

North Wales Growth Integrated Impact Assessment Report

Programme	Land and Property Programme
Project	Former NW Hospital
Lead officer responsible for assessment	David Mathews
Office responsible for monitoring impact	David Mathews
Date assessment completed	27/11/2023
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DETAILS OF PROPOSAL - Aim/Purpose/Outcome

*Proposal refers to what is being assessed and includes, policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals

Background: The main building is a Grade II* Listed structure constructed in 1848 which had numerous extensions and detached ancillary buildings constructed up to the 1960's. The hospital closed in the mid 1990's and was sold into the private sector. The whole complex of buildings fell into disrepair after closure and a number of failed planning proposals to redevelop the site. In July 2018 Denbighshire County Council (DCC) acquired the site by use of a Compulsory Purchase Order and after a competitive process DCC appointed a preferred partner for the site and entered into a Development Agreement with NHW Limited and Jones Bros Ruthin Development Holding Limited (Jones Bros). In 2019 Jones Bros were granted control of the site by DCC and initially undertook safeguarding and security works to the buildings and they currently have a training facility set up in the grounds – cabins as training rooms and offices, specific areas for plant operations etc to upskill workforce. They also responsible for security on site, which is necessary to prevent further vandalism.

North Wales Growth Deal Funding of just under £7m of capital investment will contribute towards the following works on site:

Conversion, restoration, part demolition and adaptation of main range listed buildings to residential use (up to 34 dwellings);

Demolition of Nurses Home, Mortuary, Isolation ward and former gasworks buildings;

Development of land within the hospital grounds for mixed use as enabling development, including 300 residential units and approximately 1114 square metres of business space.

Provisional outcomes for the project are: up to 74 new jobs, new business space providing 1,100m² of commercial accommodation suitable for a variety of businesses. Residential Developments of residential land for 300 homes. It has been agreed that the project will be broken into three phases:

Phase 1 works to commence Q1 2024 (demolition, remediation, ecology, archaeology, and other activities as agreed between Jones Bros and Ambition North Wales).

Phase 2 works commence mid 2024-2034 (new build enabling development)

Phase 3 works (TBC) anticipated post 2028 (conversion and adaptation of the main range listed building).

Other Strategies and Policy fit: WG Prosperity for All Strategy - Poor quality housing contributes to poor health. Addressing local housing need with the provision of appropriate, quality housing will support the delivery of healthier communities and better environments and directly delivers the priority action area of housing. Taking steps to stabilise rural towns and villages will support businesses to drive prosperity and support the development of entrepreneurialism, building ambition and encouraging lifelong learning. This delivers the priority action area of skills and employability.

Other national policies. Environment (Wales) Act 2016. Net Zero Wales Plan Carbon Budget (2021-25). Stronger, Fairer, Greener Wales ; net zero skills. Future Wales the national plan 2024. details of how the Project will contribute towards these are seen below under the 7 well-being goals below.

The Project will contribute to these policies by:

JBLs policy alignment and contributions are shown in these documents

•Equalities Policy

•Welsh Language Policy

•Sustainability Policy

Additional regional level policy fit. The compliance with Growth Deal objectives has been confirmed in the SOC. There are the following additional regional policy contributions –

Regional Economic Framework – the Project is one of the region's largest housing and brownfield developments and a leading example of a public-private delivery model.

Growth Vision for North Wales – the Project sustains a population and workforce in Denbigh contributing to economic growth

Ambition North Wales carbon reduction and bio-diversity gain in Growth Deal programme (2022) – the Project makes significant gains through remediation of brownfield contaminated land, preserving heritage buildings, increasing bio habitats and green space, improving sustainable transport, employing and training local labour and sustainable construction techniques.

Purpose

The document outlines the integrated impact assessment undertaken as part of this proposal. This integrated approach ensures that the impact assessment is proportionate and at the centre of policy making and delivery. The aim is to take a rounded view of the main impacts, both positive and negative and involve all persons affected by the proposal; and uses evidence to meet both the requirements of the *legislations* in the short-term and long-term.

The Integrated Assessment covers 3 key areas: Well-Being, Equalities and Welsh Language and provides an overall conclusion as to the impact the proposal will have. It will highlight any positive outcomes, ensure consideration is given against each of the elements within these 3 keys areas and detail any mitigating actions required using the Five Ways of Working.

