

# Equality Impact Assessment

## 1 Details

### 1.1 What is the name of the Plan in question?

Gwynedd Council Plan 2018-23 – *2019/20 Review*

### 1.2 What is the purpose of the Plan that is being created or changed? What changes are being considered?

The purpose of the Gwynedd Council Plan is to identify priorities and key fields to implement between 2018 and 2023. The original version of the Plan was adopted by the Council in its meeting on 8 March 2018

The Plan is annually reviewed and re-published with any necessary adaptations. These are the changes made in the *2019/20 Review* –

The following projects either have been completed or have been incorporated into the day-to-day work of the respective Departments during 2018/19.

- **Transforming the schools system** – Education Department
- **Corporate Parenting** – Children and Supporting Families Department
- **Realising Savings** – Corporate Support/Finance Department

The following projects have been added:

#### Improvement Priority 1

- **Promoting Town Centres** – Economy and Community Department
- **Apprenticeships Plan** – Corporate Support Department

#### Improvement Priority 2

- **Post-16 Provision** – Education Department
- **Treforthyr Catchment Area** – Education Department

Also, the following projects have changed:

#### Improvement Priority 3

- **Working Together Against Poverty** – The emphasis will change to concentrate on prevention and the support offered, with the title changing to **Supporting People's Well-being** – Children and Supporting Families Department

- **Reducing the Gender Pay Gap** – Title changed to **Women in Leadership** – Corporate Support Department

#### **Improvement Priority 4**

- **Suitable and Affordable Housing and Identifying and Promoting Housing Schemes and Initiatives** – Work continues as part of the **Housing Strategy for the People of Gwynedd 2019-24** – Adults, Health and Wellbeing Department project.

This Equality Impact Assessment looks at the Plan in its entirety. Every individual plan is expected to be Assessed separately. It is the duty of the person who is responsible for the individual plan to carry out this Assessment.

### **1.3 Who is responsible for this assessment?**

Dewi Jones, The Council's Business Support Service Manager.

### **1.4 When did you begin the assessment? What version is this?**

27 June 2017, version relating to the engagement  
13 December 2017, version 2, full assessment of the Plan.  
This is version 3- 4 February 2019.

## **2) Implementation**

### **2.1 Who are the partners that you will have to work with to carry out this assessment?**

Members, service users, Gwynedd residents, partners on Gwynedd and Anglesey Public Services Board.

### **2.2. What steps have you taken to engage with people with equality characters?**

A 6 week consultation during the winter of 2017/18 to present and explain the draft priorities to the public, partners and local organisations and raise awareness of the opportunity for them to participate in the exercise by completing a short on-line questionnaire on [www.gwynedd.llyw.cymru/consultation](http://www.gwynedd.llyw.cymru/consultation). Paper copies were also be available in local libraries and Siop Gwynedd.

We encouraged as many Gwynedd residents as possible to complete and return the questionnaire by using the Council's website, the local press, disseminating the message through our partners, social media and Rhaeadr, the elected members' e-newsletter.

We contacted as many as possible of interested groups and groups representing or working with people and/children with equality characteristics to notify them of the engagement and to ask them to notify their users of the questionnaire.

### **2.3 What was the result of the engagement?**

197 questionnaires were received.

The respondents were asked to answer questions about their equality characteristics (optional) and the information gathered was as follows:

1) Completed the questionnaire as....

- Individual - 159
- Organisation or business - 5
- No answer - 33

2) Gender

- Male - 84
- Female - 65
- Prefer not to say - 9
- No response - 39

3) Age group

- 18-29 - 8
- 30-39 - 23
- 40-49 - 29
- 50-59 - 34
- 60-69 - 31
- 70 or older - 25
- Prefer not to say - 9
- No answer - 38

4) National identity

- Welsh - 77
- English - 22

- British - 46
- Other - 9
- I prefer not to say - 8
- No response - 35

#### 5) Ethnic Origin

- White - 141
- Mixed / several ethnic groups - 4
- Black / African / Caribbean - 1
- I prefer not to say - 11
- Other - 3
- No response - 37

#### 6) Do you consider yourself as a disabled person?

- Yes - 15
- No - 129
- I prefer not to say - 15
- No answer - 38

#### 7) Religion

- Christian (every denomination) - 72
- Hindu - 2
- No religion - 52
- Atheist - 5
- Jehovah's Witness - 1
- Humanist - 1
- Vasinava – 1
- Wicca - 1
- Other - 7
- I prefer not to say - 17
- No answer - 38

#### 8) Sexual Orientation

- Heterosexual / Straight - 127
- Gay man - 1
- Bisexual - 1
- Other - 8
- I prefer not to say - 20
- No answer - 40

#### 9) Gender at birth

- Male - 79
- Female - 61
- Intersexual - 1

- I prefer not to say - 15
- No response - 41

#### 10) The way you think about yourself

- Male - 77
- Female - 59
- Other - 8
- I prefer not to say - 13
- No answer - 40

It was not possible to identify a trend in the responses of any of the equality characteristics

## 2.4 What other information informed the way you operate?

As part of the process of drawing up the Council's Plan for 2018-23, a series of eight area meetings were held during July in order to give local members an opportunity to highlight any issues requiring attention in those areas. In addition, members of the Scrutiny Committees identified matters that they believed should be included within the Council Plan in the future.

