

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: VARIATION OF THE 2021/22 SCHOOL TERM DATES TO ACCOMMODATE A DAY IN LIEU IN RECOGNITION OF THE QUEEN'S PLATINUM JUBILEE

Service Area: All NPT Schools

Directorate: ELLL

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				
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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	
Integration - how the initiative impacts upon our wellbeing objectives	X		School-based staff will be afforded the same benefit as other staff in terms of an additional day in lieu of the national bank holiday for the Queen's Platinum Jubilee being held on 2 nd June, 2022.
Involvement - how people have been involved in developing the initiative	X		Each governing body is currently determining the exact date for the day in lieu.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions		X	
Prevention - how the initiative will prevent problems occurring or getting worse		X	

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. All school-based staff benefit from this additional day in an equal manner.	

A full impact assessment (second stage) is required	<input type="checkbox"/>
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	John Burge	Manager, School and Family Support	John Burge	08/02/2022
Signed off by		Head of Service/Director		