Well-being:

The assessment will record any positive contributions and potential negative impacts against each of the 7 Well-Being goals in line with the Well-Being of Future Generations Act 2015. The objective will be to seek and secure where possible, sustained improvements in the economic, social, cultural and environmental wellbeing of people in the region and Wales as a whole. To identify key learning points through the 5 ways of working and seek to embed these improvements through a range of mediums: stakeholder engagements, looking at the long-term effects of the proposal and implementation of an agreed action plan to ensure monitoring of negative mitigations and contributions to positive impacts.

Equalities:

The duty to undertake Equalities Impact Assessment (EqIA) arises from the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2010. This assessment will help to ensure that any policies and decisions do not discriminate, that they promote equality wherever possible and that they foster good community relations. This will involve assessing the likely effects on people in respect of disability, gender, race, language, age, sexual orientation, gender reassignment and religion or belief. Where relevant, consideration will also be give to marriage and civil partnership and maternity and pregnancy. Additionally, it will consider it essential the policies and decisions are assessed in order to determine their impact on Welsh language. The assessment will proactively consider the positive and negative impact against the 11 Protective Characteristics as required under the equalities legislation (Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. This will ensure that there is no unlawful discrimination, harassment or victimisation and there is an equality of opportunity between people who share a relevant protected characteristic. Due regard will be given for advancing equality throughout the proposal.

Welsh Language:

The assessment reviews the impact of the proposal against the 3 Themes within the WG guide in line with The Welsh Language (Wales) Measure 2011; Well-being of Future Generations (Wales) Act 2015 and the The Wales Spatial Plan

Monitoring and Review:

Any actions identified as part of this impact review will be included in the action plan and reviewed regularly by the programme board. This document may be updated to include additional actions as identified as part of this monitoring process.

