Assessing the Impact on Protected Characteristics, the Welsh Language and Socio-Economic Disadvantage

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

The Council's is required (under the Equality Act 2010) to consider the effect any change in policy or procedure (or the creation of a new policy or procedure), has on people with protected equality characteristics. The Council also has a general duty to ensure fairness and foster good relations. A timely Equality Impact Assessment must be undertaken before making any decision on any relevant change (i.e. which has an effect on people with protected characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011) to consider the effect of a change in any policy or procedure (or the creation of a new policy or procedure), in its opportunities for people to use Welsh and to ensure that Welsh is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.

From April 1st 2021 the Council has a duty to have due regard to tackling socio-economic disadvantage in strategic decisions.

1) Details

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

Digital Education Strategy

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

As a result of curriculum reform, digital competence is a statutory responsibility across all areas of learning and needs to be considered in all aspects when designing and delivering the curriculum.
The strategy aims to provide the best digital provision to support our learners and teachers to develop a range of skills to use technology confidently, creatively and critically.

1.3   Who is responsible for this assessment?

Gwern ap Rhisiart, Area Education Officer

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

October 2021, Version 1

2) Action

2.1   Who are the stakeholders or partners you need to work with to undertake this assessment?

2.2   What measures have you taken to engage with people with equality characteristics, regarding the Welsh language or with communities (either of place or of need) that live with socio-economic disadvantage?

2.3   What was the result of the engagement?

2.4   On the basis of what other evidence are you operating?

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

3) Identifying the Impact

3.1 **The Council must give due regard to the effect any changes will have on people with the equality characteristics noted below. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics?**

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	none	Not applicable
Disability	none	Policies in place by schools. The latest tools will be distributed throughout the strategy. This means that the needs of learners with physical or learning disabilities can be addressed. The system to support learners with additional learning needs is aligned with the strategy and if necessary more specialized devices could be sourced.
Sex	none	Not applicable
Age	none	The strategy is for all pupils up to the end of year 11. However, there is reference in the strategy on how we will meet the needs of sixth form pupils as well.
Sexual orientation	none	Not applicable
Religion or belief (or non-belief)	none	Not applicable
Gender reassignment	none	Not applicable
Pregnancy and maternity	none	Not applicable
Marriage and civil partnership	none	Not applicable
The Welsh language	none	Policies in place by schools. No negative impact on the Welsh language is foreseen. The devices being distributed will always be set to operate first through the Welsh language.

Socio-Economic Disadvantage	Positive	It will give all learners equal access to digital devices and learning opportunities.

* Delete as appropriate

3.2   The Council has a duty under the 2010 Equality Act to contribute positively to a fairer society by promoting equality and good relations in its activities regarding the following characteristics – age, gender, sexual orientation, religion, race, gender reassignment, 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	No	The proposal will not alter the school's statutory duty to protect pupils from discrimination, harassment or victimisation. The aim is to give pupils the opportunity to express their views in a way that is appropriate when considering any factors that affect them. They will continue to use the School Council, PSE lessons, anti-bullying policies and other means to ensure that the school prohibits unlawful discrimination of harassment and victimisation.
Promoting equal opportunities	Yes	Having a digital device for every child ensures that every pupil has an equal opportunity to develop digital skills at school and to continue their digital learning at home. PSE lessons take place in the school that promote equal opportunities.
Encouraging good relationships	No	PSE lessons take place in the school that promote equal opportunities.

* to be deleted as appropriate

3.3   How does your proposal ensure that you work in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than English and that you seize every opportunity to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

3.4   What other measures or changes could you include to strengthen or change the policy / practice in order to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any adverse effects that the policy / practice may have on the Welsh language?

3.5   How does the proposal show that you have had due regard to the need to address inequality caused by socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for everyone)?

3.6   What other measures or changes might you include to strengthen or change the policy / practice to show that you have had due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

4)   Analysing the Results

4.1   Is the policy therefore likely to have a significant, positive impact on any of the above and what is the reason for this?

The impact will be positive as all pupils throughout Gwynedd will have equal opportunity to access digital education through modern resources fit for the 21st century. It will facilitate equal opportunities and improve digital skills development.

4.2   Is the policy therefore likely to have a significant, negative impact on any of the above and what is the reason for this?

No

4.3 What should be done?

Choose one of the following:

Continue with the policy / service as it is robust	✓
Adapt the policy to delete any barriers	
Suspend and delete the policy as the detrimental impacts are too big	
Continue with the policy as any detrimental impact can be justified	
No further action at this time because it is too soon to decide, or there is insufficient evidence	

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

Although we do not see any negative impact, we would monitor and act as required

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

5) Monitoring

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

We would monitor the impact of any change to ensure that the outcomes are positive and have no negative impact.