

## OVERVIEW

This paper provides a briefing about a Health Impact Assessment (HIA) funded by the UK Government Tata Transition Board (chaired by the Secretary of State for Wales, UK Government). This funding has provided a grant to the Health Board from Neath Port Talbot County Borough Council (NPTCBC) to commission a specialist agency to deliver a comprehensive HIA. Increasing access to employment/fair work and creating healthy and sustainable communities are key determinants of population health and also form objectives within Swansea Bay UHB Population Health Strategic Plan. Within the Health Board, the Executive Director of Public Health has the executive lead role for delivery of the Tata HIA and reporting progress.

This paper sets out:

- How the HIA came about
- The Health Board's role in the process
- How the HIA aligns with the Health Board's strategic objectives

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## BACKGROUND

The Tata Steel transition represents a mass unemployment event (MUE), which - evidence shows - can negatively affect the health of workers, their families, and local communities. These impacts can last for generations, increasing inequalities and creating economic and social pressures that influence long term physical and mental health outcomes.

As a Health Board and in partnership with local stakeholders we need to understand how the Transition is impacting the wellbeing of our local community in the short-, medium-, and long-term as well as the implications for the delivery of our services locally, and any additional responses needed. The HIA also aims to inform the development of proactive actions to prevent negative impacts as far as possible. These objectives align with the Health Board's strategic objectives around population health, quality and equity of services.

The HIA is an internationally recognised approach for assessing how major policy decisions or programmes affect population health and wellbeing. For Neath Port Talbot, this means understanding the short-, medium-, and long-term impacts of the transition, identifying actions to protect and improve health outcomes, and using the HIA process and evidence base to influence key decisions and investments in the Health Board area to maximise opportunities for population health.

The HIA will focus primarily on those affected that live within the boundaries of Neath Port Talbot local authority area.

## **ACTIONS TO DATE**

The HIA proposal was developed by the SBUHB Public Health Team and was successfully sponsored by the Community Relations and Wellbeing Subgroup of the Tata Transition Board in Winter 2024. This Subgroup was originally chaired by the SBUHB Exec. Director of Planning & Partnerships, followed by the Health Board's Exec. Director of Public Health. Since November 2025 – in line with new arrangements at Transition Board level, the Subgroup has been stood down. As at time of writing, the HIA programme will be overseen by the newly proposed People & Skills workstream of the Transition Board.

A HIA screening/ initial assessment workshop was held in January 2025 with broad stakeholder engagement.

A multi sector HIA Steering Group has been established to inform and oversee the HIA commissioning and delivery. A comprehensive membership includes Health Board representatives from Primary Care, Planning, Commissioning, Public Health and Procurement.

The Steering Group's key responsibilities include:

- Overseeing development of the HIA
- Acting as the decision-making panel for the award of the HIA contract
- Providing quality assurance, a forum for stakeholder engagement and escalating issues when needed, as the HIA delivery moves ahead from January 2026

The HIA Steering Group also reports to the newly formed People and Skills workstream, a key subgroup of the Tata Transition Board.

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## **WHAT THE HIA WILL DELIVER**

- ♦ Community and stakeholder engagement opportunities to understand people's insights and experiences of the impacts on the wellbeing of the community, and implications for local communities, services and agencies
  - ♦ A comprehensive evidence-based assessment of the health and wellbeing impacts of the transition over the short, medium and long term for individuals, families and communities
  - ♦ Recommendations for action by local and national agencies to maximise any opportunities for improving health and wellbeing to mitigate or prevent negative impacts.
  - ♦ An interim and final report on the assessment
  - ♦ A health monitoring framework with relevant indicators to monitor the impacts on population health over time and to inform further research, proposals and investment applications.
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## **HOW THE HIA WILL BE MANAGED AND PROGRESS REPORTED**

The HIA contract was awarded in November 2025, and the work programme has now commenced, with [Arcadis](#) appointed to deliver the HIA work programme.

Internally to the Health Board, the Exec. Director of Public Health has the lead role for delivery of the HIA and reporting progress as required (including via the Population Health Committee).

Externally, regular reporting on the delivery of the HIA is required to NPTCBC as the grant provider, and to the People and Skills workstream for oversight by the Tata Transition Board.

## **NEXT STEPS**

The supplier (Arcadis) has developed a project plan with the key steps noted below:

- Literature review January to February 2026
- 1<sup>st</sup> interim report – mid February 2026
- Stakeholder engagement activities – Feb to May 2026
- 2<sup>nd</sup> interim report end March 2026
- Final report – end July 2026
- Review & evaluation – August 2026

Through the process, there will be opportunities for engagement with colleagues across the Health Board Including:

- An online survey
- Opportunity to express interest and participate in a focus group
- Individual engagement meetings with nominated individuals

## **Colleagues Involved in the delivery of the HIA**

- Marc Davies – Consultant in Public Health
- Nerys Edmonds - Public Health Specialist Lead
- Julie Morse - Strategic Planning Manager

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