Supplementary Evidence - Links to documents/webpages (5 Ways of Working)	Well-Being	Equalities	Welsh Language
<p>Integration: What evidence and data has informed your proposal? Detail any policies and processes used in support of the assessment</p>	<p>ETHICS AND BUSINESS INTEGRITY POLICY Behaving ethically is essential to working with Jones Bros, their values of openness, collaboration, mutual dependency, professional delivery, sustainable profitable growth and innovation are the standards by which they have been judged since Jones Bros foundation. As individuals, collectively and as a company they will: • Apply the principles set out in the Ethics and Business Integrity Policy in everything they do • Ensure that they comply with company policies and procedures • Comply with applicable laws, rules and regulations and where the standards of behaviour expected by Jones Bros are higher, they will apply these higher standards • Seek guidance where they are unsure of the appropriate course of action. This Ethics and Business Integrity Policy sets out the standards and behaviours that all Jones Bros employees are expected to meet.</p> <p>ANTI-SLAVERY POLICY Modern slavery is a crime that affects many people across the world. All in Jones Bros have a responsibility to be alert to the risks, however small, in their business and in the wider supply chain. All Staff are expected to report concerns and management are expected to act upon them.</p> <ul style="list-style-type: none"> • Levelling Up Agenda • Low carbon impact • Housing supply and affordability • Heritage & Conservation • Denbighshire Adopted Local Plan - specific policy for Enabling Development which is applied to FNWH • Housing Market Needs Assessment shows a need for 155 homes per year for the whole of the County over the period of the Local Development Plan (2018 - 2023) • Employment Land and Needs Assessment suggests need for 47.60 ha of land for employment development over the whole of the County to 2033. • North Wales Regeneration Plan 2018-35 - Priority Regeneration Area : Denbigh Thematic Priority : Housing Renewal 	<p>EQUALITY AND DIVERSITY POLICY Jones Bros Ruthin believes that everyone should be treated fairly and that they are entitled to work in an environment which respects their personal dignity and is free from harassment, victimisation and bullying. Everyone is valued irrespective of age, race, gender, gender reassignment, religion or belief, marriage and civil partnership, disability, pregnancy and maternity, sexual orientation or employment status. This policy is to ensure that all employees and prospective employees are treated fairly, and no one receives less favourable treatment on any of the above grounds or is to be disadvantaged by requirements, conditions or practices which cannot be shown to be justifiable. The policy is aimed at ensuring the fair treatment of all people at work. It intends to put standards in place which will prevent all forms of unfair treatment, harassment, bullying, offensive, unfair and unacceptable behaviour, whether or not such behaviour is unlawful. In 2022, Rayhanneh Saboonpaz, (Quality Manager) for Jones Bros lifted the lid on life at Jones Bros as part of a Women in Construction and Engineering event at Coleg Cambria in Wrexham. Around 75 schoolgirls from eight schools attended the event held at the college's Bersham Road site, which featured leading names from both construction and engineering.</p>	<p>Welsh Language Policy Jones Bros is committed to treating Welsh and English on the basis of equality, as far as they are reasonably able to do so. They will ensure that they make constant progress towards achieving this ambition, and this Welsh Language Policy sets out their current commitments in relation to using Welsh. The scope of their commitments in this policy is limited to activities and services in Wales or which are delivered to people who are Welsh speakers, and is also limited to activities and services which they are able to control or influence. Wherever reasonable, they will produce external facing published communications in Welsh. This includes: • Permanent and temporary signage • Website content • Recruitment advertising • Printed Publications • Promotional literature and display items Whenever appropriate and possible, they will communicate with our business contacts in Welsh. They are aware of the language choice of established business contacts. Most of Jones Bros staff are bilingual and are encouraged to offer this service to anyone they communicate with. This includes: • Face to face communication; • Telephone conversations; • Paper and electronic correspondence</p>
<p>Collaboration: Stakeholders involved in the impact assessment and consultation process</p>	<p>Denbighshire County Council Residents Supply Chain NRW Residents Association North Wales Police Welsh Water</p>	<p>A copy of this policy will be displayed on staff notice boards and will be brought to the attention of all new employees at the time of their joining the staff team.</p> <p>Regional Skills Partnership</p>	<p>Jones Bros encourages every contractor or third party that delivers services within Wales their behalf to comply with this policy.</p> <p>Regional Skills Partnership</p>
<p>Involvement: Who does this proposal affect and how have they been involved in the consultation process</p>	<p>Residents Local Businesses - SME's on Site Other community interests - new green spaces/public realm, local sports clubs, External professional advisers - design, planning, legal, business case, funding, cost, marketing (Avison Young) Stakeholder sub groups eg skills centre, Community assets, listed building</p>	<p>Local Residents Potential employees Supply Chain</p>	
<p>Long-term: Base line information used to balance short-term needs and safeguard meeting long-term needs</p>			
<p>Prevention: Details of any action plans following consultations to include monitoring</p>	<p>This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.</p>	<p>This policy will be reviewed annually and any changes made communicated to all Jones Bros employees.</p>	<p>This policy will be reviewed annually and any changes made communicated to all employees.</p>

WELL-BEING IMPACT ASSESSMENT

The assessment will identify the impact against each of the 7 Well-being Goals and provide an overall Well-being rating being Positive / Neutral / Negative. It will also provide evidence in support of the results and detail any mitigating actions required to minimise any negative effect.

The overall impact rating for this section will be determined on the highest number of Positive, Neutral and Negative impacts recorded against each Well-Being goals.

Where there may be a negative impact identified a proposed action plan must be completed to determine what mitigating actions will be undertaken and monitored to minimise the effect.



IMPACT AGAINST THE 7 Well-being Goals			
A prosperous NW Region	Positive	A NW Region of cohesive communities	Positive
A resilient NW Region	Positive	A NW Region of vibrant culture and thriving Welsh language	Positive
A healthier NW Region	Positive	A globally responsible NW Region	Positive
A more equal NW Region	Positive	OVERALL WELL-BEING ASSESSMENT	POSITIVE

Note the overall Well-being assessment conclusion below:

The Project will re use a derelict, historic building, remove derelict assets and remediate a contaminated site. This will provide new homes and business premises, create new employment opportunities to benefit the local economy. The development will incorporate the use of low carbon construction materials and on site renewable energy, it will incorporate active travel and on site open space and integrate this into the adjacent town. The developer has a well developed recruitment process for new members of staff and a strong ethos of offering training and apprenticeships opportunities to all parts of society. The safeguarding of an important historic building has an important cultural impact with its links to its former use and the reuse of the site will mitigate developments on greenfield areas and avoid loss of biodiversity.

