

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: To establish, advertise and recruit the Chief Executive – Celtic Freeport post.
Service Area: N/A
Directorate: N/A

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				Recruitment will be carried out in line with Council Recruitment Policies, ensuring fairness and inclusivity in approach. Reasonable adjustments to the recruitment process will be made for candidates that require it, in order to accommodate any special needs as a result of one or more of the protected characteristics.
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				Applications may be submitted in Welsh, applications submitted in Welsh will not be treated less favourably than an application submitted in English.
Treating the Welsh language no less favourably than English		X				As above.

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				This specific proposal relates to an internal process, with no impact. The Chief Executive will have a role in ensuring the safeguarding of the biodiversity of the Celtic Freeport area, and achieving the Celtic Freeport objective of "fast-tracking modern skills for new green industries and national decarbonisation". It is intended the initiative will create 16,000 new 'green' jobs.
To promote the resilience of ecosystems, i.e.		X				As above.

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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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		The main purpose of the job will be to create commercial opportunities, influencing businesses to relocate to and invest in Neath Port Talbot and the rest of the Celtic Freeport area, promoting tax benefits to create more jobs, regeneration and innovation, thus creating more prosperity for NPT. One of the long term benefits is the boost in green skills for future generations.
Integration - how the initiative impacts upon our wellbeing objectives	x		The Celtic Freeport will help ensure that our communities are thriving and sustainable and that local people have access to high quality, green jobs. The Chief Executive will have responsibility for delivering this.
Involvement - how people have been involved in developing the initiative	x		The Celtic Freeport Project Board have been involved in determining the steps to establishing the Celtic Freeport Company and including the appointment of a Chief Executive.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		The Celtic Freeport is a public – private partnership between Neath Port Talbot Council, Pembrokeshire County Council, Associated British Ports and the Port of Milford Haven.
Prevention - how the initiative will prevent problems occurring or getting worse	x		The Celtic Freeport will support the regeneration of communities across the Freeport area, bringing £5.5 billion of investment, significant employment opportunities and improved prosperity.

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 on any protected group as a result of this report.	

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				
Signed off by	Sheenagh Rees	Head of People & OD		5 th July 2023