

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Age Friendly Workplace Pledge
Service Area: All employees covered by the JNC for Local Government Services
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				L	This initiative will have a positive impact on employees and potential employees over the age of 50 by providing them with workplace support that ensures they are able to competently carry out their role and take care of their personal wellbeing.
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.		X				

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		This initiative will ensure that employees over the age of 50 are supported in the workplace whilst also supporting their personal wellbeing.
Integration - how the initiative impacts upon our wellbeing objectives	x		The pledges commitment to improving the employment opportunities and experience of older workers 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		Supporting employees and potential employees over the age of 50 was an action included within our Strategic Workforce Delivery Plan in which all relevant stakeholders were consulted including the joint trade unions.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		Working with the professional body Age Friendly pledge to achieve their accreditation.
Prevention - how the initiative will prevent problems occurring or getting worse		x	N/A – internal policy

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

A full impact assessment (second stage) is not required	<input checked="" type="checkbox"/>
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	<input type="checkbox"/>
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by	Tom Owen	HR Manager	<i>T. Owen</i>	23rd January 2025
Signed off by	Sheenagh Rees	Head of People & OD	<i>Sheenagh Rees</i>	24 th January 2025