

# Family Friendly Policies

## 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:	365
Brief description:	Flexible Working Policy Managing Carers Leave Policy Parental Leave Policy (maternity, paternity, adoption, shared) Time off Work Policy
Date Completed:	Version: 0
Completed by:	
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

Could you do more to make your approach more sustainable?

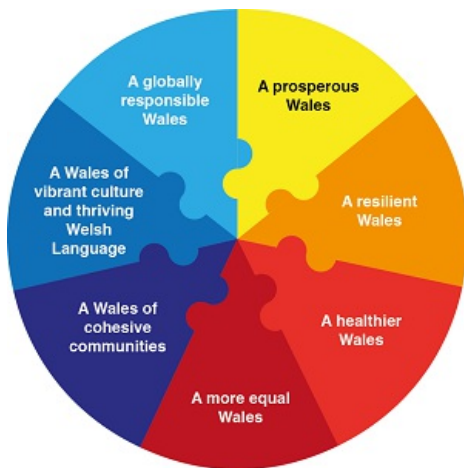


(2 out of 4 stars)

Actual score : 16 / 24.

## Summary of impact

Wellbeing Goals



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

## Main conclusions

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	Overall, the policies provide a mechanism for those with caring and parental responsibilities to remain in work/learning and build skills within the community through facilitating learning/upskilling. Providing a better work life balance and the ability to pursue other opportunities and life skills (e.g. military reservists, on call fire fighter) whilst retaining paid employment

### Positive consequences identified:

Flexible working policy encourages the use of alternative methods of working which in turn promotes less travel - working from home, hot desking closer to home/meetings, Jabber, video calling etc. Less cars and congestion in rural/towns - less emissions etc By providing family friendly leave enables families to utilise local services and spend in local shops outside of your normal weekend hours.

More opportunities for some to continue in employment e.g. working parents utilise the flexible working and time off work policies

Facilitates staff to upskill whilst remaining in employment e.g. magistrates, reservists, volunteering, career breaks, courses/qualifications etc.

The policies facilitate working parents and carers to continue in employment/learning, whilst balancing their family needs. Facilitating family friendly policies can encourage parents to return to work and access local Childcare, therefore increasing demand

### Unintended negative consequences identified:

Career break, maternity and paternity leave could potentially increase the carbon due to extra travel Less people spending within local shops and communities due to them not being in the office locality. By providing leave employers may attract additional costs to cover the vacated posts.

Less jobs available for new starters in the local area as more people are able to remain in work due to increased retention

The Council could lose skills for a temporary period whilst employees are on leave. Maybe a delay in skills and training being acquired due to the time off work.

More pressure on childcare providers to provide flexible childcare outside of the traditional working day

### Mitigating actions:

N/A

## A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	As above

### Positive consequences identified:

Flexible working means more working at home, therefore buildings can be closed

### **Unintended negative consequences identified:**

Increased energy usage from people working from home/alternative locations

### **Mitigating actions:**

n/a

## **A healthier Denbighshire**

Overall Impact	Positive
Justification for impact	As above

### **Positive consequences identified:**

Allows people to have a healthy work life balance e.g. work around health appointments, exercise classes, children's social activities, healthy hobbies etc.

Allowing a good work life balance, could mean that there is more time to prepare fresh, home cooked meals, or grow your own vegetables.

Allows people to have a healthy work life balance e.g. exercise classes, children's social activities, and exploring outside areas, healthy hobbies, and local community groups etc.

Allows people to have a healthy work life balance, which all reduces stress and improve emotional and mental well-being e.g. exercise classes, children's social activities, and exploring outside areas, healthy hobbies, and local community groups etc.

Family Friendly policies allow easier access to healthcare appointments and services during their normal operating time frames

### **Unintended negative consequences identified:**

Some people can experience social isolation when not in work, which can impact on emotional and mental well-being

### **Mitigating actions:**

## **A more equal Denbighshire**

Overall Impact	Positive
Justification for impact	As Above

### **Positive consequences identified:**

All family friendly policies are applicable to all employees and provide an equal opportunity for all staff and exceed the minimum legislative requirements

The policies allow for staff to be able to accommodate appointments and programmes in a flexible manner (e.g. smoking cessation, caring for a chronic condition with medical appointments)

The family friendly policies enable an employee to retain their employment and reduce benefit claims

### **Unintended negative consequences identified:**

### **Mitigating actions:**

## A Denbighshire of cohesive communities

Overall Impact	Positive
Justification for impact	As above

### Positive consequences identified:

The time off work policies can encourage participation in volunteer schemes to build a cohesive community

### Unintended negative consequences identified:

### Mitigating actions:

## A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	

### Positive consequences identified:

### Unintended negative consequences identified:

### Mitigating actions:

## A globally responsible Denbighshire

Overall Impact	Neutral
Justification for impact	

### Positive consequences identified:

### Unintended negative consequences identified:

### Mitigating actions: