

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Voluntary Protocol for Recognising Continuous Service
Service Area: New recruits to the council
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				L	Low impact as recruits who have accrued service, are likely to be older than recruits who do not have accrued service, although this will only apply to those recruits who come from the welsh public sector.
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, such as air quality, flood		X				

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 additions to the policy clarify some additional discretions which sit with the Local Authority as the Employer to make decisions.
Integration - how the initiative impacts upon our wellbeing objectives			N/A – this policy is delegated to the employer by LGPS
Involvement - how people have been involved in developing the initiative			N/A – this policy is delegated to the employer by LGPS
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			N/A – this policy is delegated to the employer by LGPS
Prevention - how the initiative will prevent problems occurring or getting worse			N/A – this policy is delegated to the employer by LGPS

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

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
<p>A full impact is not required as whilst there is low impact on a protected group, the Equality Act specifies an exemption for entitlements based on a length of service criterion, as long as the length of service required is a 5 year period or less .</p> <p>It also has no negative impact on bio-diversity or the Welsh Language.</p>	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Date
Completed by			
Signed off by	Sheenagh Rees	Head of Human & Org Development	25 th August 2021