A prosperous NW Region:
An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

Overall Impact	Result:	Positive
Justification for Impact	The Project will create construction jobs, and permanent jobs plus construction and civil engineering training and apprenticeships.	
Further actions Required	Taking steps to stabilise rural towns and villages will support businesses to drive prosperity and support the development of entrepreneurialism, building ambition and encouraging lifelong learning. This delivers the priority action area of skills and employability. The Project will provide long term skills development and apprenticeships in the construction and civil engineering sector for local people. The Project will also engage local construction labour and supply chain through a Jones Bros local labour plan.	

A resilient NW Region:
A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

Overall Impact	Result:	Positive
Justification for Impact	<p>The Project will increase the 8600 population of Denbigh by c 700 people contributing to the long term sustainability of the town. 2 no bat houses to be constructed. The Biodiversity and Eco-Resilience Masterplan identifies the areas set aside for biodiversity which are to be managed and maintained in perpetuity. These include areas with public access and ornamental planting.</p> <p>Infrequently mown grassland/traditional hay meadow - e.g. areas to the south boundary of the site:</p> <ul style="list-style-type: none"> • Wet meadow e.g. area around the pond to the east, this would be created and retained as wet meadow. • Woodland and mature trees creation, retention and protection • Hedgerows creation, retention and protection to provide shelter, foraging and connectivity • Ornamental planting to include formal shrubberies and planting associated with the retained historic buildings • Wildflower planting- e.g. smaller areas around the site where suitable, and on terraced areas adjacent to pond in the centre of the site • Ponds - two ponds - area dependent upon future designs, topography and Sustainable Drainage Systems • Green infrastructure - biodiversity within the built environment • Bat roosting habitat - two bespoke bat buildings, hibernacula, bat boxes (on existing trees and proposed and retained buildings) • Retention and creation of foraging and dispersal habitat for bats and other wildlife including the retention and/or creation of 'dark corridors' • Reptile and amphibian hibernacula at suitable locations • Nesting birds - installation of bird boxes on existing trees and proposed buildings 	
Further Actions Required	The Project will be built to reduced carbon emissions both embodied and operational with on site renewable energy to mitigate reliance on the national grid. The existing bio diversity on site will be enhanced in line with the target of a 10% increase. Habitat mitigation measures will be in place during demolition phase. Ecologist Consultant appointed and working with NRW to ensure provisions are in place.	

A healthier NW Region: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	
Overall Impact	Result: Positive
Justification for Impact	The Project creates a sustainable extension to the town with green spaces and enhanced active travel and pedestrian links to the town and its amenities
Further Actions Required	<p>Poor quality housing contributes to poor health. Addressing local housing need with the provision of appropriate, quality housing will support the delivery of healthier communities and better environments and directly delivers the priority action area of housing. The Project will enhance the pedestrian and cycle network between the site and town centre and extending bus routes and will meet the needs and aspirations of the site for businesses and communities.</p> <p>As discussed in the Transport and Access Statement the site is located in a sustainable location on the outskirts of Denbigh. This will result in shorter car journeys being made and will allow journeys to be made on foot or by bike. This will contribute towards the reduction in greenhouse gas emissions and reduce congestion.</p> <p>To allow the future residents to have the option to work from home and to ensure that the development meets the needs of the present and future generations the applicant intends to install infrastructure which will allow for super-fast broadband.</p>

A more equal NW Region: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).	
Overall Impact	Result: Positive
Justification for Impact	Jones Bros will use its equality policies across its supply chain for construction workers and apprentices A derelict listed building and inaccessible site will be opened up with latest accessibility standards within its boundaries and linked to the town
Further Actions Required	Jones Bros have a well established ethos of recruiting local labour for its projects in an open, fair and transparent manner offering opportunities to all applicants. They actively engage with local communities, schools and colleges to recruit under represented members of the society into their workforce.

