

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Social Partnership Duty Annual Report
Service Area: All Council Employees
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, such as air quality, flood alleviation, etc.		X				

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 social partnership duty requires the council and recognised trade unions to work together in partnership to develop well-being objectives and discuss how the objectives will be achieved.
Integration - how the initiative impacts upon our wellbeing objectives	X		The duty places an emphasis on considering fair working practices when developing well-being objectives.
Involvement - how people have been involved in developing the initiative	x		The trade unions were involved in the initial review of the Corporate Plan, as key stakeholders, and then again once the draft plan was produced taking into account feedback received, trade unions were consulted and had an opportunity to provide further feedback. This feedback led to amendment to the plan.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	X		As a social partnership, council officers and trade unions attended two Welsh Government events attended by a range of public sector employers and trade unions, and participated in useful discussions about how we would approach the new social partnership duty.
Prevention - how the initiative will prevent problems occurring or getting worse	x		Working together in partnership helps us to share problems and work together to develop joint solutions.

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

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

A full impact is not required as there is no impact on any protected group.
It also has no negative impact on bio-diversity or the Welsh Language.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

	Name	Position	Signature	Date
Completed by				
Signed off by	Sheenagh Rees	Head of People and Organisational Development	<i>Sheenagh Rees</i>	6 th November 2024