

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Corporate Strategy 2025/2028
Service Area: Corporate Policy, Performance & Engagement
Directorate: Strategy & Corporate Services
Strategic Decision: Yes

2. Does the initiative affect:

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

3. Evidence used in the Assessment

The well-being objectives set out in this Corporate Strategy 2025/2028 were informed by an extensive consultation exercise undertaken during 2021 to inform the Corporate Plan for the period of 2022/2027.

The consultation to initially determine the well-being objectives was branded as the 'Let's Talk' campaign, where we asked a variety of stakeholders what matters to them at that time, and what will matter to them in the future. A follow up to the 'Let's Talk' campaign was undertaken in 2023/2024, 'Let's Keep Talking'. This campaign determined the well-being objectives remained relevant. Both campaigns gathered qualitative data from a diverse range of stakeholders, including residents, community groups businesses, and public sector partnership.

The well-being objectives have therefore remained consistent throughout taking into account the priorities of stakeholders and those of elected members. The well-being objectives also continue to reflect demand for services and budgetary pressures, in a rapidly changing environment.

The Corporate Strategy 2025/2028 considers the council's short, medium and long-term vision. There has been no fundamental change to the strategic aims contained within the strategy compared to those contained in the previous Corporate Plan (although some have been reworded or merged to ensure they are clear and concise). In total 57 aims have been included within the corporate strategy across the well-being objectives, and the enabling programme, to align with our strategic approach and reflect ongoing work.

Overall the additions made to the Corporate Strategy 2025/2028 will strengthen our commitment to Welsh language and equalities, inclusion and diversity.

4. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L/D	Reasons for your decision and details of the impact
Age	✓	-	-	-	H	<p>The corporate strategy proportionally reflects support for individuals across all age groups. It outlines how the council intended to enhance support for children, young people and their families, as well as working-age and older adults.</p> <p>Our strategic aims for 2025/2028 are designed to address the diverse needs and requirement of all our residents, ensuring that everyone from youngest to oldest benefit from our services resulting in a more positive outcomes.</p> <p>By considering the unique needs of each age group, our strategy aims to create a more inclusive and supportive community. This holistic approach ensures that all residents regardless of age, can lead fulfilling lives and contribute positively their health and well-being.</p>
Disability	✓	-	-	-	H	<p>The corporate strategy has identified strategic aims that will potentially have a positive impact on those with a disability: for example, improved range of care and support networks, greater opportunities for participation and improvements to public rights of way.</p>
Gender Reassignment	-	-	✓	-	L	<p>During the initial consultation where it was felt that recognition and support for people sharing this characteristic</p>

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L/D	Reasons for your decision and details of the impact
						and that discrimination is currently experienced, we recognise that further consultation with individuals who share this protected characteristic during future engagement consultations is important.
Marriage/Civil Partnership	-	-	✓	-	L	There was no feedback in the initial consultation that addressed the impact the strategy might have on marriage or civil partnerships.
Pregnancy/Maternity	✓	-	-	-	H	The corporate strategy features aims which support children and parents/carers of children in their early years. Including, making sure it is clear how early help and support can be accessed by those children and families who need it. .
Race	✓	-	-	-	H	The corporate strategy has identified actions that will potentially have a positive impact on people from this group and all our communities; for example roll out and embedding of the new curriculum, cynefin, and cultural and heritage awareness. Equalities is at the heart of everything we do and that is demonstrated through all elements of the corporate strategy and the councils Strategic Equality Plan 2024-2028.
Religion/Belief	-	-	✓	-	L	There was no feedback in either of the consultations that addressed the impact the strategy might have on religion or belief/s.
Sex	-	-	✓	-		There was no feedback in either of the consultations that addressed the impact the strategy might have on sex.
Sexual orientation	-	-	✓	-	L	There was no feedback in either of the consultations that addressed the impact the strategy might have on sexual orientation.

5. 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	✓	-	-	-	H	There are specific actions aims set out in the corporate strategy to promote Welsh Language and culture. In particular, the measures the council proposes to take to increase the education and learning provision to grow the number of Welsh speakers in the area.
Treating the Welsh language no less favourably than English	✓	-	-	-	H	Efforts are being made to ensure that the five-year Welsh Language Promotion Strategy continues to inform and is integrated with the corporate strategy. The Welsh Language Promotion Strategy action plan is also developed in collaboration by a cross-party task and finish group with the assistance of Neath Port Talbot County Borough Council staff and a representative of Menter Iaith Castell-nedd Port Talbot (Menter Iaith CNPT) (Neath Port Talbot Language Initiative).

