

Impact Assessment - First Stage

It is essential that all initiatives undergo a first stage impact assessment to identify relevance to equalities and the Welsh language as well as an evaluation of how the proposal has taken into account the sustainable development principle (the five ways of working); an incorrect assessment could ultimately be open to legal challenge.

The first stage is to carry out a short assessment to help determine the need to undertake a more in-depth analysis (the second stage).

Relevance will depend not only on the number of people/service users affected, but also the significance of the effect on them.

When completing the first step you must have regard to the following:

- Does the initiative relate to an area where important equality issues have been, or are likely to be, raised? (For example, funding for services to assist people who are victims of rape/sexual violence or individuals with particular care need; disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools)
- Is there a significant potential for reducing inequalities, or improving outcomes? (For example, increasing recruitment opportunities for disabled people).
- Does the initiative relate to instances where opportunities to use the Welsh language are likely to be affected or where the language is likely to be treated less favourably? (For example, increase the number of Welsh speakers moving from/to a certain area; closing specific Welsh language services or put those services at risk services;
- Does the initiative relate to the improvement of economic, social, environmental and cultural well-being? To what extent does the initiative prevent things getting worse? (For example, funding for services to assist in cultural well-being; changes in policies that promote independence and/or assist carers)

1. Provide a description and summary of the initiative.

Identify which service area and directorate has responsibility for the initiative.

2. Identify who will be affected by the initiative.

If you answer **Yes** to service users, staff or wider community continue with the first stage of the assessment

If you answer **No** to service users, staff or wider community or **Yes** to 'Internal administrative process only', go to **Question 5 – sustainable development principle**.

3. Using relevant and appropriate information and data that is available to you think about what impact there could be on people who share protected characteristics; whether they are service users, staff or the wider community.

Some things to consider include:

- transport issues
- accessibility
- customer service
- cultural sensitivity
- financial implications
- loss of jobs

Definitions of impacts (either positive or negative):

- High – likely to be highly affected by the initiative
- Medium - likely to be affected in some way
- Low - likely to be affected by the initiative in a small way
- Don't know - the potential impact is unknown

You **must** provide reasons, and indicate what evidence you used, in coming to your decision.

4. Using relevant and appropriate information and data that is available, think about what impact there could be on opportunities to use the Welsh language and in treating the language no less favourably than English.

Definitions of impacts are the same as in **Question 3**.

The classification 'Don't Know' should be categorised as 'High Impact' in both questions 3 & 4.

5. Consider how the initiative has embraced the sustainable development principle in accordance with the Section 7c of the Well-being of Future Generations Act 2015.

Give details of the initiative in relation to the 5 ways of working:

- **Long term** - how the initiative supports the long term well-being of people
- **Integration** - how the initiative impacts upon our wellbeing objectives
- **Involvement** - how people have been involved in developing the initiative
- **Collaboration** - how we have worked with other services/organisations to find shared sustainable solutions;
- **Prevention** - how the initiative will prevent problems occurring or getting worse

6. The most appropriate statement must be selected (and the relevant box ticked) based on the first stage of the assessment and an explanation of how you have arrived at this decision must be given.

In addition a summary of the how the initiative has embraced the sustainable development principle must also be included.

Where the first stage of the assessment indicates that a more in-depth analysis is required the second stage of the assessment will need to be completed and this will need to be started immediately.

A first stage assessment must be included as a background paper for all Cabinet/Cabinet Board/ Scrutiny Committee Reports.

Where the first stage assessment is completed by an accountable manager it must be signed off by a Head of Service/Director.

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1. Details of the initiative

Initiative description and summary:

The UK Shared Prosperity Fund (UKSPF or the Fund) is a central pillar of the UK government's ambitious Levelling Up agenda and a significant component of its support for places across the UK. It provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

To access its allocation, Neath Port Talbot is required to set out measurable outcomes that reflect local needs and opportunities. These should then inform the interventions we wish to deliver and we are able to choose from investment across three investment priorities of communities and place, local business and people and skills.

These interventions will be set out in a local Investment Plan which will feed into a regional investment plan and then submitted to the UK government for approval.

This first stage IIA relates to the development of the Neath Port Talbot Local Investment Plan.

Service Area: Property and Regeneration

Directorate: Environment & Regeneration

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			L	The nature of this plan will have no impact on this characteristic.
Disability		X			L	The nature of this plan will have no impact on this characteristic.
Gender Reassignment		X			L	The nature of this plan will have no impact on this characteristic.
Marriage/Civil Partnership		X			L	The nature of this plan will have no impact on this characteristic.
Pregnancy/Maternity		X			L	The nature of this plan will have no impact on this characteristic.
Race		X			L	The nature of this plan will have no impact on this characteristic.
Religion/Belief		X			L	The nature of this plan will have no impact on this characteristic.
Sex		X			L	The nature of this plan will have no impact on this characteristic.
Sexual orientation		X			L	The nature of this plan will have no impact on this characteristic.

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?
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People's opportunities to use the Welsh language		X				In line with the Council's Corporate Plan and Welsh Language policy, any publications or public communications regarding the project, to include press releases, social media posts, etc. will be translated into Welsh and will be released with no time delay
Treating the Welsh language no less favourably than English		x				In line with the Council's Corporate Plan and Welsh Language policy, any publications or public communications regarding the project, to include press releases, social media posts, etc. will be translated into Welsh and will be released with no time delay

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			L	The nature of the investment plan will have no impact on biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x			L	The nature of the investment plan will have no impact on this 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			<p>The proposed project will support the Council's Corporate Plan to Recover, Reset, Renew, by delivering directly towards the following Well Being Objectives:</p> <ul style="list-style-type: none"> • All children get the best start in life • All communities are thriving and sustainable • Our local environment, heritage and culture can be enjoyed by future generations • Jobs and skills - local people are skilled and can access high quality, green jobs
Integration - how the initiative impacts upon our wellbeing objectives			As above
Involvement - how people have been involved in developing the initiative			As above
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			As above
Prevention - how the initiative will prevent problems occurring or getting worse			As above

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	
In line with Neath Port Talbot IIA screening form guidance, it has been determined that a full assessment is not appropriate in this instance, as the scheme will have a low impact on protected characteristics.	

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

	Name	Position	Signature	Date
Completed by	Julia Lewis	Strategic Funding Officer	J.Lewis	21.06.2022
Signed off by	Simon Brennan	Head of Service/Director	S Brennan	21.06.2022

