

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Amendments to Council Domestic Abuse and Special Leave Policies to include a provision of Safe Leave
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		The addition of the provision of safe leave will support the long term well-being of people that are victims of domestic abuse.
Integration - how the initiative impacts upon our wellbeing objectives	x		As above. The policy changes will be an aid to ensuring the wellbeing objectives are met.
Involvement - how people have been involved in developing the initiative	x		The Council's Corporate Policy Officer for Domestic Abuse has consulted with the Domestic Violence Local partnership and Women's Aid to get feedback from them. The Council's Joint Trade Unions have also been consulted with. All parties have been extremely supportive of the proposed changes.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		N/A – this is a Neath Port Talbot Council Policy change. However consultation with other employers via the Domestic Abuse Local Partnership may lead other employers in the region to follow our practice.
Prevention - how the initiative will prevent problems occurring or getting worse	x		It will enhance current supportive options to employees that are victims of domestic abuse.

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		20/11/2019
Signed off by	Sheenagh Rees	Head of Service/Director		21/11/19