

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Lease of 3 premises in Neath, Port Talbot and Pontardawe
Service Area: Participation, Communities for Work Plus
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					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Disability	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Gender Reassignment	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not

						discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Marriage/Civil Partnership	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Pregnancy/Maternity	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Race	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Religion/Belief	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Sex	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Sexual orientation	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.

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				m	Will be able to offer through the medium of welsh.
Treating the Welsh language no less favourably than English		x				Will be able to offer through the medium of welsh.

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 impact on maintain and enhancing biodiversity
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 impact on the promotion of the resilience of ecosystems.

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 proposal will hopefully assist in providing job opportunities for those in need within the community
Integration - how the initiative impacts upon our wellbeing objectives	x		The proposal will assist in our wellbeing objectives, providing jobs for local people, promoting health and wellbeing, upskilling those who wish to increase in their future prospects.
Involvement - how people have been involved in developing the initiative	x		The proposal will have a holistic provision involving internal and external agencies and stakeholders to promote, market and develop the initiatives.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		Holistic provision of a combination of services offering employability, skills and training support to those who need it. Will involve internal and external partners and stakeholders.
Prevention - how the initiative will prevent problems occurring or getting worse	x		Proactive approach to engaging with the communities to help with employability, skills and training to provide local resources for jobs.

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

A full impact assessment (second stage) is not required	
Reasons for this conclusion	
It is intended to take out 3 leases for one year at venues in Neath, Port Talbot and Pontardawe. A full impact assessment is not required as there would be no impacts adversely affected by this report.	

	Name	Position	Signature	Date
Completed by	Kerry Jones	Employability Manager	K Jones	28 March 2022
Signed off by	Chris Millis	Head of Service/Director	<i>CD Millis</i>	280322