

EQUALITY IMPACT ASSESSMENT STRATEGIC EQUALITY PLAN

1) ASSESSMENT AUTHORS

Delyth G Williams, Policy Officer

2) PARTNERS

Who are your partners when starting or changing the policy / plan / practice?
They will need to be included when undertaking this assessment.

- People who share equality characteristics
- Groups who represent people who share equality characteristics

3) DATE ASSESSMENT BEGUN

8 October 2015

Fersiwn 2018 – 11 Mehefin 2018

5) AIMS AND OBJECTIVES OF THE POLICY / PLAN / PRACTICE

Note why the policy / plan / practice is necessary. Note what the Authority hopes to achieve.

The purpose of the 2016-20 Strategic Equality Plan is to reduce inequality between people with equality characteristics and the rest of society. The intention is to do so by setting objectives that will ensure that the voice of people with those characteristics is given fair consideration. It is also important to ensure that equality is mainstreamed throughout the work of the Council.

The purpose of the Annual Report is to report on any progress.

6) PARTICIPATION AND CONSULTATION

Have you consulted regarding the change in policy / plan / practice? What was the result? Remember it is a statutory requirement to consult with the people who will be affected.

We have received input through a number of sources. A regional engagement day was held with various stakeholders to discuss our regional objectives.

The Council has collected information regarding people's priorities through Gwynedd Challenge, an opinion gathering exercise, which included a meeting with groups of older people, young people and disabled people. This information has been used in forming the following objectives but also will be used in shaping of our future work.

Information from previous engagements has also been used.

We now intend to have a consultation period, with widespread advertising and contact with specific groups.

7) EVIDENCE AVAILABLE

The evidence can be based on local, regional or national evidence, e.g. the service's data or regional equality statistics or a national report.

Our evidence has come from a variety of sources including

- Engagement - see above
- The Council's internal information
- Data on equality characteristics

There is more information on this data in the plan.

8) GAPS IN EVIDENCE

Note any gaps in evidence and explain how you intend to fill them.

We have identified gaps in evidence in the Plan and identified methods to correct this e.g. collecting information on the equality characteristics of the workforce.

We do not feel we have enough information about the need for documents in different formats, e.g. Easy Read or British Sign Language. There has not been much demand for alternative sources but we are not sure if this is because there is no real demand or because people are unaware of their

rights in this regard. We have therefore decided to include an additional Objective in our plan from now on to identify the real need and act on the information we receive.

9) RELEVANCE AND EFFECT

The relevance of the policy / plan / practice to the general equality duty and to each one of the equality groups (protected characteristics) must be shown. The real or likely effect must be clearly notes. It is possible that not every characteristic will be relevant or be affected.

9a)

Equality Act General Duty	Relevance	The real or likely effect
Removing illegal discrimination, harassment and victimisation	Positive	The Plan intends to respond to these duties and will therefore have a positive impact.
Promoting equal opportunities	Positive	The Plan intends to respond to these duties and will therefore have a positive impact.
Foster good relations	Positive	The Plan intends to respond to these duties and will therefore have a positive impact.

9b)

Characteristics	Relevance	The real or likely effect
Race	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this characteristic. Each of the objectives will have an impact by including people by engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will be important for people with this characteristic because considers the needs of people who do not speak Welsh as English as their first language.
Disability	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this feature. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will be important for people with this characteristic because it looks at the needs of people who use British Sign Language or need documents in Easyread, large print or audio.
Sex	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this characteristic. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will not affect people with this characteristic.
Gender reassignment	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this feature. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment

		arrangements. Objective 5 will not have an impact on people with this characteristic
Sexual orientation	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this feature. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will not have an impact on people with this characteristic.
Religion or belief	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this characteristic. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will not have an impact on people with this characteristic
The Welsh language	Positive	There is no specific effect on the Welsh language but, of course, all the work will be done in accordance with the Council's Language Policy
Age	Positive	The purpose of the plan and the objectives is to reduce inequality and therefore it will have a positive impact on people who share this characteristic. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 can have an impact on older people because people's needs change as they get older. It will be relevant especially for older people who do not speak Welsh or English as a first language. It is also important to consider the needs of young people and create appropriate information.
Pregnancy and maternity	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this characteristic. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will not have an impact on people with

		this characteristic
Marriage and Civil Partnership	Positive	The purpose of the plan and objectives are to reduce inequality and will therefore have a positive impact on people who share this characteristic. Each of the objectives will have an impact by involving people through engagement, fully take into account the needs of people by assessing the impact of our policies, encouraging more people to stand in elections, and looking at our employment arrangements. Objective 5 will not have an impact on people with this characteristic

10) ADDRESSING THE EFFECTS

a)	<p>Note any possible effects from an equality perspective</p> <p>The plan and the objectives are expected to have a positive effect from an equality perspective.</p> <p>Objective 5 is also expected to have a positive impact, especially the Deaf people, disabled people and people who do not speak Welsh as English as their first language as well as older people and young people.</p>
b)	<p>What steps can be taken to lessen or improve these effects?</p> <p>Monitoring and reviewing, see below.</p>
c)	<p>Is it necessary to reconsider the proposal?</p> <p>No</p>

11) ARRANGEMENTS FOR MONITORING AND REVIEWING

What steps will you take to review the policy / plan / practice once it has been adopted? Although the above assessment recognised the possible effect, it must be remembered that the full effect will not be seen until the policy is implemented

An annual report will be completed yearly to note the work which has been completed and to recognise any gaps

It is acceptable to change the Plan at any time, as we have done in the current Annual Report

12) DECISION

Submit to Cabinet for approval of the contents, and for information