

CONDUCTING AN EQUALITY IMPACT ASSESSMENT

For further help with this template, contact Delyth Gadlys Williams, Policy Officer delythgadlyswilliams@gwynedd.gov.uk Ext. 32708.

1) AUTHOR(S) OF THE ASSESSMENT

Hawis Jones, Strategic Planning and Performance Manager

2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Council staff
Gwynedd residents
Stakeholders relevant to the different projects

3) START DATE

November 2014

4) END DATE

February 2017

5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

The plan's purpose is to let the people of Gwynedd know what we are doing, and what we intend to do during the 2017/18 year. The 2017/18 Plan is a years' extension of the Gwynedd Council Strategic Plan 2013-17.

While reviewing the plan, we have looked at where we have reached after four years of implementing the Strategic Plan 2013-17 and considered what needs to be achieved in 2017/18. In addition to being an extension of the previous plan, the 2017/18 Plan will also bridge the period between the Gwynedd Strategic Plan 2013-17, and the new plan in 2018/19 that will be prepared and approved by the new Cabinet that will be elected in May 2017.

6) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

Last year we sought the opinion of the residents of Gwynedd regarding the challenge that has been set for us as a Council to continue to do our best for the people of Gwynedd despite the fact that we have less finance than ever and that the demand for our services is continuing to increase. We consulted on those services that we could cut, and those that will not be possible for us to cut. An on-line questionnaire was prepared and the people of Gwynedd were invited to attend one of the series of drop-in sessions and public forums to voice their opinion. Specific meetings were also held with groups of people with characteristics that are protected by equality legislation.

Over 2,000 Gwynedd residents responded and the responses were analysed in order to view the percentage who voted not to realise specific cuts and the process of prioritising the cuts emanating from that. We have also been able to view the rank given to the proposals according to the characteristics of the respondents, e.g. women, men, older people and disabled people, as well as according to geographical area. We continue to use the information gleaned from those sessions when reviewing the plan.

7) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

Since this is a review of the plan, the evidence used to create the original plan still stands.

The information collected as part of the Gwynedd Challenge, which identified public priorities when considering the financial challenge facing the Council, was also considered.

This Plan includes our Well-being Statement and our Well-being Objectives that are noted in our Gwynedd People's Well-being chapter in accordance to the Well-being of Future Generations Act.

8) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

This impact assessment is an overview only. Each individual project will need to identify the evidence required and create an engagement programme in order to fill any gaps. Each project is required to create its own impact assessment. The fact 'No specific relevance has been identified' has been noted does not mean that any individual assessment will not find relevance.

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9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment

9a)

General Duties of the Equality Act	Relevance to the general Duties	The actual or likely impact
Eliminating illegal discrimination, harassment and victimisation	<p>Children and Young People Yes</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing Yes</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p>	<p>The Early Intervention / Preventative Programme for vulnerable groups of children and young people in Gwynedd works towards removing illegal discrimination, harassment and victimisation.</p> <p>Each project is expected to identify every opportunity to eliminate illegal discrimination, harassment and victimisation.</p> <p>Improving safeguarding arrangements will move towards eliminating illegal discrimination, harassment and victimisation.</p> <p>Working Together against Poverty will reduce discrimination against some protected group cohorts that tend to be in poverty.</p>

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	<p>Financial Planning Yes</p>	<p>By realising savings and looking for further efficiencies we need to be careful to protect against indifference.</p>
<p>Promoting equal opportunities</p>	<p>Children and Young People Yes</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing Yes</p> <p>The Welsh Language Yes</p> <p>Ffordd Gwynedd Yes</p> <p>Financial Planning Yes</p>	<p>The Transforming Additional Learning Needs and Inclusion project and the Early Intervention/ Prevention Programme for vulnerable children and young people in Gwynedd project should promote equal opportunities.</p> <p>Providing more people with the chance to live their lives in accordance with their choice, especially through the 'Integrated working, focusing on what matters for individuals' project and through the 'Programme of accommodation and care provision' projects.</p> <p>Improving safeguarding arrangements will promote equal opportunities.</p> <p>Improving Gwynedd's economic situation should promote equal opportunities for different protected characteristics.</p> <p>This field concerns promoting the Welsh Language and therefore provides equal opportunities for speakers of the language.</p> <p>If the Engagement project ensures that each protected characteristic is taken into account, then it will promote equality of opportunity. Also extending the use of self-service ensures alternative means of contact with the service.</p> <p>The projects will need to undertake their own impact</p>

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		<p>assessments on their work which consider all the protected characteristics.</p>
<p>Promoting good relationships</p>	<p>Children and Young People Yes</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language Yes</p> <p>Ffordd Gwynedd Yes</p>	<p>Ensuring that less families and children are referred for intervention within statutory services will promote good relationships between children and some with protected characteristics and their peers.</p> <p>The Care challenge project will seek to ensure that the people of Gwynedd are absolutely clear about the challenge facing the Council to motivate and support communities to contribute through community action. At the end of the project the people of Gwynedd will have an understanding of the theme which will mean that we will contribute and naturally support the most vulnerable in our communities.</p> <p>The Project to ensuring the whole council owns the protection theme promotes better relationships.</p> <p>Working with four communities to promote the Welsh language should promote better relationships.</p> <p>The Engagement project can promote better relationships by considering every protected characteristic, and by considering the communication needs of disabled people e.g. easy read leaflets, alternative technology.</p>

