

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Employee Financial Wellbeing Strategy
Service Area: All employees covered by the JNC for Local Government 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				
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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,		X				

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		This initiative will ensure that employees have the necessary support in place to manage their personal finances as well as the awareness to utilise our current rewards and benefits to their full potential.
Integration - how the initiative impacts upon our wellbeing objectives	X		This initiative impacts positively on wellbeing objective 4.
Involvement - how people have been involved in developing the initiative	X		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		We have spoken to external organisations such as Salary Finance and attended relevant conferences hosted by the CIPD to develop this initiative to benefit the employees of the Council.
Prevention - how the initiative will prevent problems occurring or getting worse		X	N/A – internal policy

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. 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	

	Name	Position	Signature	Date
Completed by	Robyn Mort	HR Policy & Practice Development Officer	<i>R. Mort</i>	11/08/2023
Signed off by	Sheenagh Rees	Head of People & OD	Sheenagh Rees	13/09/2023