

# **Well-being of Future Generations (Wales) Act 2015**

## **Integrated Impact Assessment**

**(includes Equalities, Welsh Language, Sustainability and Biodiversity)**



Before completing the Impact Assessment **PLEASE REFER TO THE CORRESPONDING GUIDANCE DOCUMENT** which provides essential background information.

An Integrated Impact Assessment **MUST** be completed for:

1. Any project (i.e. something that has a start and end date and is different from day to day business).
2. Where you are implementing significant change e.g. service provision.
3. For any Council / Cabinet report that is not part of an above mentioned project or significant change.

<b>Title of Project / Report:</b>	Request for Trades Union Representatives from the National Association of Schoolmasters Union of Women Teachers (NASUWT) and the National Education Union (NEU)
<b>Officer completing Impact Assessment:</b>	Fran Donnelly
<b>Lead Officer / Project Manager:</b>	Fran Donnelly
<b>Service:</b>	Human Resources
<b>Impact Assessment completion date:</b>	1 <sup>st</sup> October 2018

**Please give a brief description of the aims of the proposal:**

- 1.1 The Council believes in the principle of collective bargaining at both national and local level and recognises the important role of trade unions in promoting and developing good industrial relations, robust health and safety practices and an effective learning environment.
- 1.2 The Council also recognises that trade union representatives are entitled to reasonable time off to fulfil their functions and to undertake approved training relevant to those functions.
- 1.3 The purpose of this report is to consider the request from the National Association of Schoolmasters Union of Women Teachers (NASUWT) for the extension of the appointment of a full time trade union official and the request from the National Education Union (NEU) for the appointment of a part time trade union official.
- 1.4 The Council and Trade Unions agree as a general principle that each request for time off must be considered in the light of the operational requirements of the service.

**1. Merthyr Tydfil Well-being Objectives**

**Does your proposal help to deliver any of the Council’s Well-being Objectives identified below?**

Well-being Objectives	Does your proposal have a positive or negative impact on the Council’s Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
<b><u>Best Start to Life</u></b> Children and young people get			NA		

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
the best start to life and are equipped with the skills they need to be successful learners and confident individuals.					
<b><u>Working Life</u></b> People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil an attractive destination.	YES			Increased MTCBC employees access to tradue union offices advice tha they gain may benefit family memebtrs/friends	
<b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.			NA		
<b><u>Living Well</u></b> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.			NA		
<b>Sources of evidence to support the above:</b>					

**2. Sustainable Development Principles (The Five Ways of Working)**

**Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?**

<b>Five Ways of Working</b>	<b>How does your proposal demonstrate you have met the five ways of working?</b>	<b>Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts?</b>
<b>Long Term</b> - Thinking and planning for the long term.	The secondment if agree would be for a reoird of two years this allows for continuity	
<b>Prevention</b> - Preventing problems before they happen.	The trade unions assit prior to problems with the workforce occuring	
<b>Integration</b> - Integrating with other strategies.	The trade unions assit with the implementation of strategys within the workforece	
<b>Collaboration</b> - Collaborating with others.	The Trade Unions and the Council collaborate with a number of third parties in order to assist the workforce	
<b>Involvement</b> - Involving people and communities.		
<p><b>Sources of evidence to support the above:</b></p> <p><b>The Council and Trade Unions have a good working relationship in order to resolve issues in the workplace</b></p>		

### 3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Age			NA		
Disability			NA		
Gender Reassignment			NA		
Marriage and Civil Partnership			NA		
Pregnancy and Maternity			NA		
Race			NA		
Religion or Belief			NA		
Sex (Gender)			NA		
Sexual Orientation			NA		
Welsh Language			NA		
<b>Sources of evidence to support the above:</b>					

**4. Biodiversity**

**Does your proposal directly impact on Biodiversity?**

Biodiversity	Does your proposal have a positive or negative impact on Biodiversity? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Maintain and enhance biodiversity and ecosystem resilience			NA		
Sources of evidence to support the above:					

## 5. Summary

As a result of completing this Impact Assessment, how many positive and negative impacts does your proposal have? This section should then be included in the related Council/Cabinet report.

Please see the example provided in the **guidance document**.

	Positive Impacts	Negative Impacts	Not Applicable
<b>1. Merthyr Tydfil Well-being Objectives</b>	1 of 4	0 of 4	3 of 4
<b>2. Sustainable Development Principles - How have you considered the five ways of working:</b> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul>	5 of 5	0 of 5	0 of 5
<b>3. Protected Characteristics</b> ( <i>including Welsh Language</i> )	0 of 10	0 of 10	10 of 10
<b>4. Biodiversity</b>	0 of 1	0 of 1	1 of 1
<p><b><u>Summary:</u></b></p> <p>The main positive impacts are staff within the school setting will receive the advice required in accordance with their employment provisions.</p> <p>The main negative impacts are NONE</p>			

## 6. Actions

Based on the summary of your positive and negative impacts, identified in Section 5 above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts? Please identify any further actions you will need to undertake to better contribute to positive impacts and/or mitigate any negative impacts.

What are you going to do?	Estimated completion date	Who will be responsible?	Timelines/Milestones e.g. 6 months/over a year, etc.	Progress
Seek Council approval	24/10/2018	Fran Donnelly	October 2018	In progress

## 7. Version Control

The Impact Assessment should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. Please use the table below to keep a record of this process so that we can demonstrate how we have considered and built in the sustainable development principles where possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
001	Seeking Council approval	24/10/2018	

## 8. Sign off section

Approved by: ELLIS COOPER

Job Title: DEPUTY CHIEF EXECUTIVE

Approval date: 15<sup>th</sup> October 2018