

Equality Impact Assessment

1 Details

1.1 What is the name of the Plan in question?

Gwynedd Council Plan 2018-23 – *2020/21 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 *2020/21 Review* –

This version of the Plan, the *2020/21 Review*, replaces the current version and the main modifications made to the scheme following the review are listed below

In response to the decision of the full Council at its meeting on 7 March 2019 that everything possible should be done to ensure that the county remains a vibrant, viable and sustainable home for our children and our children's children for generations to come a new improvement priority has been added:

- **Respond to the Climate Change Emergency**

The following projects have either been completed or transferred to become part of the day to day work during 2019/20:

- **Strengthening Leadership**
- **Berwyn Catchment Area, Y Bala**
- **Supporting Families Strategy**
- **Increase the Benefits from Major Events**
- **Leadership Development**

The following projects have been added:

- **Climate Change Action Plan**

- **Meirionnydd Collaboration**
- **Ensuring Fairness for Everyone**

In addition, the following projects have changed:

- **Secondary Sector Language Strategy** has changed its title to **Promoting the Use of Welsh by Children and Young People**

Initial Equality Impact Assessment of two of these new projects are appended but it was decided that it was premature to embark on an assessment of the Climate Change Action Plan.

In addition, the following projects have changed:

- **Secondary Schools Language Strategy** has changed its title to **Promoting the Use of Welsh by Children and Young People**

This Equality Impact Assessment looks at the Plan in its entirety. Every individual plan is expected to be Assessed separately either on the project in its entirety or on specific parts. It is the duty of the person who is responsible for the individual plan to carry out this Assessment(s).

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.
 4 February 2019 – version 3, full assessment of the review 2019-20

This is version 4 – 31 January 2020, full assessment of the review 2020-21

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. 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

All individual projects should engage with Gwynedd residents as necessary.

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.

Any new project is expected to have robust evidence to support its creation. When planning any new project the impact on the people of Gwynedd should be measured, and a specific equality impact assessment produced as necessary (see 1.2).

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

This would be recognised in the individual project's assessment

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?
Race (including nationality)	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.
The Welsh language	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 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>
Disability	Positive	Care is a priority therefore it is expected to have a positive impact. Each individual plan is expected to

		<p>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 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</p>
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		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.
Gender	Positive	There is one specific individual plan in this field namely " Women in Leadership " therefore a positive impact is expected here. Nevertheless it is not possible to identify the impact of the Plan in its entirety without completing impact assessments on the other individual plans.
Age	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,</p>

		<p>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</p>
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		<p>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>
Sexual orientation	None identified	<p>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.</p>
Religion or belief (or lack of belief)	None identified	<p>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.</p> <p>One person said that there was no room for religion within education.</p>
Gender reassignment	None identified	<p>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.</p>
Pregnancy and maternity	None identified	<p>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.</p>
Marriage and civil partnership	None identified	<p>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.</p>

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

General Duties of the Equality Act	Does the policy have an impact?	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	Yes	<p>The priorities and the individual plans should have a positive impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p>

Promoting equal opportunities	Yes	The priorities and the individual plans should have a positive 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.
Encouraging good relationships	Yes	The priorities and the individual plans should have a positive 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. Every individual equality impact assessment looks at the effect in more detail.

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. Every individual equality impact assessment looks at the effect in more detail.

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?

The individual assessments will recognise any negative impacts and the steps needed to mitigate them.

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

Not applicable to the Plan as a whole.

5) Monitoring

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

The Council's departments are responsible for implementing the individual plans within the Council's scheme. The Council's performance challenge procedures, where the Cabinet member and members of scrutiny committees challenge the growth and development of the work being carried out on the plan, is ongoing year long work. The reports on these performance challenge meetings are published as part of the Cabinet meeting papers.

If there is a need to change the content or direction of any individual project then the Equality impact Assessment for the project will need to be revisited. This document is also being presented to Cabinet and the Council for scrutiny and will be reviewed annually.

