

Recruitment Policies

Well-being Impact Assessment Report

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

Assessment Number:	359
Brief description:	The Application of Recruitment Policies in DCC:- - Relocation Policy - Secondment Policy - Providing Employment References Policy - Psychometric Policy - Recruitment & Selection Policy - Agency Workers Policy - DBS Policy - Equal Opportunities in Employment Policy - Fixed Term Policy - Probationary Period Policy/Procedure
Date Completed:	21/10/2019 16:42:55 Version: 4
Completed by:	Andrea Malam
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,
Who will be affected by the proposal?	Current and future staff, potential candidates from the community
Was this impact assessment completed as a group?	Yes

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

★ ★ ★ ★ (3 out of 4 stars) Actual score : 20 / 30.

Implications of the score

This WIA is a review of the recruitment and selection related policies. Therefore, it impacts on staff and potential candidates from within the local community, and consultation is with key managers and unions as representatives of the current workforce. Engagement and involvement is therefore carried out, and policies are reviewed regularly to ensure they are suitable for the current economic climate, employment legislation and best practice methods. The policies are sustainable in the long term but reviewed in short term to ensure suitability, meaning changes are implemented where appropriate. Collaboration is also undertaken with external organisations to ensure best practice and new innovative ways of working are shared and adopted.

Summary of impact

Well-being Goals

A prosperous Denbighshire

A resilient Denbighshire

A healthier Denbighshire

A more equal Denbighshire

A Denbighshire of cohesive communities

A Denbighshire of vibrant culture and thriving Welsh language

A globally responsible Denbighshire

Positive

Positive

Neutral

Neutral

Neutral

Neutral

Neutral



Main conclusions

Our Recruitment Policies and Procedures ensure that we are legislatively compliant, and have implemented online methods for efficiency. Where barriers are predicted or identified, action has been and will be taken to overcome these.

Evidence to support the Well-being Impact Assessment

- ☐ We have consulted published research or guides that inform us about the likely impact of the proposal
- ☐ We have involved an expert / consulted a group who represent those who may be affected by the proposal
- ☒ We have engaged with people who will be affected by the proposal

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	The recruitment and selection policies enable a fair, robust process for providing career and development opportunities for those who reside in the county, and further afield. In most areas where potential barriers are predicted, consideration has been given and solutions are implemented.
Further actions required	Not Applicable

Positive impacts identified:

A low carbon society	Utilising online technologies for recruitment processes means that there is a reduction in the amount of travel and paperwork
Quality communications, infrastructure and transport	
Economic development	The policies provide a fair system for employment opportunities and various types of employment status, and multiple routes into employment and potentially upskill people. Attracting people to work for DCC from outside of the County through the relocation policy
Quality skills for the long term	The policies provide a fair system for employment opportunities and various types of employment status, and multiple routes into employment and potentially upskill people. Development is encouraged and supported via secondment policy
Quality jobs for the long term	The policies provide a fair system for employment opportunities and various types of employment status, and multiple routes into employment and potentially upskill people
Childcare	The recruitment process enables managers to fully consider alternative delivery options to support those with child or caring responsibilities.

Negative impacts identified:

A low carbon society	Potential for some people to be put off by the online technologies, so career days will be set up, which means that a large number of people attend a day where only a couple of appointments are needed
Quality communications, infrastructure and transport	As above - digital methods could impact those with a disability, low income, poor digital infrastructure - therefore alternative recruitment methods which do not require this are applied where suitable
Economic development	
Quality skills for the long term	Due to the current economic climate, we are no longer able to guarantee long term employment.
Quality jobs for the long term	Due to the current economic climate, we are no longer able to guarantee long term employment.

Childcare	Some roles are unable to be delivered in an alternative way
------------------	-------------------------------------------------------------

A resilient Denbighshire

Overall Impact	Positive
Justification for impact	Online processes mean there is less paper etc. used, and the processes are quicker and more efficient.
Further actions required	As above

Positive impacts identified:

Biodiversity and the natural environment	
Biodiversity in the built environment	
Reducing waste, reusing and recycling	Using less paper through the online process where possible, and nearly all processes are undertaken online.
Reduced energy/fuel consumption	Online assessments and interviews can be done rather than travelling in to do them via assessment centres
People's awareness of the environment and biodiversity	
Flood risk management	

Negative impacts identified:

Biodiversity and the natural environment	
Biodiversity in the built environment	
Reducing waste, reusing and recycling	
Reduced energy/fuel consumption	
People's awareness of the environment and biodiversity	
Flood risk management	

A healthier Denbighshire

Overall Impact	Neutral
Justification for impact	As above

Further actions required	As above
---------------------------------	----------

Positive impacts identified:

A social and physical environment that encourage and support health and well-being	
Access to good quality, healthy food	
People's emotional and mental well-being	
Access to healthcare	
Participation in leisure opportunities	

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	
Access to good quality, healthy food	
People's emotional and mental well-being	
Access to healthcare	
Participation in leisure opportunities	

A more equal Denbighshire

Overall Impact	Neutral
Justification for impact	As above
Further actions required	We have tried to combat this by providing recruitment days to target those hard to reach potential employees. Online processes can be amended to accommodate reasonable adjustments.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	The policies address all forms of discrimination and outline process to be followed to ensure the whole community are supported in employment and development opportunities
People who suffer discrimination or disadvantage	
Areas with poor economic, health or educational outcomes	
People in poverty	Tools/processes are in place to enable low income individuals/people in poverty to find employment opportunities

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	Due to all processes being done online (where possible) we are inadvertently putting some groups at a disadvantage. i.e. age and disability.
People who suffer discrimination or disadvantage	
Areas with poor economic, health or educational outcomes	
People in poverty	

Overall Impact	Neutral
Justification for impact	We automatically comply with legislation as an employer and provide DBS checks and have traineeship/development programmes etc.
Further actions required	NA

Positive impacts identified:

Safe communities and individuals	
Community participation and resilience	
The attractiveness of the area	
Connected communities	
Rural resilience	

Negative impacts identified:

Safe communities and individuals	
Community participation and resilience	
The attractiveness of the area	
Connected communities	
Rural resilience	

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	We meet the Welsh Language standards as a minimum so we are compliant with legislation
Further actions required	N/A

Positive impacts identified:

People using Welsh	
Promoting the Welsh language	
Culture and heritage	

Negative impacts identified:

People using Welsh	
Promoting the Welsh language	
Culture and heritage	

A globally responsible Denbighshire

Overall Impact	Neutral
Justification for impact	N/A
Further actions required	N/A

Positive impacts identified:

Local, national, international supply chains	
Human rights	
Broader service provision in the local area or the region	

Negative impacts identified:

Local, national, international supply chains	
Human rights	
Broader service provision in the local area or the region	