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	<p>Financial Planning No specific relevance has been identified</p>	
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9b)

Characteristics	Relevance to characteristics	The actual or likely impact
Race	<p>Children and Young People No specific relevance has been identified</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language Yes</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>Ensuring the opportunity for more people to live their lives according to their choice makes it more likely that they can live within their community and culture.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on grounds of race.</p> <p>This subject addresses nationality.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
Disability	Children and Young People	Two projects are specifically concerned with disabled

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	<p>Yes</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing Yes</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd Yes</p> <p>Financial Planning Yes</p>	<p>pupils and vulnerable pupils. The first will ensure an early and accurate assessment and teaching opportunities of the correct quality and the second ensures early intervention that will enable children and families to live independently without having to be dependent on statutory services.</p> <p>The projects should provide more people with a chance to live their lives according to their choice, particularly the Integrated working, focusing on what matters for individuals. The Programme of accommodation and care provision projects should affect disabled people in a positive way.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of disability.</p> <p>Increasing the supply and variety of housing means more accessible housing for disabled people. Providing contemporary broadband can benefit disabled people, together with promoting the creation of quality jobs and good pay levels and strong and robust businesses.</p> <p>The Engagement project will be able to foster good relations by considering the communication needs of disabled people, such as easy-read leaflets and alternative technology.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
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<p>Sex</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care No specific relevance has been identified</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of sex.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
<p>Gender reassignment</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care No specific relevance has been identified</p> <p>Safeguarding</p>	<p>The projects will ensure a better response to unlawful</p>

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	<p>Yes</p> <p>Poverty, Deprivation, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>discrimination, harassment and victimisation on the grounds of gender reassignment.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
<p>Sexual orientation</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care No specific relevance has been identified</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p>	<p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of sexual orientation.</p>

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	<p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
<p>Religion or belief</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning - Yes</p>	<p>Ensuring the opportunity for more people to live their lives according to their choice makes it more likely that they can live within their community, culture and religion.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of religion or belief.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>

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<p>The Welsh Language</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing Yes</p> <p>The Welsh Language Yes</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>The increased use of the Welsh language should be promoted when integrating work with Betsi Cadwaladr University Health Board.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of the Welsh language.</p> <p>The projects' aim is to improve the local economy to provide jobs for Gwynedd residents. This should strengthen the position of the Welsh language.</p> <p>This field promotes the Welsh Language.</p> <p>These projects will need to carry out impact assessments that take account of this characteristic.</p>
<p>Age</p>	<p>Children and Young People Yes</p> <p>Care Yes</p> <p>Safeguarding Yes</p>	<p>This subject deals specifically with children and their families.</p> <p>The changes in the Care field affect older people more specifically. The changes should provide better services to those who need them.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of age.</p>

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	<p>Poverty, Economy, Housing Yes</p> <p>The Welsh Language Yes</p> <p>Ffordd Gwynedd Yes</p> <p>Financial Planning Yes</p>	<p>The High value and quality jobs project makes connections with children and young people and ensures that county's young people have been prepared for the job opportunities available in Gwynedd. In particular, it will work with the Children and Young People sector and the post-16 Consortium to promote what are envisaged as "jobs of the future" in the area.</p> <p>The Young people using the Welsh language socially project promotes the Welsh Language among young people.</p> <p>The use of differing ways of communication will appeal to different age groups.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
<p>Pregnancy and maternity</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care No specific relevance has been identified</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language No specific relevance has been identified</p>	<p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of pregnancy and maternity.</p>

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	<p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>
<p>Marriage and civil partnership</p>	<p>Children and Young People No specific relevance has been identified</p> <p>Care Yes</p> <p>Safeguarding Yes</p> <p>Poverty, Economy, Housing No specific relevance has been identified</p> <p>The Welsh Language No specific relevance has been identified</p> <p>Ffordd Gwynedd No specific relevance has been identified</p> <p>Financial Planning Yes</p>	<p>Allowing more people to live their lives in accordance with their wishes means that marriage and civil partnership will need to be considered.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of marriage and civil partnership.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>

10) ADDRESSING THE IMPACT

a)	<p>Note any possible equality impact(s)</p> <p>The projects to be implemented should improve the situation regarding equality.</p>
b)	<p>What steps could be taken to reduce or improve these impacts?</p> <p>This impact assessment is an overview only. It is essential for each project to collect data, include people's opinion, identify gaps in data and consultation needs and make their own assessment. It is possible that the specific assessment by the projects will recognise different relevance and impacts to those stated above.</p>
c)	<p>Do we need to reconsider the plan?</p> <p>No.</p>

11) MONITORING AND REVIEWING ARRANGEMENTS

To be reviewed annually.

12) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

The projects will have their own action plans.

13) DECISION MAKING

To be submitted to the Council for decision on 2 March 2017.