

Appendix 1
Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Pontardawe Swimming pool emergency works funding.
Service Area: Support Services and Transformation.
Directorate: Education, Leisure and Lifelong Learning.

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

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		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Disability		✓				

Gender Reassignment		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Marriage/Civil Partnership		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Pregnancy/Maternity		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Race		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Religion/Belief		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Sex		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.
Sexual orientation		✓				All users of the swimming pool will be affected by the temporary closure of the pool. Without the works being carried out, Pontardawe Swimming Pool will be permanently closed.

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		✓				The proposal has no impact on the ability to restrict people's opportunities to use the Welsh language.
Treating the Welsh language no less favourably than English		✓				At no time will the Council or Celtic Leisure be treating the Welsh language no less favourable than English.

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		✓				There will no impact on the ability to maintain and enhance biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		✓				There will no impact on the ability to maintain and enhance biodiversity.

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	✓		Without the works being carried out, Pontardawe Swimming Pool will be permanently closed. It is estimated by ARUP that these works will extend the life of the swimming pool by two years.
Integration - how the initiative impacts upon our wellbeing objectives	✓		<p>Well-being Objective 1 - To improve the well-being of children and young people - . “All of our children and young people have the best start in life, so they can be the best they can be” <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity at Pontardawe Swimming Pool.</i></p> <p>• Well-being Objective 2 - To improve the well-being of all adults who live in the county borough - “Everyone participates fully in community life – socially and economically” <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity at Pontardawe Swimming Pool.</i></p> <p>• Well-being Objective Aim 3 - To develop the local economy and environment so that the well-being of people can be improved, and all communities are thriving and sustainable. <i>This proposal will ensure local jobs, generating income for the local economy.</i></p> <p>“The whole of Neath Port Talbot county borough will be a vibrant and healthy place to live, work and enjoy recreational time” <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity at Pontardawe Swimming Pool.</i></p>
Involvement - how people have been involved in developing the initiative	✓		NPT officers, Celtic Leisure CEO and ARUP

Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	✓		NPT officers, Celtic Leisure CEO and ARUP
Prevention - how the initiative will prevent problems occurring or getting worse	✓		Without the works being carried out, Pontardawe Swimming Pool will be permanently closed. It is estimated by ARUP that these works will extend the life of the swimming pool by two years.

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

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
<p>The proposal is non-discriminatory as no protective characteristic will be adversely affected.</p> <p>The proposal has no impact on Welsh Language.</p> <p>The Proposal has no impact on biodiversity.</p> <p>The proposal is in line with the Council's obligations under the Wellbeing of Future Generations Act 2015</p>	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Date
Completed by	Paul Walker	Operations Coordinator	29/11/2022
Signed off by	Andrew Thomas	Director	29/11/22