

Notice of Motion - Integrated Impact Assessment Screening Forms

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area: **Councillors A Pugh, D H Hopkins, R C Stewart, A S Lewis, M C Child, E J King, L S Gibbard, R V Smith, R Francis-Davies, M Thomas & A H Stevens**

Directorate:

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

(b) Please name and fully describe initiative here:

Notice of Motion – Unity.

The huge social and political changes that the country has seen over the last few years have given rise to major social division especially along the lines of race, ethnicity, religion and nationality. One of the most worrying consequences of this is the sharp rise in reported race hate crimes which have increased by almost 30% since 2016. There is no place in a modern society for racial discrimination and intolerance and we should make a commitment to unite and eradicate it in all its guises.

The adoption of the Unity over Division Charter would provide a starting point for what will hopefully be a more proactive approach to building an inclusive workplace.

And so, we the Elected Members named above request that Swansea Council: -

1. Swansea Council will adopt the Unity of Division Charter
2. Swansea Council will appoint an Inclusion Champion, who will be the lead person for the Unity over Division Charter agenda, with the support of Trade Unions and the Council to collaborate, monitor, facilitate and promote workplace inclusion wherever possible.
3. Swansea Council will ensure that all staff members including schools are given mandatory training on how to adhere to the Council's Equality and Diversity Policy and will ensure that this document is reviewed annually.
4. Swansea Council stands together with Trade Unions provide informative and up to date materials aimed at helping to promote equality and harmony within the workplace.
5. Swansea stands together with Trade Unions to condemn incidents where there are local and national examples of hate crime and discrimination.
6. Swansea Council will work with all appropriate other agencies and organisations to promote cohesion inside and outside the workplace.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?

Please provide details below – either of your activities or your reasons for not undertaking involvement

Not applicable to Notice of Motions

Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Yes No

b) Does the initiative consider maximising contribution to each of the seven national well-being goals?

Yes No

c) Does the initiative apply each of the five ways of working?

Yes No

d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?

Yes No

Q5 What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk

Medium risk

Low risk

Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes

No

If yes, please provide details below
Impact on staff in terms of training requirements and policy updates

Q7 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

This NOM if approved will result in a positive benefit to all and cut across Council departments. All community's and groups will benefit from the action that will be put in place as a result of this NOM.

Outcome of Screening

Q8 Please describe the outcome of your screening below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q7)**

No full IIA required and impacts of this NOM are positive to all groups and communities

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:
Name: Rhian Millar
Job title: Access to Services Manager
Date: 14.10.21
Approval by Head of Service:
Name: Tracey Meredith
Position: Chief Legal Officer
Date: 14.10.21

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area:

Directorate:

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
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(b) Please name and fully describe initiative here:

Notice of Motion – Nature Emergency

This Council notes with alarm the urgency to take strong, relevant, and immediate measures to counter and minimise the scale and impacts upon mankind and wildlife of human-caused loss of biodiversity and global climate change.

The Council also notes the failure of countries globally (including the UK) to meet nearly all of the UN sustainable development goals, including for biodiversity, set in 2010, now to be reviewed at the COP 15 in October in Kunming, China – Intergovernmental Platform on Biodiversity and Ecosystems (IPBES).

We are facing a combined and inter-related local and global climate and ecological disaster, with 17% of species in Wales at risk of extinction. But we can change this by putting nature into recovery, which will also help to tackle climate change .

On 30 June 2021, the Welsh Government was one of the first parliaments in the world to declare a nature emergency. Climate Change Minister, Julie James, MS, announced that 'Restoring nature and mitigating the impact of climate change are top priorities for this government'.

Swansea Council declared a climate emergency in June 2019 and has since been developing a Climate Change Action Plan for the Council and for Swansea as a whole in collaboration with Swansea Environmental Forum and other stakeholders.

This Council recognises that biodiversity loss is every much as serious to our future survival as climate change – Nature contributes so much to our world, both in practical ecosystem service terms – carbon sequestration, fresh-water management, soil management, air pollution control, shade, cooling and flood prevention, food plants, medicines – and also in terms of natural beauty affecting mental health and well-being.

We therefore propose that, in support of the Welsh Government's declaration of a nature emergency, the Council declares a nature emergency and commits fully to preparing and delivering a Nature Recovery Action Plan to be implemented in tandem with the developing Climate Action Plan.

