

Appendix 2

To impact Assess the programme of work linked to the North Wales Growth Deal and associated governance agreement

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:	840
Brief description:	The North Wales Economic Ambition Board has developed with UK and Welsh Government a programme of work to deliver the growth deal. In addition the partners have agreed a governance arrangement to codify relations and establish a governance framework.
Date Completed:	Version: 0
Completed by:	
Responsible Service:	Business Improvement & Modernisation
Localities affected by the proposal:	Whole County,
Who will be affected by the proposal?	Residents and businesses will be impacted by the delivery of the Growth deal and associated governance arrangements.
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 : 25 / 30.

Implications of the score

High Level set of programmes and projects with detailed 5 case business models, while in draft still to be fully developed and agreed by Government.

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

Neutral

Positive

Positive

Positive

Neutral

Neutral



Main conclusions

On balance, the Growth Bid for North Wales is assessed as having a positive impact on North Wales generally and Denbighshire specifically. Its main benefits come from the increased employment opportunities, economic activity, personal and business wealth and wellbeing its activities will create, leading to more vibrant and sustainable communities with reduced deprivation and worklessness, and a reduction in the inequalities arising from deprivation.

There are risks, however - both in terms of how inclusive the growth will be and the impact that growth could have on the region generally and Denbighshire specifically.

Attention is already being paid to measures needed to ensure inclusive growth. Skills and Employment are a key feature of the Growth Bid proposal, with a specific focus on both skills for young people and also employability improvement for working age adults currently furthest from the workplace. Initiatives are also planned to ensure local supply chain and local businesses benefit from inward investment propositions and transformational projects.

Potential adverse impacts on the natural environment, sustainability and Welsh Language and culture will be carefully monitored through the regional partnership. This assessment has identified a number of positive mitigating factors in this regard. Further work is needed on these to ensure potential adverse impacts are minimised and positive opportunities are captured.

The region's individual planning systems will have a strong role to play in ensuring growth does not overwhelm what makes the region a good place to live currently. There is a recent requirement by Welsh Government for regions to produce their own regional development plan which should ensure consistency of approach of a region and strengthen the strategic planning aspect of the Growth Deal.

There will also need to be careful and close working among all public services to ensure that any increase in population arising from the anticipated economic growth is managed and that services are planned and adequately resourced to deal with any increased demand.

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 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	<p>The Growth Bid is specifically designed to grow the economy of North Wales, whilst at the same time safeguarding social, environmental and cultural well being. The Bid aims to support and retain young people in the region by creating new employment opportunities, increasing affordable housing options and creating a more vibrant lifestyle. The Bid is also intended to address worklessness and economic inactivity.</p> <p>Denbighshire is well positioned to benefit from an improved economy in North Wales as a whole. As well as having specific employment sites identified on which business growth can happen, the county's workforce will be able to travel easily to jobs outside the county, particularly to the East in the already strong economies of Flintshire, Wrexham and Chester where demand for workforce is already starting to outstrip supply. This will need to be dealt with in light of Covid-19.</p>
Further actions required	<p>The main potential for negative consequences arise from the risk that economic growth happens around Denbighshire and does not benefit the county. Officers are already working to minimise this risk through the Council's existing Economic & Community Ambition Strategy that seeks to support our indigenous business base to grow and develop, as well as creating an attractive environment for new businesses to set up and grow. Governance arrangements including the Economic Ambition Board its sub groups and Programme Office will be key to the monitoring of the delivery of the outcomes of the projects and provide a mechanism to intervene to ensure that wherever possible the desired outcomes are achieved. Within the Growth Bid work, programmes have been identified to ensure region wide skills development for the benefit of existing residents, including retaining young people who have traditionally left the region for employment. There is also a programme focusing on connecting existing local North Wales businesses into supply chain opportunities that may arise from wider economic growth. Locally, DCC officers have been working hard to make it easy for local businesses to enter the council's supply chain and to connect local businesses with wider regional opportunities. The risk of increased travel for and to work will in part be addressed by a focus on improving public transport infrastructure and services. In particular, the North Wales Metro concept will seek to address current deficiencies. Covid-19 and the resulting increases in remote working may reduce the need for travel. Creation of local jobs close to/well connected to major centres of population in the region will also help to mitigate commuting risks. There is currently a substantial outward migration of workers to jobs outside North Wales and outside individual counties within North Wales.</p>

Positive impacts identified:

A low carbon society	<p>The Growth Bid features Energy, particularly renewable energy, as one of its sectors for growth.</p> <p>An increase in locally accessible high quality jobs will reduce the need for commuting, reducing carbon impact.</p> <p>Improved public transport connectivity is a key feature of the Growth Bid. This has the potential to reduce reliance on private car travel and reduce carbon consumption.</p>
Quality communications, infrastructure and transport	<p>The Growth Bid also highlights investment in communication and transport infrastructure as a key component in the economic growth envisaged. Broadband, mobile telecommunications are all specifically identified.</p> <p>The need to invest in Housing delivery is also highlighted.</p>
Economic development	<p>The Growth Bid is intended to grow the economy of North Wales as a region significantly. It is also intended that this growth is spread across the region and not just clustered in one area.</p> <p>Denbighshire is well positioned to benefit from economic growth, particularly in North East Wales and the immediate cross border area.</p>
Quality skills for the long term	<p>A core part of the Growth Bid is a Skills and Employment plan. Specific initiatives have been identified to ensure skills are developed among the regional workforce to complement the jobs being created. From Denbighshire's perspective, Working Denbighshire are also involved.</p>
Quality jobs for the long term	<p>The Growth Bid envisages a growth of new jobs over the next 20 years. By focusing on specific sectors of growth - energy and advanced manufacturing in particular - the expectation is that these will be high quality, high value employment opportunities. Denbighshire is well placed to benefit as it is located closest to the already strong economies of Flintshire, Wrexham and Chester and with improved employment opportunities and transport connectivity, it will be easier for Denbighshire residents to access the new jobs.</p> <p>There are also 2 key strategic employment locations within the county - at St Asaph and Bodelwyddan. Growth in the region as a whole will make these attractive locations for businesses given their relative proximity to the North England economy and location on the strategic transport corridors of road and rail on the North Wales coast.</p>
Childcare	<p>Increased employment will increase the demand and sustainability for childcare provision in the county.</p>

Negative impacts identified:

A low carbon society	<p>There is a risk that improved connectivity encourages more commuting, particularly if new jobs are not spread across the region.</p>
Quality communications, infrastructure and transport	<p>As noted above, increased economic growth may also lead to increased travel - both to and for work, and may increase road freight if investment in rail is insufficient.</p>
Economic development	<p>There is a risk that growth is not spread and benefits are only felt by one part of the region.</p> <p>Local businesses may struggle to compete with new employers offering higher quality jobs.</p>

Quality skills for the long term	Local businesses may struggle to compete with new employers offering higher quality jobs. If schools and colleges are not sufficiently engaged, skill development will not happen for the local resident workforce and new job opportunities will be filled by inward commuters.
Quality jobs for the long term	There is a risk that new jobs created will not benefit Denbighshire residents. Additional work will be required to ensure residents are well skilled, aware of the new employment opportunities and easily able to access them through improved transport infrastructure.
Childcare	The Growth Bid does not specifically consider impact on childcare provision.

A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	Increased energy consumption and most likely increased fuel consumption are inevitable consequences of increased economic activity. The Growth Bid has not considered explicitly environmental considerations at this stage. Implementation at individual project level will enable a closer analysis of issues, but is unlikely to remove entirely the potential for unintended negative consequences in this area.
Further actions required	Businesses will be encouraged to consider renewable energy sources. Employees (and businesses) will be encouraged to consider lower carbon modes of transport. Larger businesses will be expected - by the planning process - to demonstrate how they are encouraging Green travel among their workforce. Investment in public transport infrastructure will increase the likelihood of it being used in preference to private car. All individual developments will be controlled for environmental and biodiversity impact through the planning process. The same will apply to flood risk management. Growth in the renewable energy and clean technology sector as a result of the Growth Bid activity will increase Wales and the UK's ability to reduce consumption and reduce negative impacts on the environment.

Positive impacts identified:

Biodiversity and the natural environment	There will be a focus on renewable low carbon energy should have a positive impact on environmental issues and developments will be designed to protect and at least maintain biodiversity.
Biodiversity in the built environment	As with the natural environment every effort will be made to protect or at least maintain biodiversity where possible.
Reducing waste, reusing and recycling	A growth sector identified in the North Wales Growth Bid is renewable energy and clean technologies. This has the potential to impact positively. Growth in advanced manufacturing and materials may increase the potential for reuse and recycling of materials, but nothing specific is planned.
Reduced energy/fuel consumption	Some potential for reduced fuel use if outward commuting can be reduced by creation of more jobs locally, or within closer distance. Digital investments will enable the development of small businesses in rural areas thereby reducing the need to travel.
People's awareness of the environment and biodiversity	Potential positive, as a result of developing local renewable energies in North Wales the local population and workforce are better aware of environmental and biodiversity issues.

Flood risk management	All developments will have regard through the planning process of flood risk management and will seek to mitigate any risks.
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Negative impacts identified:

Biodiversity and the natural environment	Development of employment sites may at times impact on issues of biodiversity or environment. It is expected that these will be managed through the Planning process.
Biodiversity in the built environment	Impact on the built environment will be managed through the planning process as projects develop.
Reducing waste, reusing and recycling	An increase in both business activity and population risks having a negative impact on waste generated. North Wales councils have good levels of performance in recycling and waste avoidance. There is no reason to believe this will change.
Reduced energy/fuel consumption	<p>Increased business activity will increase energy consumption in the county and across the region. Businesses themselves will be incentivised to keep this as low as possible (minimised costs) and will be likely to be seeking renewable sources.</p> <p>Fuel consumption may increase if jobs are not evenly spread across the region (although there is significant outward migration already from the region for employment).</p> <p>Travel for business (employees and goods/freight) may also increase leading to increased fuel use.</p>
People's awareness of the environment and biodiversity	People will not be less aware as a result of this work.
Flood risk management	We do not foresee any negative impact on flood risk management.

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	Increased employment, economic activity and household income are all associated with higher levels of well being - or at least their lack is commonly associated with lower levels. By improving employment opportunities, Denbighshire and North Wales residents will be at less risk from the many various impacts of multiple deprivation.
Further actions required	Careful planning will need to take place with BCUHB and other public services, including Councils' own services, to ensure that any population growth arising from the increased economic growth is planned for and that services can respond.

Positive impacts identified:

A social and physical environment that encourage and support health and well-being	Employment and economic activity has been shown to have a positive impact on health and wellbeing, and for deprivation to have a negative impact. The Growth Bid plans to increase employment opportunities, reduce worklessness and improve economic activity rates across the region. In Denbighshire, the highest levels of unemployment, economic inactivity and low household income are in Rhyl. With its location on the main public transport network, and its proximity to major employment locations at St Asaph, Bodelwyddan and slightly further afield at Deeside, Rhyl is well positioned to offer its residents easy access to new job opportunities being created.
Access to good quality, healthy food	Programme will seek to enhance food and drink and agriculture sectors.
People's emotional and mental well-being	Employment and economic activity, together with higher household incomes, are associated with higher levels of emotional and mental well-being.
Access to healthcare	The Growth Deal is not directly linked to healthcare provision.
Participation in leisure opportunities	The tourism sector will be enhanced as part of the Deal. Income of residents will benefit from the Deal allowing them to enjoy more leisure opportunities.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	We don't envisage any negative impacts.
Access to good quality, healthy food	We don't envisage any negative impacts.
People's emotional and mental well-being	We don't envisage any negative impacts.
Access to healthcare	There is a risk that if population grows faster than the ability of health services to respond, access to healthcare may become harder.
Participation in leisure opportunities	We don't envisage any negative impacts.

A more equal Denbighshire

Overall Impact	Positive
Justification for impact	The main aim of the Growth Bid is to increase employment, reduce economic activity and bring higher levels of income to the region. This will address the economic inequality and deprivation that exists in many parts of the region. Rhyl and upper Denbigh are particularly well placed to benefit and have the highest levels of deprivation in the region.

<p>Further actions required</p>	<p>The Growth Bid already envisages specific work with groups furthest from the work place - both young people and working age adults - through the Skills and Employment Plan to minimise the risk of excluding from economic growth. Working Denbighshire are involved from a local aspect to ensure those furthest from the workplace are upskilled to access the opportunities offered by the Growth Deal. Work has already started in a number of locations, including Rhyl, with Department for Work & Pensions to improve employment opportunities for local disadvantaged residents. Skills development work will also seek to minimise risk of exclusion. As noted previously, Rhyl and Denbigh are particularly well located for their residents to have access to increased employment opportunities. These locations, alongside the skills development work and investment in public transport infrastructure, will all help to minimise risks of exclusion/maximise potential for benefit.</p>
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Positive impacts identified:

<p>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</p>	<p>Improved economic 'wealth' across the region has the potential to benefit all groups. Businesses will be required to consider their individual approaches to people with protected characteristics in their own employment policies.</p> <p>The Growth Bid specifically identifies a goal of improving the employment and retention of young people in the region.</p>
<p>People who suffer discrimination or disadvantage</p>	<p>It is hoped that the Deal will benefit those people and the digital aspect will enable people to work flexibly.</p>
<p>Areas with poor economic, health or educational outcomes</p>	<p>Improved economic activity and reduced deprivation will have an impact on reducing health inequalities. Enhanced opportunities for education and skills development.</p>
<p>People in poverty</p>	<p>The Growth Bid is specifically intended to improve levels of employment and address economic inactivity and worklessness. More people in employment and more higher value employment opportunities will increase household income across the region. There will be reduced reliance on benefits.</p>

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	There are no specific considerations given at Growth Bid level to the impact of economic growth on the well being of people with protected characteristics.
People who suffer discrimination or disadvantage	We don't envisage any negative impacts. Individual projects and businesses will need to consider any negative impacts on disadvantaged groups.
Areas with poor economic, health or educational outcomes	There is a risk that without additional focus on people already furthest from the workplace, the new employment opportunities will not benefit them.
People in poverty	There is a risk that without additional focus on people already furthest from the workplace, the new employment opportunities will not benefit them.

A Denbighshire of cohesive communities

Overall Impact	Positive
Justification for impact	It is anticipated that more economically active communities will be more resilient and feel safer. The Growth Bid is intended to deliver more economically active communities. On balance, it is expected that this growth will have a positive impact on cohesiveness of communities.
Further actions required	Community development work will need to take place alongside the economic growth strategy to ensure that communities remain connected whilst growth is happening. Communities with a strong sense of identity will be better placed to absorb population growth without it impacting adversely. The Planning system will be required to manage the potential for adverse impacts of new developments and to minimise these as far as possible through their planning decisions and conditions. Council's Local Development Plans will need to be clear about where employment and housing growth will and will not be allowed.

Positive impacts identified:

Safe communities and individuals	Increased employment/income and reduced deprivation may have a positive impact on community safety/may help to address issues of anti social behaviour (including drug and alcohol misuse) experienced in parts of the region at the moment.
Community participation and resilience	More economically active communities may be more willing to participate and invest in their own resilience (fewer other things to worry about) - however, the evidence is not strong that this happens naturally. Community participation will be addressed through the planning process.

The attractiveness of the area	Vibrant towns and communities are strongly associated with good levels of employment and household income. A more vibrant community is more likely also to be a more attractive place.
Connected communities	Physical and digital activity will enhance connectivity.
Rural resilience	Digital connectivity and improved economic activity all have the potential to make our rural communities more resilient.

Negative impacts identified:

Safe communities and individuals	We don't envisage any negative impacts.
Community participation and resilience	There is a risk that communities become less rather than more connected. There are some concerns that increased population resulting from inward migration, rather than retention of existing working age residents, may reduce community participation and identity.
The attractiveness of the area	There is a risk that increased economic activity leads to over development and/or urbanisation of the region and Denbighshire's natural environment, making it less attractive.
Connected communities	We don't envisage any negative impacts.
Rural resilience	The investment is located predominantly in our main communities and not trickled down to the rural communities.

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	<p>Economic growth in North Wales has great potential to offer employment opportunities to working age residents from the area, many of whom leave the region for work - either on a daily basis or permanently. In Denbighshire at least there is strong evidence that this section of the population is missing and increased employment may be a way of reversing this trend. Retention of existing residents is likely to have a positive impact on Welsh Language, culture and heritage through retaining language skills and personal history/affinity with local culture, traditions and heritage.</p> <p>There is a risk, however, that jobs will be filled by residents new to North Wales and that new businesses will not see the importance of Welsh Language and culture. This has the potential to reduce prominence of the Welsh Language and have an adverse impact on culture and heritage.</p> <p>On balance, the impact is likely to be neutral - with some jobs being successful in retaining existing residents who would otherwise have moved elsewhere for work and others being filled by new residents with less affinity for Welsh language, culture and heritage.</p>

<p>Further actions required</p>	<p>All Councils need to be alert to the risk of adverse impact on Welsh language, culture and heritage. Welsh Language promotion and education will need to continue and perhaps be strengthened. Availability of Welsh language classes for new residents to the region could help to increase awareness and language skills. Ensuring young people in particular are aware of the increased employment opportunities to encourage retention within the region will be important. Availability of affordable housing for young families will also be important, close to new employment opportunities and providing good access to education, including in Welsh language. The tourism sector should be encouraged to maximise the potential from local culture and heritage and to make sure it is prominent in their visitor offers. This can help to create a unique and attractive visitor brand as well as safeguarding and promoting the region's culture and heritage and the Welsh Language. Working in partnership with Anglesey and Gwynedd (the latter of which is the host authority for the regional partnership) the promotion of Welsh language standards will remain central to the foundations of the partnership working and the business plans for each of the programmes.</p>
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Positive impacts identified:

<p>People using Welsh</p>	<p>Research has suggested that increasing employment opportunities for young people in North Wales will help to retain that section of the population that is currently lost to the region. Given the quality of Welsh Language education within the school system, retention of more locally educated young people will have a positive impact on promotion and use of the Welsh language.</p>
<p>Promoting the Welsh language</p>	<p>All Councils adhere to the Welsh Language Standards, which include a responsibility to promote use of the Welsh Language. Working in partnership with Gwynedd and Anglesey councils where Welsh is the predominant business language will also help to ensure that this regional partnership maintains high standards as far as promoting the Welsh language is concerned.</p>
<p>Culture and heritage</p>	<p>A higher profile for North Wales as a region has the potential to highlight the rich culture and heritage of the area. Tourism is acknowledged to be an important economic sector across the region and is likely to grow further as a result of more general economic growth.</p>

Negative impacts identified:

<p>People using Welsh</p>	<p>There are concerns that if new jobs are filled by people moving in to the region, there will be an adverse impact on use of the Welsh Language as the proportion of Welsh speakers is reduced.</p>
<p>Promoting the Welsh language</p>	<p>Non Welsh companies moving to locate in North Wales may not have the same commitment to promotion and use of Welsh as indigenous businesses. This may dilute Councils' work to promote the language.</p>
<p>Culture and heritage</p>	<p>As noted above, if new jobs are filled by inward migration rather than existing residents retained, there is a risk that knowledge of local culture and heritage will be reduced without specific efforts to educate, inform and promote.</p>

A globally responsible Denbighshire

<p>Overall Impact</p>	<p>Neutral</p>
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Justification for impact	It is difficult at this stage to assess the impact of the Growth Bid on global responsibility. The growth sectors identified (particularly energy and clean technologies, and advanced manufacturing) have the potential to increase global resilience but at strategic level it is impossible to assess this at present.
Further actions required	As mentioned previously, growth needs to be carefully planned alongside other service providers to ensure that any growth in population does not cause an adverse impact on the ability of services to respond to population needs. It is generally expected that increased economic wealth will improve funding available for public services in the region but this is not guaranteed and will need to be carefully managed.

Positive impacts identified:

Local, national, international supply chains	There is a specific strand of work within the Growth Bid proposals to ensure local supply chains are maximised in major inward investment propositions. Individual councils are likely to have social benefit clauses that incentivise use of local labour and supply chains. DCC has been successful in recent developments for ensuring local benefit for residents and businesses in this way. Increased local/Welsh/UK business, particularly manufacturing and energy, may reduce reliance on imported goods and services. The proposals are at too high a level to consider the impact on particular raw materials or supply chains.
Human rights	Individual projects and businesses will need to assess the impact on human rights.
Broader service provision in the local area or the region	Increased economic activity and wealth should have a positive impact on funding for local services, although increased population in itself may increase demand.

Negative impacts identified:

Local, national, international supply chains	There is a potential risk that new industries established in North Wales are supplied by the wider world.
Human rights	We don't envisage any negative impacts on human rights however individual projects and businesses will be expected to protect human rights in all their dealings.
Broader service provision in the local area or the region	There is a risk that if development is not carefully planned alongside service provision, that capacity to respond will be adversely affected.

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