

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Distribution of Welsh Government Grant to Support Domiciliary Care Services
<b>Service Area:</b> Adult Services
<b>Directorate:</b> Social Services, Housing and Community Safety

### 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				M	Those that will benefit from the aims of the grant will be adults of working age.  <u>General</u> The grants use is for a purpose specified by Welsh Government (WG) and is being distributed by Neath Port Talbot County Borough Council (NPT CBC) on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.

					<p><u>Commissioned Providers</u> It will have a positive impact on this group, as it will mitigate impact of rising fuel costs on staff working for commissioned providers.</p> <p><u>Community Wellbeing Team</u> Not having access to a car limits where a member of staff can work, which in turn may limit the number of hours that person can work each week. In addition, not having access to a car can be a barrier to being employed as a domiciliary care worker, as such this proposal may help increase the number of people able to work for the Community Wellbeing Team.</p>
Disability		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p> <p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>

Gender Reassignment		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p> <p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>
Marriage/Civil Partnership		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p>

					<p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>
Pregnancy/Maternity		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p> <p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>
Race		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p>

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Religion/Belief		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p> <p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>

Sex	x				<p>M</p> <p>The majority of the domiciliary care workforce is female.</p> <p>The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> It will have a positive impact on this group, as it will mitigate impact of rising fuel costs on staff working for commissioned providers.</p> <p><u>Community Wellbeing Team</u> Not having access to a car limits where a member of staff can work, which in turn may limit the number of hours that person can work each week. In addition, not having access to a car can be a barrier to being employed as a domiciliary care worker, as such this proposal may help increase the number of people able to work for the Community Wellbeing Team.</p>
Sexual orientation		x			<p><u>General</u> The grants use is for a purpose specified by WG and is being distributed by NPT CBC on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</p> <p><u>Commissioned Providers</u> All staff that claim mileage as a result of delivering domiciliary care will receive this additional money and a staff members personal characteristics will not have an impact on them being provided with this financial</p>

						<p>support. In addition, NPT CBC contracts with providers include clauses around compliance with this legislation.</p> <p><u>Community Wellbeing Team</u> The Council is bound by equality and HR legislation and as such, will allocate available resources from this funding in a way that is consistent with such requirements.</p>
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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				Not relevant to the purposes of NPT CBC allocating grant funding on behalf of WG.
Treating the Welsh language no less favourably than English		x				Not relevant to the purposes of NPT CBC allocating grant funding on behalf of WG.

**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	<p>The purchase of electric fleet vehicles for the Community Wellbeing Team is more environmentally friendly than petrol/diesel cars.</p> <p>It needs to be acknowledged that domiciliary care requires frequent car travel and that the majority of the workforce will use petrol/diesel cars. Providers look to minimise the amount of time staff travel between care calls through effective planning of the staff rota.</p>
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			x		M	<p>The purchase of electric fleet vehicles for the Community Wellbeing Team is more environmentally friendly than petrol/diesel cars.</p> <p>It needs to be acknowledged that domiciliary care requires frequent car travel and that the majority of the workforce will use petrol/diesel cars. Providers look to minimise the amount of time staff travel between care calls through effective planning of the staff rota.</p>



**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

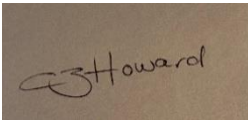
	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	x		Supports the commissioned domiciliary workforce by ensuring they receive mileage rates that are in line with increased fuel costs, which will help them to retain employment and as such enable providers to deliver long term sustainable services.  Electric cars are more environmentally friendly and support long term improvement of the environment.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	x		Supports the wellbeing objective of <i>improve the well-being of all adults who live in the county borough</i> , as initiatives to increase and sustain the domiciliary care workforce will help improve availability of domiciliary care to those assessed as needing this type of service.  Also helps achievement of the Recover, Reset and Renew objective of <i>local people are skilled and can access high quality, green jobs</i> by giving the Community Wellbeing Team access to electric fleet vehicles.
<b>Involvement</b> - how people have been involved in developing the initiative	x		The decision to utilise this funding to support commissioned providers was directly influenced by commissioned providers who have highlighted their concern of how rising fuel costs is impacting on their workforce.  WG have made this grant available as a result of engaging with domiciliary care providers on barriers they are facing in regards to recruitment of staff.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	x		NPT CBC are distributing this grant on behalf of WG in line with the purpose set out by WG to providers of domiciliary care.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	x		Helps to prevent issues that domiciliary care providers are currently facing due to the increasing costs of fuel and prevents the destabilisation of services arising from issues around recruitment and retention of staff.

			Electric cars are more environmentally friendly.
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**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	
<ul style="list-style-type: none"> <li>• The grants use is for a purpose specified by Welsh Government (WG) and is being distributed by Neath Port Talbot County Borough Council (NPT CBC) on behalf of WG. The allocation of this funding does not result in funding being redirected from other areas.</li> <li>• Positive impact on people with a protected characteristic of age and sex.</li> <li>• No impact on people with other protected characteristics.</li> <li>• No impact on Welsh Language opportunities.</li> <li>• Neutral impact on biodiversity.</li> <li>• Supports the five ways of working.</li> </ul>	

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

	Name	Position	Signature	Date
Completed by	<b>Chelé Zandra Howard</b>	<b>PO Commissioning</b>		<b>22.07.22</b>
Signed off by	Angela Thomas	Head of Service/Director	A.Thomas	22.07.22