6. 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	✓	-	-	-	H	The corporate strategy includes a wellbeing objective that specifically targets the conservation and improvement of our natural environment, including biodiversity. It also sets our vision to value and cherish our environment and reverse the decline in wildlife and their habitats. Measures to encourage and deliver positive action either through supporting others or through direct action are set out and these will connect people to nature alongside conserving

						<p>and enhancing our biodiversity resource and embedding biodiversity benefits into the way the council works.</p> <p>The strategy will steer positive action for the medium and long term, ensuring the council will deliver the Biodiversity Duty, and contribute towards addressing the climate and nature emergencies.</p>
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓	-	-	-	H	<p>The corporate strategy includes a wellbeing objective and overall vision that aims to restore natural processes to mitigate and develop greater resilience to climate change. The importance of our natural environment (which includes ecosystems), its connectivity and the services that it provides us is clearly recognised. Measures to encourage and deliver positive action either through supporting others or through direct action to improve our natural environment are set out, these will ensure that the services that people gain from the natural environment will be improved and natural solutions to issues will be delivered through green infrastructure approaches. The strategy will steer positive action and promote ecosystem resilience, ensuring the council will deliver our Biodiversity Duty as well as contribute towards addressing the climate and nature emergencies.</p>

7. 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 corporate strategy sets out Neath Port Talbot Council's 20 year vision, along with a number of strategic aims, to ensure we continue to improve the services we deliver to support our communities, both now and in the future.</p> <p>This is a mid-term revision which sees the transition from a corporate plan to a corporate strategy, ensuring we are not continually updating the strategy and can demonstrate sustainability whilst embracing current</p>

			challenges. Our strategic aims consider long-term impact of our decisions and service delivery integrating social, economic, environment and cultural well-being, and promoting collaboration and inclusivity. These aims set out across our well-being objectives and enabling programme will undoubtedly have a positive impact on the future and the well-being of its residents both now and in the future, and allow us to adapt to challenges.
Integration - how the initiative impacts upon our wellbeing objectives	✓		The four well-being objectives were developed to show the council's contribution to the seven national, well-being goals. The strategy takes into account the Welsh Government's Programme for Government and other developments we anticipate will shape our future priorities such as climate change, the cost of living crisis and likely financial settlements. It also complements and can be integrated into local partnership plans and other regional or wider area work, including the Neath Port Talbot Public Services Board's Wellbeing Plan.
Involvement - how people have been involved in developing the initiative	✓		<p>The strategy has been transitioned from the corporate plan, which was informed by both the 'Let's Talk' and 'Let's Keep Talking' campaigns. Whilst developing the corporate strategy we have consulted with trade unions as part of our duty under the Social Partnership and Public Procurement (Wales) Act to reach consensus when setting and delivering our well-being objectives. Feedback has been incorporated into the corporate strategy and will be progressed further as part of the underpinning head of service business plans. Additionally, we will continue our arrangements to ensure we comply with the requirements contained within the Local Government and Elections (Wales) Act 2021, including the continued implementation of our Public Participation Strategy 2023/2027 and the on-going development of our annual self-assessment.</p> <p>To further evolve the corporate strategy, we have incorporated service user measures to identify areas where we can improve. This will be initial undertaken externally through the NPT Resident Survey, which launches in June 2025. Internally, we will utilise our Employee Survey. We are working to identify what other service user measures can be incorporated into Heads of Service Business Plans.</p>

Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	✓		The well-being objectives show the council's contribution to the social, economic, cultural and environmental well-being of Neath Port Talbot, but the council would be unable to make these improvements without collaboration. The council is a statutory partner of a number of multi-agency partnerships locally, regionally and across Wales including: the Public Services Board, Corporate Joint Committee, Voluntary Sector Liaison Forum, Regional Partnership Board and West Glamorgan Safeguarding Board.
Prevention - how the initiative will prevent problems occurring or getting worse	✓		Longer term aims have been set which include the facilitation of early intervention and preventative actions to improve the economic, social, environmental and cultural well-being of people living in Neath Port Talbot. Ongoing work to develop a holistic approach to quarterly performance reporting, will include progress updates on actions and measures, risk management, budget monitoring and workforce data which will highlight where further work needs to be undertaken to utilise early intervention and prevention.

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

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
Whilst the corporate strategy has transitioned from a corporate plan the well-being objectives and strategic aims remain the same since the initial consultation on the Corporate Plan 2024/2027. The aims set in 2022 were set with a medium and long-term vision and remain relevant. The minimal changes made to the aims are as a result of re-wording, to ensure they are clear and concise. Additions made to the strategy strengthen our commitment to the Welsh language and equalities, inclusion and diversity.	
A full impact assessment (second stage) is not required	✗

Reasons for this conclusion: A full impact assessment is not required as the well-being objectives have remained the same and there is therefore no statutory requirement to consult on the corporate strategy. In addition, the aims that were set out in the Corporate Plan for the period 2022-2027 remain relevant.

	Name	Position	Signature	Date
Completed by	Louise McAndrew	Corporate Strategic Planning & Governance Officer		20.02.2025
Signed off by	Noelwyn Daniel	Head of Service/Director		01.07.2025