

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> To join the Chwarae Teg FairPlay Employer Scheme for a 12 month period to develop a Gender Equality Action Plan, including specific actions to reduce the Council's Gender Pay Gap.
<b>Service Area:</b> Human Resources
<b>Directorate:</b> Finance & Corporate Services

### 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				√		A key aim of the project is to carry out a full gender equality audit of the Council, its policies and practices, and to design key actions to address, in particular, the Council's gender pay gap. We don't know what these specific actions will be at this stage, so as proposed actions are being developed it will be important that the impact on other protected characteristics is assessed to ensure that whilst they may be positive in terms of gender equality, that they do not have adverse impacts on other groups.
Disability				√		
Gender Reassignment				√		
Marriage/Civil Partnership				√		
Pregnancy/Maternity				√		
Race				√		
Religion/Belief				√		

Sex	√				H	71% of the Council's workforce is female and the Council has a median gender pay gap of 4.17 %. The aim of this initiative is to have a high impact on the Council's gender pay gap, developing actions that will reduce it.
Sexual orientation				√		See first comment.

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it impact?
People's opportunities to use the Welsh language		√				We will offer opportunities to engage with this project bi-lingually.
Treating the Welsh language no less favourably than English		√				The Gender Pay Gap report has been produced bi-lingually.

#### 5. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	√		Reducing the gender pay gap will support the long term well-being of future generations of women in the workplace.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	√		This initiative will contribute to a more equal Wales.

<b>Involvement</b> - how people have been involved in developing the initiative	√		The initiative has the support of the Equalities and Community Cohesion Group, who will receive quarterly updates in relation to the project. Trade unions have been consulted and will be key stakeholders in this project, and invited to join the project team.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	√		Chwarae Teg are the leading charity in Wales campaigning on gender equality issues. By working with Chwarae Teg to develop our action plan the Council will draw on a wealth of evidenced based and practical advice.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	√		The project seeks to reduce the Council's gender pay gap.

**6. Declaration - based on above assessment (tick as appropriate)**

A full impact assessment (second stage) <b>is not</b> required <b>at this stage</b>	√
Reasons for this conclusion	
The project has not yet started, so whilst it is likely to have a high and positive impact on women, it is not possible to assess the impact on other groups at this stage. As the project starts to develop actions, it is important that consideration of the impacts of these actions on other groups are considered and that this IAA is revisited.	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Signed off by	Sheenagh Rees	Head of Service		19 <sup>th</sup> December 2018