A NW Region of cohesive communities: Attractive, viable, safe and well-connected communities.	
Overall Impact	Result: Positive
Justification for Impact	<p>The objective of the Project is to become an integrated part of Denbigh and its communities and to strengthen and complement the town. Community cohesion and retention of young people - Boost to regional visitor economy through increased visits. Protect listed building, reduce current anti social behaviour/vandalism, blight on local area, creating jobs new housing through regeneration of site. Strong community engagement ethos - involving local communities in project development, supporting local business, providing career opportunities, and playing an active role in the local community</p>
Further Actions Required	The Project will increase Denbigh's population by c 10% making town facilities, businesses and schools more viable. The redevelopment of the site and the conversion/refurbishment of the listed building will provide a link to its previous use and its importance to the local community given its historic long term impact on the town. The provision of open space, improved access and community facilities will help integrate the site into the town.

A NW Region of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.	
Overall Impact	Result: Positive
Justification for Impact	<p>The Project restores an important historic building in North Wales The Project helps to sustain and grow a population in Denbigh and therefore contributes to its long term culture and vibrancy Jones Bros adhere to a Welsh language policy for their projects</p>
Further Actions Required	The Project will protect and enhance heritage buildings and will create social amenities on site for the resident community and wider town. The former hospital has had an important cultural impact on the town and its safeguarding is an important measure culturally. The former hospital has played an important role in Welsh culture, sport and recreation and the new use will continue these benefits into the future.

A globally responsible NW Region: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	
Overall Impact	Result: Positive
Justification for Impact	The Project is a major contributor to ANWs strategy to strengthen the local and regional economy in an environmentally sustainable manner
Further Actions Required	The Project will create a new sustainable homes and business premises for Denbigh on a derelict brownfield site. The Project will demolish and remediate contaminated land and buildings, protect and enhance green spaces, provide improved habitat for biodiversity, reuse materials on site and mitigate disposal of materials to landfill. The development will be future proofed by providing reduced carbon during construction, the provision of onsite renewable energy systems and the delivery of high insulation homes.

<u>Evidence to support the Well-being Impact Assessment</u>	
<input type="checkbox"/>	We have consulted published research or guides that inform us about the likely impact of the proposal
<input type="checkbox"/>	We have involved an expert / consulted a group who represent those who may be affected by the proposal
<input type="checkbox"/>	We have engaged with people who will be affected by the proposal



EQUALITY IMPACT

This sections seeks to identify the impact the proposal will have on the protective characteristics. The aim will be to actively encourage equality and recognise the different needs, requirements and goals; to activity work against all forms of discrimination by promoting good relationships and mutual respect within and between our communities, residents, elected members and workforce. The aim is to be inclusive and create equality irrespective of ethic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh Language in line with the Equality Act 2010.

This will included our duty to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.



IMPACT AGAINST THE 11 PROTECTED CHARACTERISTICS			
Race	Positive	Gender Reassignment	Positive
Sex	Positive	Religion or Belief	Positive
Disability	Positive	Age	Positive
Welsh Language	Positive	Pregnancy	Positive
Sexual Orientation	Positive	Marriage	Positive
Civil Partnerships	Positive		
OVERALL EQUALITIES ASSESSMENT			POSITIVE

Note the overall conclusion below:

Positive assessment due to the Equality and Diversity Policy in place. Jones Bros is committed to actively upholding social values and providing positive opportunities to all. From employee relations and diversity, to working conditions, local communities, health and safety, and conflict, Jones Bros are always striving for ways to improve on an already impressive track record. This Project will facilitate inclusive growth in new and sustainable jobs in the local community to raise standards of living, reduce inequality, deprivation and poverty. New jobs created and upskilled workforce Jobs in new low carbon industries and the service sector will encourage the development of new skills and career opportunities for the local community.

Race	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Sex	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Disability	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Welsh Language	
Overall Impact	Result: Positive
Justification for Impact	See Welsh Language Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Sexual Orientation	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Gender Reassignment	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Religion or Belief	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Age	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Pregnancy	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Marriage	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.

Civil Partnerships	
Overall Impact	Result: Positive
Justification for Impact	See Equality and Diversity Policy information above
Further Actions Required	This Policy will be reviewed annually and any changes made communicated to all Jones Bros employees.



WELSH LANGUAGE IMPACT ASSESSMENT

As a general rule, if your policy has the potential to impact on people, it will impact in some way on Welsh speakers and therefore on the Welsh language.

