

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Proposal to revised the Council's Long Service Award Scheme recognising the t of 50 years' service.

Service Area: All employees (excluding schools – who are given the option to opt in)

Directorate: All

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 initiative will by necessity impact more on older people, as they will have to attain 50 years' service. The impact will be positive and will encourage people of all ages that the council values its employees. This is only one measure in the council's reward and recognition strategy.
Disability		X				It is difficult to determine if there are equality impacts based on protected characteristics as to date the number of employees who have achieved 50 years' of
Gender Reassignment		X				

Marriage/Civil Partnership		X				service is so small it is not possible to identify a trend. This will be monitored, and the scheme reviewed if it emerges that negative equality impacts are identified.
Pregnancy/Maternity		X				
Race		X				
Religion/Belief		X				
Sex		X				
Sexual orientation		X				

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				
Treating the Welsh language no less favourably than English		X				

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 vouchers are issued digitally and therefore the paperwork involved in this process has been reduced.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				
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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		As many of our employees also live in the County Borough area, it is anticipated that this proposal will have a positive impact on their working lives as they will feel recognised and rewarded for their long service.
Integration - how the initiative impacts upon our wellbeing objectives	x		As many of our employees also live in the County Borough area, it is anticipated that this proposal will have a positive impact on their working lives as they will feel rewarded and recognised for their long service.
Involvement - how people have been involved in developing the initiative	x		The proposal was developed following a request from UNISON that one of their members is recognised for working for 50 years for the Council. This was then agreed by all the trade unions at the Local Government Services Forum.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		N/A – internal policy

Prevention - how the initiative will prevent problems occurring or getting worse		x	N/A – internal policy
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7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
<p>A full impact is not required as, whilst there is an impact on older people because of the requirement to have long service, there is no negative impact identified on people because of a protected characteristic.</p> <p>It also has no negative impact on bio-diversity or the Welsh Language.</p>	

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

	Name	Position	Signature	Date
Completed by	Diane Hopkins	Principal HR Manager	<i>D B Hopkins</i>	10/5/2024
Signed off by	Sheenagh Rees	Head of People and Organisational Development	<i>Sheenagh Rees</i>	14/05/2024