

Corporate Appeals Policy

Wellbeing Impact Assessment Report

This report summarises the likely impact of a proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	231
Brief description:	Updating and reviewing the Corporate Appeals Policy. Appeals mechanism for any Employee Relations matters
Date Completed:	25/04/2017 14:58:53 Version: 1
Completed By:	Elin Hughes
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,

IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

Does it need more thought?

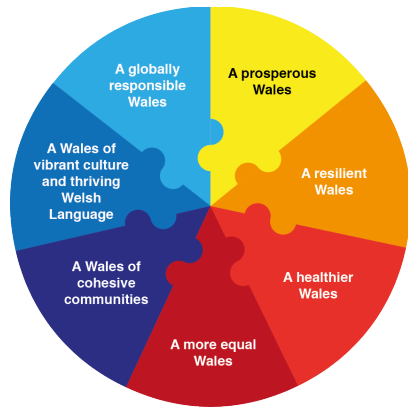
(1 out of 4 stars)



Actual score: 8/ 24.

Summary of impact

Wellbeing Goals



A prosperous Denbighshire	Positive
A resilient Denbighshire	Neutral
A healthier Denbighshire	Positive
A more equal Denbighshire	Positive
A Denbighshire of cohesive communities	Neutral
A Denbighshire of vibrant culture and thriving Welsh language	Positive
A globally responsible Denbighshire	Positive

Main conclusions

Further discussion will take place with the corporate improvement team regarding the suitability of the Well-being Impact Assessments

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact:	Positive
Justification for Impact:	Ensuring fair and consistent process for the employees of DCC, many of whom are residents of Denbighshire. The fair process will ensure reputation as a fair employer

Positive consequences identified:

One of the largest employers in the area. Ensuring we have fair and equitable policies for our employees securing jobs for the long term and maintaining good retention rates.

Unintended negative consequences identified:

Mitigating actions:

A resilient Denbighshire

Overall Impact:	Neutral
Justification for Impact:	The appeals policy does not have an impact on any of the above criteria

Positive consequences identified:

Unintended negative consequences identified:

Mitigating actions:

A healthier Denbighshire

Overall Impact:	Positive
Justification for Impact:	Fair process for staff. Will help to ensure the health and wellbeing of the workforce

Positive consequences identified:

Fair process for staff. Will help to ensure the health and wellbeing of the workforce
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Access to Occupational Health services for all employees of DCC

Unintended negative consequences identified:

Can be an emotive situation for those involved in an employee relation process

Mitigating actions:

Minimise the negatives by having a fair and consistent process in place

A more equal Denbighshire

Overall Impact:	Positive
Justification for Impact:	Having a policy in place to potentially appeal against dismissal gives people the opportunity to remain in employment and reduce their risk of poverty

Positive consequences identified:

Fair and consistent process for all

Having a policy in place to potentially appeal against dismissal gives people the opportunity to remain in employment and reduce their risk of poverty

Unintended negative consequences identified:

May be a lack of understanding of the policy by some groups. Potential language barrier. Lack of accessibility in different format

Mitigating actions:

A Denbighshire of cohesive communities

Overall Impact:	Neutral
Justification for Impact:	appeals policy has no impact on communities

Positive consequences identified:

Unintended negative consequences identified:

Mitigating actions:

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact:	Positive
Justification for Impact:	Bilingual policy and supporting documents. Opportunity to go through the process in preferred language

Positive consequences identified:

Bilingual policy and supporting documents. Opportunity to go through the process in preferred language
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Unintended negative consequences identified:

Limited availability of Welsh speakers

Mitigating actions:

by providing Welsh courses to staff - increases the number of Welsh speakers

A globally responsible Denbighshire

Overall Impact:	Positive
Justification for Impact:	Ensuring fair employment practices for our workforce and sharing good practice with the rest of the county and wider

Positive consequences identified:

Ensuring fair employment practices for our workforce and sharing good practice with the rest of the county and wider

Unintended negative consequences identified:

Mitigating actions: