

Volunteering Policy

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:	887
Brief description:	A new volunteering policy that ensures a consistent approach to volunteering across the council, whilst allowing for flexibility within each Service to meet their needs. Included with this are supporting guides and documents to support both managers and volunteers.
Date Completed:	20/01/2021 11:18:07 Version: 1
Completed by:	Felicity Chandler
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,
Who will be affected by the proposal?	Managers of volunteers, residents seeking volunteering opportunities within the council, and existing volunteers.
Was this impact assessment completed as a group?	No

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 : 21 / 30.

Implications of the score

Some areas within this are not relevant to the policy. However, this policy will be supported by Volunteer Champions who can feed back good practice, lessons learnt and feedback from volunteers and managers. The policy provides a sustainable approach for volunteering across all Services in the council, and will be regularly reviewed as part of HR's policies.

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

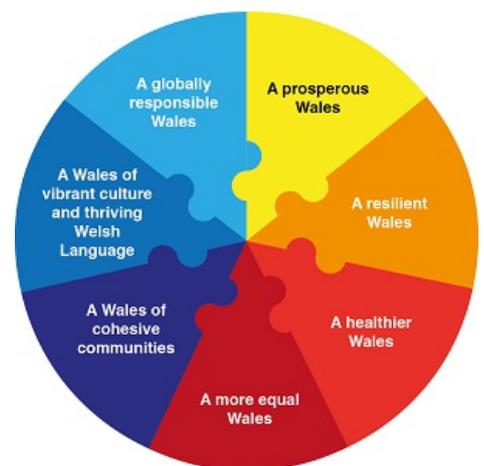
Positive

Positive

Positive

Neutral

Positive



Main conclusions

The volunteering policy will overall positively impact on local residents, local communities and council service delivery. The policy ensures all managers and volunteers are fully supported in achieving meaningful placements that will promote positive mental and physical wellbeing, as well as supporting our local area and heritage through appropriate volunteering activities.

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 policy allows for individuals to develop behaviours and skills which will positively impact on their mental and physical wellbeing, as well as supporting their ability to access long term employment.
Further actions required	In promoting the use of volunteers within the council, more managers will feel supported to provide opportunities in more areas, which will in turn support local communities. Managers need to be supported to consider their target audience and advertise through multiple channels to reach all, including those disadvantaged. The use of the supporting guidance documents will enable managers to create meaningful opportunities that fully engage and support all volunteers.

Positive impacts identified:

A low carbon society	This policy does not cover this element - neutral impact
Quality communications, infrastructure and transport	This policy does not cover this element - neutral impact
Economic development	Policy enables volunteers to support local communities. Policy supports those at disadvantage to gain meaningful volunteering opportunities.
Quality skills for the long term	Enables volunteers to develop skills and experience in new areas/career aspiration areas. Opportunities to develop life and work skills and behaviours, leading to mental and physical wellbeing outcomes, as well as opportunities for work and income.
Quality jobs for the long term	Policy will enable individuals to develop skills for long term employment. Policy supports the reduction of inequalities for those in low paid, low skilled jobs.
Childcare	This policy does not cover this element - neutral impact

Negative impacts identified:

A low carbon society	This policy does not cover this element - neutral impact
Quality communications, infrastructure and transport	This policy does not cover this element - neutral impact
Economic development	Contribution to communities relies on volunteering opportunities being created in this area. Opportunities advertised primarily online only.
Quality skills for the long term	
Quality jobs for the long term	
Childcare	This policy does not cover this element - neutral impact

A resilient Denbighshire

Overall Impact	Positive
Justification for impact	The policy supports the development of volunteering opportunities within areas that support the environment and biodiversity, but this is dependant on these opportunities being developed.
Further actions required	Sharing of good practice amongst the Champions group, to encourage more use of volunteers within key areas.

Positive impacts identified:

Biodiversity and the natural environment	Volunteering opportunities that support the preservation and enhancement of landscape character across the county, particularly the AONB, can be supported through this policy.
Biodiversity in the built environment	Policy does not cover this element - neutral impact
Reducing waste, reusing and recycling	Policy does not cover this element - neutral impact
Reduced energy/fuel consumption	Policy does not cover this element - neutral impact
People's awareness of the environment and biodiversity	Policy supports the use of volunteering within all areas of the council, and certain opportunities will therefore raise people's awareness of the environment and biodiversity.
Flood risk management	Policy supports the development and use of emergency situation volunteers, to help support the impact of crisis such as flooding

Negative impacts identified:

Biodiversity and the natural environment	
Biodiversity in the built environment	Policy does not cover this element - neutral impact
Reducing waste, reusing and recycling	Policy does not cover this element - neutral impact
Reduced energy/fuel consumption	Policy does not cover this element - neutral impact
People's awareness of the environment and biodiversity	Reliant on volunteering opportunities to be developed within this area
Flood risk management	Reliant on volunteering opportunities to be developed within this area

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	Volunteering supports individuals mental and physical wellbeing.

Further actions required	Ensure managers guidance is clear and up to date, to enable all managers to effectively support volunteers to ensure their mental and physical wellbeing and health is supported fully.
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Positive impacts identified:

A social and physical environment that encourage and support health and well-being	Policy supports volunteering opportunities to be developed that promote a safe environment. Volunteering itself can support individuals to feel more fulfilled and less likely to engage in risky behaviours.
Access to good quality, healthy food	Policy does not cover this element - neutral impact
People's emotional and mental well-being	Volunteering provides motivation and a sense of fulfilment. Engaging in volunteering can support a sense of control, reduces isolation and enables people to participate in community and economic life, and positively impacts on emotional wellbeing and resilience. The policy supports good management of volunteers to fully realise all the above.
Access to healthcare	Policy does not cover this element - neutral impact
Participation in leisure opportunities	Volunteering opportunities in physically active areas is supported.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	
Access to good quality, healthy food	Policy does not cover this element - neutral impact
People's emotional and mental well-being	
Access to healthcare	Policy does not cover this element - neutral impact
Participation in leisure opportunities	

A more equal Denbighshire

Overall Impact	Positive
Justification for impact	Those most disadvantaged are likely to gain the most from volunteering. The policy and supporting documents outlines this clearly, and supports managers in ensuring these groups are fully able to participate in volunteering.
Further actions required	Ensure managers are supported in considering those living in poverty or unable to access online resources, and to develop ways to target these groups. Volunteering Champions group will support this and will be used to share good practice.

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>Policy specifically encourages and supports managers to consider those more disadvantaged and to enable them to take part in volunteering.</p>
<p>People who suffer discrimination or disadvantage</p>	<p>Policy specifically encourages and supports managers to consider those more disadvantaged and to enable them to take part in volunteering.</p>
<p>Areas with poor economic, health or educational outcomes</p>	<p>Policy specifically encourages and supports managers to consider those more disadvantaged and to enable them to take part in volunteering.</p>
<p>People in poverty</p>	<p>Policy specifically encourages and supports managers to consider those more disadvantaged and to enable them to take part in volunteering.</p>

Negative 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>People who suffer discrimination or disadvantage</p>	
<p>Areas with poor economic, health or educational outcomes</p>	
<p>People in poverty</p>	<p>Most volunteering opportunities advertised online, which those living in poverty may not be able to access as easily.</p>

Overall Impact	Positive
Justification for impact	Volunteering can bring communities together and supports individuals to participate in their local area.
Further actions required	Volunteering Champions group will support managers to develop more volunteering opportunities that supports the community and local area.

Positive impacts identified:

Safe communities and individuals	Volunteering opportunities can support individuals to engage with more people, to allow them opportunities to disclose safeguarding or domestic abuse concerns.
Community participation and resilience	Volunteering allows individuals to contribute and participate in community activities, and to strengthen community resilience, and provides the opportunity for them to voice their opinions to internal officers.
The attractiveness of the area	Volunteering opportunities within this area are supported through this policy, enabling individuals to contribute to making the area attractive and protected.
Connected communities	Policy supports large volunteering opportunities that allow individuals to connect
Rural resilience	Policy supports volunteering opportunities that support the quality and character of the natural and built rural landscape, and supports people wishing to reach and use the countryside as a place for recreation and enjoyment. Policy also allows for those on low wages or in part-time or seasonal employment to develop skills for career progression.

Negative impacts identified:

Safe communities and individuals	
Community participation and resilience	
The attractiveness of the area	Reliant on volunteering opportunities to be developed in this area.
Connected communities	
Rural resilience	

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	The policy supports the use of Welsh language but does not specifically seek to raise this.
Further actions required	Volunteer Champions group will support managers in creating opportunities that support local culture and heritage.

Positive impacts identified:

People using Welsh	Policy supports individuals to use Welsh but this is not an area of focus in this policy - neutral impact.
Promoting the Welsh language	Policy supports individuals to use Welsh but this is not an area of focus in this policy. Some opportunities may require Welsh language as essential, assessed when creating opportunity - neutral impact.
Culture and heritage	Policy supports the development of volunteering opportunities which support the local culture and heritage

Negative impacts identified:

People using Welsh	
Promoting the Welsh language	
Culture and heritage	Reliant on opportunities being developed in this area.

A globally responsible Denbighshire

Overall Impact	Positive
Justification for impact	Policy supports the rights of volunteers, and provides best practice approaches that are over and above the legal minimums to ensure a fulfilling opportunity for individuals.
Further actions required	Volunteer Champions will encourage the use of more volunteers which support Service delivery and will share good practice.

Positive impacts identified:

Local, national, international supply chains	Policy does not address this area - neutral impact
Human rights	Policy supports best practice in all aspects of the recruitment and retention of volunteers, supporting volunteers rights and wellbeing.
Broader service provision in the local area or the region	Policy enables more volunteering opportunities to be created which can support other Services in their delivery

Negative impacts identified:

Local, national, international supply chains	Policy does not address this area - neutral impact
Human rights	
Broader service provision in the local area or the region	