATEGIC SCHOOL IMPROVEMENT PROGRAMME - PROPOSAL TO ESTABLISH AN ENGLISH MEDIUM 3 - 11 SCHOOL TO REPLACE, ALLTWEN, GODRE'RGRAIG AND LLANGIWG PRIMARY SCHOOLS.**

Cabinet were supportive of the proposal to extend the consultation period by a further 2 weeks, as discussed in the Joint Education, Skills and Culture and Cabinet Scrutiny Committee held prior to this meeting.

Decisions:

1. That having given due regard to the impact assessments in relation to equality, risk, community usage and Welsh language, and to the Wellbeing of Future Generations Act (Wales 2015), together with the legal implications. Approval be granted, in line with Section 48 of the School Standards and Organisation (Wales) Act 2013 to consult on the proposal to establish an English-medium 3 – 11 school with a specialist learning support centre, in new build premises to accommodate pupils from the current catchment areas of Alltwen Primary, Godre'rgraig Primary and Llangiwg Primary Schools all of which would close on the 31 August 2024. With the proposed implementation date being the 1 September 2024.
2. That the Consultation starts on the 3 November 2020 and ends on the 19 January 2021, this includes the additional 2 weeks.
3. That the Consultation report be published on the 26 February 2021.

Reason for Decisions:

To enable the Local Authority to comply with the formal consultation requirements imposed on the Local Authority by the School Organisation Code.

In addition, subject to the outcome of the consultation, implementation of the proposal would enable the Local Authority to promote high educational standards and the fulfilment of every child's potential. It would also enable the Local Authority to meet its duty to secure efficient education in its area.

Implementation of Decisions:

The decision will be implemented after the three day call in period.

Consultation:

1. This school organisation proposal is being brought forward under the Council's Strategic School Improvement Programme. Formal consultation is required in line with the Welsh Government's School Organisation Code, November 2018, which specifies the procedures to be followed, including the content of the consultation document and those to be consulted.
2. Subject to approval, it is intended to consult on this proposal between 3 November 2020 and 19 January 2021 - see timeframe below. This allows an extra 5 weeks in addition to the statutory 6 weeks for consultees to consider the proposal and submit a response. Responses to the consultation will be reported to Cabinet for consideration by Members in April 2021.
3. If, following consideration of the responses, Members decide to progress the proposal then a 28 day period will follow for the submission of objections.

Publication of consultation document	3 November 2020	4.
Period for submitting responses	3 November 2020 – 19 January 2021	5. 6.
Consultation report published	26 February 2021	7.
Proposed implementation date	1 September 2024	8. 9.

10. When establishing a new school it is necessary to ensure that enough time is set apart to enable decisions to be made in a considered and timely manner, and additionally when building a new school there is a great deal of time needed for planning to ensure the final build meets the needs and desires of the pupils, staff and community who will be using it. As such it is necessary to start statutory processes at the current time to ensure that there is sufficient time available to complete all necessary processes.
11. Information on the proposal and the consultation document will be available on line on the Council's website and also on the websites of the affected schools. Hard copies will also be available on request.
12. All consultees, as directed by the Code will be sent the Consultation document via email. The Council's social media channels will also contain information on how to access the consultation document.
13. Consultation responses can also be submitted using the Consultation Portal on the Council's web page, or by email to SSIP@npt.gov.uk, or in writing.
14. Due to the ongoing public health situation there will be no face-to-face consultation events arranged for this consultation. Questions concerning the proposal can be submitted to SSIP@npt.gov.uk.

It is the intention of officers to meet with pupils during the course of the school day, either remotely or in person depending on the views of the schools and parents, and on the Public Health Wales guidelines in place.

5. **SWANSEA BAY CITY DEAL INFRASTRUCTURE PROJECT**

Decisions:

1. That, the Swansea Bay City Deal Digital Infrastructure Business Case and subsequent investment in Digital Infrastructure across the Swansea Bay City Region be approved.
2. That, delegated authority be given to the Head of Property and Regeneration in consultation with the Cabinet Member for Regeneration and Sustainable Development to amend the

business case that may be required to obtain approval at local, regional and national governance.

Reasons for Proposed Decisions:

To enable Carmarthenshire to formally submit the Digital Infrastructure Project business case to the Portfolio Management Office in accordance with the City Deal project approval process.

Implementation of Decisions:

That the decisions will be implemented after the three day call in period.

Consultation:

There is no requirement for external consultation on this item.

6. **ENVIRONMENT (WALES) ACT 2016 CONSIDERATION OF THE NEATH PORT TALBOT BIODIVERSITY DUTY PLAN (BDP) 2017 IMPLEMENTATION REPORT**

Decisions:

1. That Biodiversity Duty Plan (BDP) 2017 Implementation Report as set on in Appendix 1 to the circulated report be commended to Council for approval.
2. That the publication procedures as set out in the report be commended to Council for approval.

Reason for Decisions:

To ensure that the Local Authority complies with the requirements of the Environment (Wales) Act 2016.

Implementation of Decisions:

The decision will be implemented after the three day call in period.

Consultation:

There is no requirement for external consultation on this item.

CHAIRPERSON



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet
4th 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 14th December 2019 to Wednesday 1st January 2020 inclusive.

It is proposed this year the Council offers free car parking from Saturday 12th December 2020 to Friday 1st 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 12th December 2020 to Friday 1st 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

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Free Christmas Car Parking 2020
Service Area: Parking Services
Directorate: Environment

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.

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
Long term - 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.
Integration - how the initiative impacts upon our wellbeing objectives	✓		The initiative will help with the economic growth over the period.
Involvement - 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.
Collaboration - 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.
Prevention - how the initiative will prevent problems occurring or getting worse		✓	Will not affect problems occurring or from getting worse.

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

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

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	Name	Position	Signature	Date
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
4th 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 8th 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 31st 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**

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

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

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

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.

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

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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):

	Yes	No	Details
Long term - 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.
Integration - 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.
Involvement - 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.
Collaboration - 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.
Prevention - 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) is not 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) is required	
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by	Andrew Collins	Regeneration & Economic Development Manager		14.10.20

Signed off by	Simon Brennan	Head of Service/Director		14.10.20
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By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

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