

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Creation of the Strategic Manager Pay Grade
Service Area: All Services
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				
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 alleviation, etc.		X				

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	x	The creation of this additional pay grade will support succession planning for our most senior jobs and ensure the council is an attractive employer of choice.
Integration - how the initiative impacts upon our wellbeing objectives		x	As above.
Involvement - how people have been involved in developing the initiative	x		Heads of Service and the trade unions were consulted on their views regarding this proposal and these were fully considered.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions		x	N/A – this is specific to Neath Port Talbot Council.
Prevention - how the initiative will prevent problems occurring or getting worse	x	x	The council is currently not competitive at the senior end of the LGS pay scale. This proposal will ensure that our pay arrangements match regional local government competitors.

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 at this stage there is no impact on any protected group; there may of course be equality impacts through the consequential appointment processes – our recruitment and appointment processes are equality proofed so this risk should be limited. Equality monitoring, including the Equal Pay Gap assessment will help the council to identify if any adverse equality risks do occur in practice and take action to remedy this.</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	Signature	Date
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Completed by	Sheenagh Rees	Head of People & OD	<i>Sheenagh Rees</i>	22/08/22
Signed off by	Sheenagh Rees	Head of Human & OD		16/11/21