

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Review of AMHP Allowance in NPTCBC
Service Area: Adult Services, Community Mental Health Team
Directorate: Social Services Health and Housing

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			Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Disability			x			Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a

					positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Gender Reassignment			x		Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Marriage/Civil Partnership			x		Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Pregnancy/Maternity			X		Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Race			X		Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Religion/Belief			x		Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a

						positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Sex			x			Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures
Sexual orientation			x			Evidence gathered shows current payment is below majority of other LA's. Policy already in place with no impact on any protected characteristics. Identified a positive impact on any individual with an increase in allowance payment. Any future recruitment will be in line with Council HR Safe Recruitment and Equal Opportunity policies and procedures

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				AMHPs to follow the Council's policy on legislation on Welsh Language standards.
Treating the Welsh language no less favourably than English		x				AMHPs to follow the Council's policy on legislation on Welsh Language standards.

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				Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				Not applicable

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		Legislative function under the Mental Health Act – responding to mental health crisis. At all times the least restrictive function will be a consideration. Competitive pay allowance will lead to improved recruitment and retention of AMHP workers ensuring the Council is equipped to support the well-being of people.
Integration - how the initiative impacts upon our wellbeing objectives	x		Ensuring that we have sufficient AMHPs in place will support vulnerable adults in mental health crisis appropriately and therefore supporting the Wellbeing objective to improve the wellbeing of adults in the county borough.

Involvement - how people have been involved in developing the initiative			Not applicable
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			Not applicable
Prevention - how the initiative will prevent problems occurring or getting worse			Not applicable

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 identified on any protected group. It also has no negative impact on bio-diversity or the Welsh Language.	

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

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	Name	Position	Signature	Date
Completed by	Lisa Morris	Principal Officer	L. Morris	10 th Nov 22
Signed off by	Angela Thomas	Head of Service	A. Thomas	10 th Nov 22