

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> To join the Carers Wales, Employers for Carers Subscription Membership
<b>Service Area:</b> All Services
<b>Directorate:</b> 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		At this stage we do not know how many of our employees would describe themselves as a carer, and therefore we cannot evidence the impact of this initiative. As part of our subscription, Carers Wales will support the council to implement a survey of our employees, to identify carers within our workforce, and
Disability				X		
Gender Reassignment				X		
Marriage/Civil Partnership				X		
Pregnancy/Maternity				X		

Race				X		from this data we will be able to determine the profile of protected characteristics that applies to these employees and determine impacts of initiatives.
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				We will receive a range of promotional materials to help promote membership, available in English and Welsh.
Treating the Welsh language no less favourably than English		x				Membership of Employers for Carers will give us our own personalised digitalised online platform. It contains useful guides, e-Learning for managers, best practice examples, templates, sample policies and case studies; all designed to help build our strategy around supporting working carers. The platform is co-branded to reflect NPT's corporate identity and is available in English and 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		Workplace initiatives implemented as a result of subscription will seek to maintain / enhance biodiversity and / or to promote the resilience of ecosystems. Monitoring of the implementation of any associated actions will determine what impact it has in relation to biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				X		

**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		This initiative will support employees who are long term carers.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	x		This initiative will support employees with caring responsibilities, and therefore links positively with the following wellbeing initiatives, providing support to employees who care for children, elderly people, as well as people with disability and / or chronic health conditions:  1. All children get the best start in life


			2. All communities are thriving and sustainable
<b>Involvement</b> - how people have been involved in developing the initiative	x		We have worked with our trade union partners in relation to this initiative and by working together we can ensure that the initiative has a high profile with our workforce, and that employees who are carers can be signposted for help and support as necessary.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	x		This initiative is a collaborate initiative with Carers Wales.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	x		<p>This initiative is designed to support employees who are carers. A Carers UK study of over 200 British businesses highlighted some of the benefits experienced by employers who supported carers in the workplace:</p> <ul style="list-style-type: none"> <li>• 92% saw better staff retention</li> <li>• 88% experienced lower absence</li> <li>• 69% observed higher productivity</li> <li>• 61% witnessed improved recruitment.</li> </ul>

**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	
<p>A full impact is not required as at this stage there is no identified impact on any protected group; there may of course be equality impacts through the consequential implementation of actions set out in the report. At this stage we do not know how many of our employees would describe themselves as a carer, and therefore we cannot evidence the impact of this initiative. As part of our subscription, Carers Wales will support the council to implement a survey of our employees, to identify carers within our workforce, and from this data we will be able to determine the profile of protected characteristics that applies to these employees and determine impacts of initiatives. Regular monitoring, including equality monitoring, will help the council to identify if any adverse equality risks do occur in practice and take action to remedy this. It also has no negative impact on bio-diversity or the Welsh Language.</p>	

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

	Name	Position	Signature	Date
Completed by	Sheenagh Rees	Head of People & OD	Sheenagh Rees	08/10/22

Signed off by	Sheenagh Rees	Head of Human & OD		08/10/22
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