Much work is already being done:

- The Council has included a corporate priority well-being objective for nature recovery in its Corporate Plan for 2020-2022.
- It has supported the delivery of the 'Working With Nature' objective in the Swansea Public Services Board Well-being Plan.
- The Council has established a Climate Change and Nature Programme Board and a Steering Group to ensure that both issues are fully taken into account across all Service areas plans and projects.
- We have appointed a part time Biodiversity Officer, to work in collaboration with all Council Services, to ensure compliance with our Environment (Wales) Act biodiversity duty and to monitor and record progress, as well as providing advice and support for the preparation and delivery of a Section 6 Action Plan.
- We provide a lead role in co-ordinating and supporting the Local Nature Partnership (LNP), which has over 97 members from local wildlife and other organisations wishing to contribute to nature recovery.
- We also employ a temporary part time LNP officer who will co-ordinate the preparation of a Local Nature Recovery Action Plan.

However, whilst there is much good work being done and much progress being made, **we need to do more.**

The scale of the challenge requires increased prioritisation, additional commitment, and resources to ensure that we meet our targets to reverse the decline of biodiversity.

Specific actions could include:

- Maintaining and strengthening our corporate priority for Natural resources and Biodiversity including Climate Change.

- Refreshing the Swansea Climate Charter to become an integrated Climate and Nature Charter.
- Extending the terms of reference and membership of the current steering group on climate change to include nature and biodiversity and become the Climate Change and Nature Steering group .
- Continuing to work collaboratively with the Local Nature Partnership (LNP) and other key networks across Wales to make more space to enable nature to become abundant again. The LNP includes active nature conservation NGOs, such as RSPB, the Wildlife Trusts, Plantlife and Buglife as well as statutory agencies and research bodies, such as Natural Resources Wales and Swansea University.
- Increasing our work with local community groups and schools to facilitate the widest possible engagement of Swansea residents in maintaining and enhancing local wildlife.
- Seeking further support from UK and Welsh governments to provide us with the necessary powers and resources to ensure that we are empowered to maintain and enhance biodiversity.
- Seeking resources to provide sustainable long term core revenue and capital funding, thus enabling us to build the capacity and resources to plan and deliver long term strategies and initiatives for nature recovery (rather than relying on short term grant funded projects).

This Council resolves that:-

- The Council declares a nature emergency and creates a Climate Change and Nature Action Plan
- The Council extends the terms of reference and membership of the current Climate Change Programme Board and the Climate steering group to become the Climate Change and Nature Programme Board and respectively the Climate Change and Nature Steering Group
- The Council refreshes the Climate Change Charter to become an integrated Climate and Nature Charter
- The Leader of the Council writes to both the UK Prime Minister and to the First Minister for Wales requesting extra resources and powers to enable the Council to deliver upon a fully-fledged and integrated Action Plan for Nature and Climate Change.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further investigation
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Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches? Please provide details below – either of your activities or your reasons for not undertaking involvement

Not applicable to Notice of motions, there may be some engagement activity around the action plan and specific project as a result of this NOM

Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

- e) Overall does the initiative support our Corporate Plan’s Well-being Objectives when considered together?
Yes No
- f) Does the initiative consider maximising contribution to each of the seven national well-being goals?
Yes No
- g) Does the initiative apply each of the five ways of working?
Yes No
- h) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
Yes No

Q5 What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk

Medium risk

Low risk

Q6 Will this initiative have an impact (however minor) on any other Council service?

- Yes No If yes, please provide details below

If passed this NOM will result in additional work and resource in this area for the Council and its partners.

Q7 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

The impacts identified are all positive and the NOM supports many existing Council's and policies. Strengthening this will only have a positive impact on people and future generations. Specific actions will need to be subject to their own IIA and impacts identified as this work progresses.

Outcome of Screening

Q8 Please describe the outcome of your screening below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q7)**

This NOM will have a positive on people and Future Generations. If approved specific actions will need to be subject to the IIA process in their own right.

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:

Name: Rhian Millar

Job title: Access to Services Manager

Date: 14.10.21

Approval by Head of Service:

Name: Tracey Meredith
Position: Chief Legal Officer
Date: 14.10.21