

## Impact Assessment - First Stage

It is essential that all initiatives undergo a first stage impact assessment to identify relevance to equalities and the Welsh language as well as an evaluation of how the proposal has taken into account the sustainable development principle (the five ways of working); an incorrect assessment could ultimately be open to legal challenge.

The first stage is to carry out a short assessment to help determine the need to undertake a more in-depth analysis (the second stage).

Relevance will depend not only on the number of people/service users affected, but also the significance of the effect on them.

When completing the first step you must have regard to the following:

- Does the initiative relate to an area where important equality issues have been, or are likely to be, raised? (For example, funding for services to assist people who are victims of rape/sexual violence or individuals with particular care need; disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools)
- Is there a significant potential for reducing inequalities, or improving outcomes? (For example, increasing recruitment opportunities for disabled people).
- Does the initiative relate to instances where opportunities to use the Welsh language are likely to be affected or where the language is likely to be treated less favourably? (For example, increase the number of Welsh speakers moving from/to a certain area; closing specific Welsh language services or put those services at risk services;
- Does the initiative relate to the improvement of economic, social, environmental and cultural well-being? To what extent does the initiative prevent things getting worse? (For example, funding for services to assist in cultural well-being; changes in policies that promote independence and/or assist carers)

### 1. Provide a description and summary of the initiative.

Identify which service area and directorate has responsibility for the initiative.

### 2. Identify who will be affected by the initiative.

If you answer **Yes** to service users, staff or wider community continue with the first stage of the assessment

If you answer **No** to service users, staff or wider community or **Yes** to 'Internal administrative process only', go to **Question 5 – sustainable development principle**.

### 3. Using relevant and appropriate information and data that is available to you think about what impact there could be on people who share protected characteristics; whether they are service users, staff or the wider community.

Some things to consider include:

- transport issues
- accessibility
- customer service
- cultural sensitivity
- financial implications
- loss of jobs

Definitions of impacts (either positive or negative):

- High – likely to be highly affected by the initiative
- Medium - likely to be affected in some way
- Low - likely to be affected by the initiative in a small way
- Don't know - the potential impact is unknown

You **must** provide reasons, and indicate what evidence you used, in coming to your decision.

4. Using relevant and appropriate information and data that is available, think about what impact there could be on opportunities to use the Welsh language and in treating the language no less favourably than English.

Definitions of impacts are the same as in **Question 3**.

The classification 'Don't Know' should be categorised as 'High Impact' in both questions 3 & 4.

5. Consider how the initiative has embraced the sustainable development principle in accordance with the Section 7c of the Well-being of Future Generations Act 2015.

Give details of the initiative in relation to the 5 ways of working:

- **Long term** - how the initiative supports the long term well-being of people
- **Integration** - how the initiative impacts upon our wellbeing objectives
- **Involvement** - how people have been involved in developing the initiative
- **Collaboration** - how we have worked with other services/organisations to find shared sustainable solutions;
- **Prevention** - how the initiative will prevent problems occurring or getting worse

6. The most appropriate statement must be selected (and the relevant box ticked) based on the first stage of the assessment and an explanation of how you have arrived at this decision must be given.

In addition a summary of the how the initiative has embraced the sustainable development principle must also be included.

Where the first stage of the assessment indicates that a more in-depth analysis is required the second stage of the assessment will need to be completed and this will need to be started immediately.

A first stage assessment must be included as a background paper for all Cabinet/Cabinet Board/ Scrutiny Committee Reports.

Where the first stage assessment is completed by an accountable manager it must be signed off by a Head of Service/Director.

## Impact Assessment - First Stage

### 1. Details of the initiative

**Initiative description and summary:** The Gnoll Estate Country Park Masterplan includes recommendations for the development of visitor accommodation and a visitor experience action plan. Further to this the report sets summarises the neighbouring Woodland Trust development and seeks approval to negotiate the terms of an access agreement.

The proposed physical works onsite this financial year would include;

- Signage at entrance points and pay points explaining how car parking costs are reinvested into the park.
- Interpretation panels throughout the park
- Construction of BBQ points.
- Install additional seating/picnic benches
- Enhance/create walking routes by installing way markers and producing electronic PDFs of the walks so that they can be downloaded from the Gnoll Country Park website. As part of this Officers would also seek to create a designated running trail.
- Rebrand of Café to include a revised (locally/ Welsh relevant) menu and enhance overall quality by installing new signage and branded clothing for staff.
- Consider additional playground equipment within the adventure playground.

**Service Area:** Streetcare

**Directorate:** Environment

### 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				The proposals will have no impact
Disability	x				M	The range of proposals will include provision for ensuring accessibility. For example signage will be installed at an appropriate height and in an easy to read format, access paths will be accessible and new/ existing waymarked walks will include provision for a range of abilities.  The Gnoll Visitor Centre and grounds are already accessible via wheelchair and pushchair friendly pathways.
Gender Reassignment		x				The proposals will have no impact
Marriage/Civil Partnership		x				The proposals will have no impact
Pregnancy/Maternity		x				The proposals will have no impact
Race		x				The proposals will have no impact
Religion/Belief		x				The proposals will have no impact
Sex		x				The proposals will have no impact
Sexual orientation		x				The proposals will have no impact

**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		L	The proposals will have no impact, all signage will be produced bilingually as standard.
Treating the Welsh language no less favourably than English			x		L	The proposals will have no impact, all signage will be produced bilingually as standard.

**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				M	The conservation and enhancement of biodiversity at Gnoll Estate Country Park is identified as a priority by respondents to the online survey, actions will be included within the visitor experience action plan which address this.  The Woodland Trust plans to plant woodland onsite via the Welsh Government's Plant! Scheme.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,	x				M	Officers in the Highways and Drainage sections are working with the Woodland Trust in relation to Natural Flood Management options at the Brynau and Preswylfa sites.

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
<b>Long term</b> - how the initiative supports the long term well-being of people	x		The package of proposals enhance the facilities on offer at Gnoll Estate Country Park and the neighbouring proposals by the Woodland Trust open up an additional 235 acres for the local community and visitors to use for outdoor recreation.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	x		The proposals will enhance opportunities to take part in outdoor activities in particular. The proposed accommodation offer will encourage a greater economic contribution from tourism within the local community.
<b>Involvement</b> - how people have been involved in developing the initiative	x		Consultation exercises were undertaken via workshops (with Members and stakeholders such as The Friends of Gnoll Country Park) and an online survey which generated 818 responses from current users of the park. The results of this consultation have fed into the findings of the Masterplan.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	x		Officers from within the Environment Directorate (Street Care/ Tourism/ Estates) have collaborated to deliver the Masterplan. The consultation exercises ensured that the local community and stakeholders were able to contribute to the plan. Officers have worked closely with The Woodland Trust as their proposals have developed.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	x		The investments will enhance existing facilities, attracting investment and increasing the revenue generated for reinvestment in Gnoll Estate Country Park.

**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	
The proposals will not have any adverse impact on people with protected characteristics. The overall project has a positive impact on wellbeing objectives, biodiversity and sustainable development principles.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Karleigh Davies Wayne Curtis	Tourism Manager Principal Officer, Parks & Cemeteries		18/11/20



Signed off by	Michael Roberts	Head of Streetcare		18/11/20
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