Equality Impact Assessment

The Council is required (under Equality Act 2010) to consider the impact of a change in any policy or procedure (or the creation of a new one) on people with protected equality characteristics. The Council also has additional general duties set out in part 2b. A timely equality impact assessment must therefore be made before making a decision on any relevant change (i.e. one that affects people with a specific protected characteristic).

1 Details

1.1 What is the name of the policy / service in question?

Meirionnydd Secondary Schools Project

1.2 What is the purpose of the policy / service that is being created or changed? What changes are being considered?

The Meirionnydd secondary schools project aims to ensure that the quality of education in the area is consistently good and sustainable for the future.

1.3 Who is responsible for this assessment?

Garem Jackson, Head of Education

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

Version 1 – 4 February 2020

2) Implementation

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

As the project develops, it is envisaged that the assessment will require working with the headteachers and governors of Meirionnydd secondary schools. Depending on the direction of the project, there may also be a need to work with all relevant stakeholders

2.2. What steps have you taken to engage with people with protected characters?

None – premature at this point in the project

2.3 What was the result of the engagement?

Not applicable – see above

2.4 What other information informed the way you operate?

A series of sessions were held with the secondary headteachers of Meirionnydd between June and September 2019 in order to discuss the current situation and the challenges faced by the secondary schools. The initial views of the headteachers were subsequently collated by means of a questionnaire at the start of the autumn term.

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

Not at this point

3) Identifying the Impact

- 3.1 The Council must give due regard to the impact any changes will have on people with equality characteristics. What impact will the new policy/service or the proposed changes have on these characteristics? You are welcome to add further characteristics if you wish.**

Characteristics	What type of impact?*	In what way? What is the evidence?
Race (including nationality)	None	It is premature to recognise the effect at this point
The Welsh language	None	It is premature to recognise the effect at this point
Disability	None	It is premature to recognise the effect at this point
Gender	None	It is premature to recognise the effect at this point
Age	None	It is premature to recognise the effect at this point
Sexual orientation	None	It is premature to recognise the effect at this point
Religion or belief (or lack of belief)	None	It is premature to recognise the effect at this point
Gender reassignment	None	It is premature to recognise the effect at this point
Pregnancy and maternity	None	It is premature to recognise the effect at this point
Marriage and civil partnership	None	No effect has been recognised at this point

* delete as appropriate

- 3.2 It is the Council's duty, under the Equality Act 2010, to contribute positively to a fairer community by promoting equality and good relationships in their activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due regard to the way any change affects these duties.**

General Duties of the Equality Act	Does the policy have an impact?*	In what way? What is the evidence?

Remove illegal discrimination, harassment and victimisation	No	It is premature to recognise the effect at this point
Promoting equal opportunities	No	It is premature to recognise the effect at this point
Encouraging good relationships	No	It is premature to recognise the effect at this point

* delete as appropriate

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 is premature to assess the equality impact or the general duty

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?

It is premature to assess the equality impact or the general duty

4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	
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 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

Not applicable

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

Not applicable

5) Monitoring

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

This assessment will be updated regularly as the project develops.

Equality Impact Assessment

See the leaflet *How to Make an Equality Impact Assessment* for help to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

The Council is required (under the Equality Act 2010) to consider the impact any changes in any policy or procedures (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely Equality Impact Assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

1 Details

1.1. What is the name of the policy / service in question?

Ensuring Fairness for Everyone

1.2 What is the purpose of the policy/service that is being created or amended? What changes are being considered?

In order to put the people of Gwynedd at the centre of everything we do, we must first identify any barriers that face some people when looking for, or receiving services from the Council. Although we have collected a lot of information over the years, we do not feel that we have heard from a wide enough range of people.

Therefore, our intention is to undertake a thorough investigation of the opinion of Gwynedd residents who have protected characteristics (as noted in the Equality Act 2010) about the services offered by the Council. We will do this not only by means of a paper and on-line questionnaire but also by meeting with a wide range of people and using creative methods in order to reach everyone.

