

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> <u>Forwarding Financial Plan 2020/2021</u> Proposals: <ul style="list-style-type: none"> <li>• ELLL707 – Pontardawe Arts Centre Subsidy Reduction.</li> </ul>
<b>Service Area:</b> Transformation
<b>Directorate:</b> EDUCATION, LEISURE AND LIFELONG LEARNING

### 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				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work.

						In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Disability		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Gender Reassignment		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Marriage/Civil Partnership		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.

Pregnancy/Maternity		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Race		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Religion/Belief		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Sex		X				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be

						redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.
Sexual orientation		x				In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is considered at all times and support provided to cover these additional streams of work. In respect of income generation opportunities, all individuals are treated equally and in compliance with Equality Act 2010 provisions.

**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				There will be no effect on the welsh language as a result of these proposals. In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members. Where proposals relate to income generation, all individuals are treated with welsh language obligations in mind.
Treating the Welsh language no less favourably than English		X				There will be no effect on the welsh language as a result of these proposals. In respect of the matters that concern staff levels, any staff reductions will be via the authority's

						management of change in partnership policy, and workload will be redistributed amongst existing staff members. Where proposals relate to income generation, all individuals are treated with welsh language obligations in mind.
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**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				There will be no effect on the maintenance and enhancement of biodiversity as a result of these proposals.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				There will be no effect on the promotion and resilience of ecosystems as a result of these proposals.

**6. 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	X		In respect of the matters that concern staff levels, any staff reductions will be via the authority's management of change in partnership policy, and workload will be redistributed amongst existing staff members with additional steps being undertaken to ensure capacity of colleagues is

			<p>considered at all times and support provided to cover these additional streams of work.</p> <p>In respect of income generation opportunities, It is anticipated that a new cinema will open in January 2021, which will deliver operating cost savings and increased income.</p>
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		A new cinema will open in January 2021, which will deliver operating cost savings and increased income. The new facility will not only greatly improve the much utilised centre, enhancing the enjoyment of current visitors and attract new visitors, meeting unsatisfied demand and cater for the future needs of the local community and meeting the 3 wellbeing objectives
<b>Involvement</b> - how people have been involved in developing the initiative	X		Staff are fully aware of the reduced subsidy. In respect of income generation opportunities, It is anticipated that a new cinema will open in January 2021, which will deliver operating cost savings and increased income. There was though extensive stake holder consultation undertaken. Consultation included Staff, Friends Organisation, Local Councillors, Arts Centre user groups, NPT Youth Service
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		In respect of income generation opportunities, It is anticipated that a new cinema will open in January 2021, which will deliver operating cost savings and increased income. This is a Joint project between Neath Port Talbot Council and the Arts Council of Wales and together both organisations are working together to achieve a sustainable solution.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	X		It is projected that the proposal of a new cinema will result in a positive revenue impact at the Arts Centre of between £70k to £110k

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

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

Based upon the above assessment a second stage impact assessment is not required as the initiative does not negatively impact any protected characteristics, or the Welsh language, or biodiversity, and embraces the sustainable development principle

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

Reasons for this conclusion

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Signed off by	Andrew Thomas	Head of Transformation	A.D.Thomas.	8 <sup>th</sup> January 2020