On 10 July 2017, the First Minister and the Minister for Lifelong Learning and Welsh Language launched their strategy Cymraeg 2050 A million Welsh speakers. The vision of the strategy is to reach a million Welsh speakers by 2050 where "The Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales." The strategy identifies that the challenge of achieving a million Welsh speakers by 2050 calls for far-reaching changes. Three strategic themes have been identified within the strategy to achieve its vision:



- Increasing the number of Welsh speakers;
- Increasing the use of Welsh; and
- Creating favourable conditions infrastructure and context.

Describe and explain the impact of the proposal on the Welsh Language, and explain how you will address these impacts in order to improve outcomes for the Welsh Language?

OVERALL WELSH LANGUAGE IMPACT ASSESSMENT

Positive

Justification for Impact

Positive assessment due to the Welsh Language Policy in place. This Project will facilitate inclusive growth in new and sustainable jobs in the local community to raise standards of living, reduce inequality, deprivation and poverty. Jones Bros will incorporate various environment, social and governance policies for this project including : An agreed Welsh Language and Culture strategy providing support from the development towards community facilities and groups, education programmes, employment initiatives and training. In the areas that Jones Bros work, they recruit and train local personnel. This was particularly successful during the construction of the Pen y Cymoedd Wind Farm in South Wales and the extension to the Clyde Wind Farm in Scotland.

Further Actions Required

This policy will be reviewed annually and any changes made communicated to all employees.

How does the proposal align with Welsh Government strategy for the Welsh language - Cymraeg 2050: A national strategy for increasing the number of Welsh speakers to a million by 2050

Jones Bros is committed to treating Welsh and English on the basis of equality, as far as they are reasonably able to do so. They will ensure that they make constant progress towards achieving this ambition, and their Welsh Language Policy sets out their current commitments in relation to using Welsh.

How will you mitigate any negative impact on the Welsh language or promote the positive impact on the language?

Promote Positive Impact

Jones Bros is committed to treating Welsh and English on the basis of equality, as far as we are reasonably able to do so. We will ensure that we make constant progress towards achieving this ambition, and this Welsh Language Policy sets out our current commitments in relation to using Welsh. Jones Bros encourage every contractor or third party that delivers services within Wales on our behalf to comply with their Welsh Language policy.

Mitigate Negative Impact

Jones Bros encourage their staff to use the medium of Welsh within the workplace on projects in Wales.

Cymraeg 2050 Strategy Themes	Yes	No	N/A
Does the proposal have the potential to increase the number of Welsh Speakers? <i>Workforce, Resources, Qualifications?</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If the policy has the potential to decrease the number of Welsh speaker outline steps to mitigate the adverse effect	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Provide details to support this

An agreed Welsh Language and Culture strategy will provide support from the development towards community facilities and groups, education programmes, employment initiatives and training.

Does the proposal encourage the use of Welsh? <i>Opportunities in the Workplace, Services or Social use of Welsh</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Provide details to support this

Whenever appropriate and possible, Jones Bros will communicate with our business contacts in Welsh. They are aware of the language choice of established business contacts. Most of the staff are bilingual and are encouraged to offer this service to anyone Jones Bros communicates with.

This includes:

- Face to face communication;
- Telephone conversations;
- Paper and electronic correspondence

Jones Bros endeavour to provide Welsh speakers whenever they are conducting public meetings within Wales. As a training provider, Jones Bros assesses and records the Welsh language skills of applicants for posts within the Training Centre. Most of the Training Centre staff are bilingual and will conduct training in the medium of Welsh to any learner who requests it.

Does the proposal look to create favourable conditions - Infrastructure and context? <i>Community & Economy, Culture & Media, Wales & the wider world, Digital technology, Linguistic infrastructure, Language planning, Evaluation & Research.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Provide details to support this

The project will re-use a derelict historic building and demolish and clear a substantial area for new homes and business premises. This will provide employment opportunities for young people with training and skills that are beneficial to them and the Country. The site has an important role in local culture and history and its safeguarding will ensure that this will continue into the future. The provision of new employment to local young people will help maintain the Welsh language in the area and provide the opportunity for it to increase in its daily use both in work and socially.