Four further workshop sessions were held with members in September in Caernarfon, Penrhyndeudraeth, Dolgellau and Pwllheli. The purpose of these workshops was to give them an opportunity to identify the county priorities to be included within the Council's Plan and make further observations on the priorities identified per area.

## 2.5 Are there any gaps in our evidence that need to be gathered?

No

## 3) Identifying the Impact

### 3.1 What impact will the new Plan have on people with equality characteristics? The Council must give due regard to the impact any changes will have on people with equality characteristics.

Characteristics	What type of impact?	In what way? What is the evidence?
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<b>Race (including nationality)</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.
<b>The Welsh language</b>	Positive	<p>This is a priority field therefore it is expected to have a positive impact on the Welsh language. Each individual plan is expected to look at the impact on the Welsh language when carrying out a separate Equality Impact Assessment.</p> <p>In relation to the prioritising the Welsh language specifically in the consultation, 18 of the comments supported the need to prioritise the Welsh language and 14 said that no money should be spent on the language.</p> <p>A number of comments were made about the use of the Welsh language in the community and outside the classroom with many mentioning organisations such as the Young Farmers' Club due to the proposal to reorganise the Youth Service.</p> <p>The following needs were also identified - for the Council to help the private sector to offer Welsh language provision, more bilingual signs and to ensure jobs or suitable housing to retain young people in the area. One believed that the Welsh language is a skill to attract jobs to the area.</p> <p>There was concern that prioritising the Welsh language alienated non-Welsh speakers and tourists.</p> <p>There was concern also about costs, with a number believing that there was no need for correspondence to be bilingual, rather it should be in the recipients' chosen language and there is no need for simultaneous translation if everyone is able to speak English. It was noted that the Council's staffing policy could alienate non-Welsh people and the Council could lose out on more able/experienced staff. It was believed that this was most likely in fields such as care. It was suggested that there should be an opportunity to learn Welsh 'on the job' and also the Council should encourage, and not force staff to speak the language.</p> <p>One person called for the correspondence from</p>

		<p>schools to be bilingual rather than in Welsh only.</p> <p>According to the respondents, the most important things about Welsh language lessons were their cost, their convenience (transport etc.) and their suitability.</p> <p>A number of comments were received about the Welsh language when discussing matters related to children, young people and families also. Most of those comments were against preferential treatment of the Welsh language. There is concern that it would affect standards of education and staff recruitment and also about the cost. It was said that teachers should be allowed to develop language skills whilst in post. On the other hand, comments were received about the need to develop materials e.g. apps, and provide free Welsh language lessons.</p> <p>Although not referring to the Welsh language specifically, there are a number of comments relating to the need for affordable housing and housing for local people.</p> <p>The need to use clear Welsh when communicating with the public was noted, especially education reports. The need for to improve the standard of the language in correspondence etc. was also noted and the need to check it before sending it. The respondents accepted that the errors occurred because Welsh was the natural language.</p>
<b>Disability</b>	Positive	<p>Care is a priority therefore it is expected to have a positive impact. Each individual plan is expected to look at the impact on disability when carrying out a separate Equality Impact Assessment.</p> <p>The responses to the engagement shows great support for the care workforce with many wanting them to have a pay increase, better working conditions, more training and the opportunity to move on in their career. There was concern about turnover in the workforce. There is also a demand for improving standards within care homes and to attract more young people into the field.</p> <p>Another strong message is the need to carry out preventative work to ensure that people do not need health care and to learn from good practice in other</p>

		<p>areas. There was strong support for facilities such as libraries and leisure centres to be used as resources for this and that cuts in these fields would be a "false economy". The need for transport was also emphasised.</p> <p>Also, the need for the Council to collaborate more, internally and with external organisations such as health and the third sector, is a strong message from those who have responded to the consultation. Support should also be given to communities and facilities such as health care and additional care homes provided in the countryside as well as the big towns.</p> <p>The misuse of parking spaces for disabled people was identified. Two people were in favour of disabled people paying for parking, one of them a disabled person. One disabled person said that cars parked on the pavement were a problem for him.</p> <p>The need for a variety of housing has been identified including accessible ones.</p> <p>Two people were concerned that they did not reach the criteria for care despite being disabled.</p> <p>It was noted that disabled people and people with health conditions are in greater need of public toilets.</p> <p>A number from Meirionnydd believed that the quality of care was not consistent across the county and one person asked for a centre for people with Alzheimer's in the region and another noted concern about failing to have care through the medium of Welsh there. One disabled person noted that it was not possible to get cleaners in Meirionnydd. He received a list from the Council but there was no one on it from his area. He believed that this was because of the need to speak Welsh. He was concerned because of its effect on health needs.</p>
<b>Gender</b>	Positive	<p>There is one specific individual plan in this field namely "Consider whether more could be done within the Council's employment policy to promote the number of women who reach higher posts" therefore a positive impact is expected here. Nevertheless it is not possible to identify the impact</p>