1.3 Who is responsible for this assessment?

Delyth Williams, Policy and Equality Officer

1.4 When did you commence the assessment? Which version is this?

28 January 2020, version 1

2) Action**2.1 Who are the partners it will be necessary to work with to undertake this assessment?**

Gwynedd Residents
Equality Core Group
Groups with protected characteristics
The Cabinet
Elected Members
The Council's Staff

2.2. What steps have you taken to engage with people with protected characteristics?

The Strategic Equality Plan has been created in collaboration with the Equality Core Group and by using information from the 'Which Services are Important to You?' questionnaire.

2.3 What was the outcome of the engagement?

A number of operational matters were raised from conversations with the Equality Core Group (see Assessment of the Strategic Equality Plan for further details). It was resolved that this demonstrated the need to examine our way of working and to ensure that we place equality at the centre of everything we do. An important part of this is having sufficient information about any barriers that Gwynedd residents are facing when dealing with the Council.

2.4 What other evidence do you use as grounds for taking action?

We operate in accordance with the Equality Act 2010 which notes the importance of ascertaining the opinion of various individuals. We also operate in accordance with the Well-being of Future Generations Act.

The Council's way of working, Ffordd Gwynedd, puts the people of Gwynedd at the centre of everything we do. In order to do this, gathering the opinion of the public is fundamental in order to suitably provide for all Gwynedd residents.

2.5 Are there any gaps in the evidence that needs to be collected?

There are no gaps in the information we need to make the decision to engage. We will develop this assessment as we prepare for the work and we will monitor it regularly.

3) Identifying the Impact

3.1 The Council must give due attention to the impact any changes will have on people with the following protected equality characteristics. What impact will the new policy/service or the changes in the policy or service have on people with equality characteristics? You are welcome to add other characteristics if you wish.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	Positive	The purpose of collecting the information is to improve our service for people with every characteristic, namely all Gwynedd residents. By making preparations to engage, we will consider everyone's needs by means of an equality impact assessment and act as necessary in order to ensure that we
The Welsh language	Positive	
Disability	Positive	
Gender	Positive	
Age	Positive	
Sexual orientation	Positive	
Religion or belief (or non-belief)	Positive	

Gender reassignment	Positive	include as many people as possible.
Pregnancy and maternity	Positive	
Marriage and civil partnership	Positive	

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes	<p>The consultation will include as many people as possible in order to collect information, including Council staff. Methods used should ensure that no discrimination takes place and we will certainly protect those who participate from any harassment or victimisation.</p> <p>We will use the information gathered to identify whether or not there is any discrimination, harassment and victimisation.</p>
Promoting equal opportunities	Yes	<p>We will use various methods to ensure that we include as many people as possible and consider their needs. We will work particularly to include people who do not usually respond to consultations.</p> <p>The main reason for the engagement is to promote equal opportunities for everyone.</p>
Building good relationships	Yes	<p>Building a good relationship allows us to use different methods to suit people with different characteristics, in accordance with their needs. We will do this in preparing the engagement.</p> <p>The purpose of the work is to use the information in order to provide better services for all Gwynedd residents, whatever their protected characteristics.</p>

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the protected equality characteristics or the General Duty? What is the reason for this?

The consultation work itself will not have a significant, positive impact but we will use the information gathered in order to have a positive impact on our services.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the protected equality characteristics or the General Duty? What is the reason for this?

No

4.3 What should be done?

Choose one of the following:

Continue with the policy / service since it is robust	X
Amend the policy to remove any barriers	
Suspend and abolish the policy as the detrimental impacts are too great	
Continue with the policy as any detrimental impact can be justified	

4.4 If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

We will develop the consultation in a manner that will be suitable for everyone.

4.5 If you are not taking any further action to delete or reduce the negative impacts, explain why here.

Not relevant

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

We will undertake a much fuller impact assessment in preparing the engagement.