

# 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

## 4) DATE ASSESSMENT COMPLETED

7 January 2016

## 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.

## 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.

**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)**

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

9b)

<b>Characteristics</b>	<b>Relevance</b>	<b>The real or likely effect</b>
<b>Race</b>	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.
<b>Disability</b>	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.
<b>Sex</b>	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.
<b>Gender reassignment</b>	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.
<b>Sexual orientation</b>	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.
<b>Religion or belief</b>	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.
<b>The Welsh language</b>	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.
<b>Age</b>	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.
<b>Pregnancy and maternity</b>	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.
<b>Marriage and Civil Partnership</b>	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.

**10) ADDRESSING THE EFFECTS**

<b>a)</b>	<p><b>Note any possible effects from an equality perspective</b></p> <p>The plan and the objectives have a positive effect from an equality perspective.</p>
<b>b)</b>	<p><b>What steps can be taken to lessen or improve these effects?</b></p> <p>Monitoring and reviewing, see below.</p>
<b>c)</b>	<p><b>Is it necessary to reconsider the proposal?</b></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

Bydd Adroddiad Blynyddol yn cael ei gwblhau yn flynyddol i nodi'r gwaith fydd wedi ei gyflawni yn ystod y flwyddyn ac i adnabod unrhyw fylchau

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

**12) DECISION**

Submit to Cabinet for approval for public consultation on its contents.