		of the Plan in its entirety without completing impact assessments on the other individual plans.
<b>Age</b>	Positive	<p>Age is prioritised in a number of fields therefore it is expected to have a positive impact on the field of children, young people and older people.</p> <p>Each individual plan is expected to look at the impact on different ages when carrying out a separate Equality Impact Assessment.</p> <p>The consultation demonstrated support for work in the field of Children, Young People and Families, especially early support and intervention, strengthening education and providing young people with training to enable them to get jobs. There was concern that the emphasis on the Welsh language affected recruitment and the quality of education within the schools. The importance of Additional Learning Needs provision was noted. Several expressed that they did not wish to see cuts in the field of children's care. One person said that it was important to support young people after they left care.</p> <p>There is concern that we are losing talented young people. Seasonal tourist jobs do not keep young people in the area. The lack of hope and aspiration is a problem for young people in Meirionnydd according to one person. Young people need work to pay for housing.</p> <p>The Council recognises that there will be a change in demography with an ageing population. The response to the engagement shows that people are concerned about future provision e.g. care homes, because of these changes. There is demand for people to be able to live independently in their communities and to support those communities to reduce the need for care. One respondent wants apprenticeships for older people not just young people and another notes the fact that older people need to park in spaces nearer to the town centre.</p> <p>There is also demand for nurturing a good relationship between the generations, with the Hen Blant Bach television programme being mentioned. One person proposed that lonely older people should be paired with homeless young people.</p>

		<p>It was identified that cars parking on the pavement is a problem for older people and families with young children in prams.</p> <p>A cohort of people who do not necessarily receive much attention when preparing Equality Impact Assessments are working age people, however the Equality Act 2010 protects the rights of people of all ages. The comments about jobs etc. apply to this age. There was strong support to creating and retaining jobs in Gwynedd and improving the infrastructure to achieve this. There were also messages about improving residents' skills, attracting big companies, not being too reliant on tourism and supporting developments outside the county. The lack of public transport at the right time could also create problems for people who want to work.</p> <p>The need for a greater variety of housing has been identified with the needs of young people and older people being highlighted. Nevertheless, we should not forget the needs of people of other ages, with the demand for affordable housing and housing for local people. There were also comments about housing being close to work opportunities and public transport links, having less stringent planning regulations in the countryside, looking at empty housing and the need for social housing. One person felt that the problem was that the homes were not available in the right places for young families (i.e. in towns close to schools and shops).</p> <p>A number of people identified the importance of libraries and leisure centres for children, young people and older people for socialising, health and somewhere to go, away from the streets. The need for provision for young people was also noted e.g. youth clubs, Young Farmers' Club.</p>
<b>Sexual orientation</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.
<b>Religion or belief (or lack of belief)</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.

		One person said that there was no room for religion within education.
<b>Gender reassignment</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.
<b>Pregnancy and maternity</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.
<b>Marriage and civil partnership</b>	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.

### 3.2 Does the Plan answer these General Duties? The Council must give due regard to these duties.

<b>General Duties of the Equality Act</b>	<b>Does the policy have an impact?</b>	<b>In what way? What is the evidence?</b>
<b>Remove illegal discrimination, harassment and victimisation</b>	Yes	The priorities and the individual plans should have an impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.
<b>Promoting equal opportunities</b>	Yes	The priorities and the individual plans should have an impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any issues to consider. As one respondent noted, it is important to remember the equality features of individuals when providing services, especially in the care field.
<b>Encouraging good relationships</b>	Yes	The priorities and the individual plans should have an impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.

#### 4) Analysing the results

##### 4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

It appears that the priorities should have a significant, positive impact on at least some of the equality characteristics. We will only be able to ascertain the full impact once the assessments on the individual plans are completed.

##### 4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?

No substantial, negative impact have been identified with the Plan as a whole but will only be able to ascertain the full impact once the assessment on the individual plans are completed.

##### 4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	X
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	

##### 4.4 What steps will you take to reduce or mitigate any negative impacts?

There will be a need to undertake an assessment of the individual plans to identify any negative impacts and to identify the steps needed to mitigate them.

##### 4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

This will be addressed in the Equality Impact Assessments on the individual plans.

## **5) Monitoring**

### **5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?**

The individual departments will be responsible for implementing the individual plans within the Plan. The Gwynedd Council Plan Project Board will support and monitor progress in order to ensure compliance that will include looking at the individual Equality Impact Assessments.