

Impact Assessment - First Stage

1. Details of the initiative

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| Initiative description and summary: Unison Anti-Racism Charter |
| 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 | | | | | This initiative will have a positive impact on individuals by supporting the Council to remove any racial disparities for individuals from an ethnic minority background in recruitment, in promotions, in training |

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|--------------------|---|---|--|--|--|--|
| | | | | | | opportunities, in employment relations procedures such as disciplinary and in pay. |
| Religion/Belief | X | | | | | This initiative will have a positive impact on individuals by supporting the Council to remove any racial disparities for individuals from an ethnic minority background in recruitment, in promotions, in training opportunities, in employment relations procedures such as disciplinary and in pay. |
| 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 | | | | |
| 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? |
|--|-----|----|---------------------|---------------|-----------------|--|
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| To maintain and enhance biodiversity | | X | | | | |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | X | | | | |

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 | N/A |
| Integration - how the initiative impacts upon our wellbeing objectives | x | | This initiative impacts positively on wellbeing objective 4 by providing improved access to employment, promotion and training opportunities for individuals from an Ethnic Minority Background. |
| Involvement - how people have been involved in developing the initiative | x | | Becoming a proud Anti-Racist Council is part of the Council's Future of Work Strategy. The initiative has been raised formally via the Trade Unions in the Council and discussed with the Council's Ethnic Minority Employee Network |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | | x | We have worked with external organisations such as Neath Port Talbot Community BME Association, Race Council Cymru and Race Equality First on our Anti-Racism Actions as well as in Partnership with Unison in |

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| | | | developing our commitment to this initiative to benefit the employees and potential employees from ethnic minority backgrounds in 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):

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| A full impact assessment (second stage) is not required | X |
| 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. | |

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| A full impact assessment (second stage) is required | |
| Reasons for this conclusion | |
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| | Name | Position | Signature | Date |
|---------------|-----------------|---------------------|------------------|---------------------------------|
| Completed by | Tom Owen | HR Manager | | 12/09/2023 |
| Signed off by | Sheenagh Rees | Head of People & OD | Sheenagh Rees | 14 th September 2023 |