

## Impact Assessment

### 1. Details of the initiative

<b>Initiative description and summary: Constitutional Amendments</b>
<b>Service Area: Legal and Democratic Services</b>
<b>Directorate: Chief Executives</b>

### 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				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Disability		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Gender Reassignment		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Marriage/Civil Partnership		X				As this decision is to record administrative and

						governance arrangements alone there are no protected characteristics impacted on.
Pregnancy/Maternity		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Race		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Religion/Belief		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Sex		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.
Sexual orientation		X				As this decision is to record administrative and governance arrangements alone there are no protected characteristics impacted on.

**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				As this decision is to record administrative and governance arrangements alone there are is no impact on welsh language. Documents are translated so are available in welsh for members of the public to access in accordance with our Welsh Language Standards.
Treating the Welsh language no less favourably than English		X				As this decision is to record administrative and governance arrangements alone there are is no impact on welsh language. Documents are translated so are available in welsh for members of the public to access in accordance with

						our Welsh Language Standards.
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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 are no impacts on biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				There are no impacts on the resilience of ecosystems

**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 amended constitution will allow the Council to meet its legal obligations and ensure decision making is accurately recorded with increased transparency of decision making for members of the public.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		The amended constitution will allow the Council to meet its legal obligations and ensure decision making is accurately recorded with increased transparency of decision making for members of the public.

<b>Involvement</b> - how people have been involved in developing the initiative	X		A Task and Finish Group was established by Democratic Services Committee to review the Constitution and to ensure it was fit for purpose and met all legal obligations.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		A Task and Finish Group was established by Democratic Services Committee to review the Constitution and to ensure it was fit for purpose and met all legal obligations.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	X		The amended constitution will allow the Council to meet its legal obligations and ensure decision making is accurately recorded with increased transparency of decision making for members of the public.

**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	
As this decision is to record administrative and governance arrangements alone there are no impacts on biodiversity, protected characteristics and Welsh language and will ensure compliance with the sustainable development principle	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Signed off by	Craig Griffiths	Head of Service	C.Griffiths	30 <sup>th</sup> June 2021