

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Volunteering Policy
Service Area: All Council Employees other than those employed directly by School's operating under fully delegated powers
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				
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
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				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,		X				

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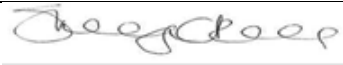
6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	X		A volunteering policy supports long-term wellbeing by fostering social connections, enhancing mental health, promoting physical activity, encouraging skill development, reducing social isolation, and positively impacting vulnerable groups with additional support within our communities.
Integration - how the initiative impacts upon our wellbeing objectives	X		The policies commitment to encouraging and supporting volunteering positively impacts the Council's Wellbeing Objective for all of <i>our communities are thriving and sustainable</i> .
Involvement - how people have been involved in developing the initiative	X		Departments who are already recruiting and supporting volunteers within the Council have been consulted as well as our recognised trade union colleagues.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	X		In creating the policy, links with the voluntary sector, particularly NPTCVS and the Police in relation to Employer Supported Policing have been strengthened.
Prevention - how the initiative will prevent problems occurring or getting worse	X		This initiative will have a positive impact on the workforce by increasing opportunities to volunteer, adding value and building relationships and volunteering resilience within the local community.

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 assessment is not required as there is no impact on any protected group. It also has no impact on bio-diversity or the Welsh Language.</p>	

A full impact assessment (second stage) is required	
Reasons for this conclusion	
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	Name	Position	Signature	Date
Completed by	Tom Owen	HR Manager		15/10/2024
Signed off by	Sheenagh Rees	Head of People and OD		17 th October 2024