

## **CONDUCTING AN EQUALITY IMPACT ASSESSMENT**

For further help with this template, contact Delyth Gadlys Williams, Policy Officer [delythgadlyswilliams@gwynedd.gov.uk](mailto:delythgadlyswilliams@gwynedd.gov.uk) Ext. 2440.

### **1) AUTHOR(S) OF THE ASSESSMENT**

Hawis Jones, Rheolwr Cynllunio Strategol a Pherfformiad

### **2) PARTNERS**

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Council staff  
Gwynedd residents  
Stakeholders relevant to the different projects

### **3) START DATE**

November 2014

### **4) END DATE**

Chwefror 2016

### **5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE**

Note the reason for the policy and what the Authority aims to achieve through it

The purpose of reviewing the plan was to look at where we had reached following three years of implementing the strategic plan, together with making sure that we are continuing to do the right things for the final year of the plan.

It was necessary to consider what had changed since last year, whilst considering the social, economic, environmental and policy matters influencing the Council and the county and which are likely to do so in the coming years.

## 6) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

As part of the review, we sought the opinion of the residents of Gwynedd regarding the challenge which has been set for us as a Council to continue to do our best for the people of Gwynedd despite the fact that we have less finance than ever and that the demand for our services is continuing to increase. We consulted on those services that we could cut, and those that will not be possible for us to cut. An on-line questionnaire was prepared and the people of Gwynedd were invited to attend one of the series of drop-in sessions and public forums to voice their opinion. Specific meetings were also held with groups of people with characteristics which are protected by equality legislation.

Over 2,000 Gwynedd residents responded and the responses were analysed in order to view the percentage who voted not to realise specific cuts and the ranking sequence emanating from that. We have also been able to view the rank given to the proposals according to the characteristics of the respondents, e.g. women, men, older people and disabled people, as well as according to geographical area. We have used the information gleaned from those sessions when reviewing the plan.

## 7) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

Since this is a review of the plan the evidence used to create the original plan still stands.

The information collected as part of the Gwynedd Challenge, which identified public priorities when considering the financial challenge facing the Council, was also considered.

## 8) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

This impact assessment is an overview only. Each individual project will need to identify the evidence required and create an engagement programme in order to fill any gaps. Each project is required to create its own impact assessment.

## 9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment

### 9a)

| General Duties of the Equality Act                                      | Relevance to the general Duties  | The actual or likely impact   |
|---|--|---|
| <b>Eliminating illegal discrimination, harassment and victimisation</b> | <p><b>Children and Young People</b><br/>No specific relevance</p> <p><b>Care</b><br/>Yes</p> <p><b>Safeguarding</b><br/>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b><br/>No specific relevance</p> | <p>Each project is expected to identify every opportunity to eliminate illegal discrimination, harassment and victimisation.</p> <p>Improving safeguarding arrangements will move towards eliminating illegal discrimination, harassment and victimisation.</p> |

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|---|---|--|
|   | <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>No specific relevance</p> |  |
| <p><b>Promoting equal opportunities</b></p> | <p><b>Children and Young People</b></p> <p>Yes</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>Yes</p>                    | <p>The Transforming additional learning needs and inclusion project and the Securing a range of preventative services for vulnerable groups of children and young people project should promote equal opportunities.</p> <p>Providing more people with the chance to live their lives in accordance with their choice, especially through the Integrated working, focusing on what matters for individuals project and through the Care accommodation and provisions programme</p> <p>Improving safeguarding arrangements will promote equal opportunities.</p> <p>Improving Gwynedd's economic situation should promote equal opportunities for different protected</p> |

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|  | <p><b>The Welsh Language</b></p> <p>Yes</p> <p><b>An Efficient and Effective Council</b></p> <p>Yes</p> <p><b>Financial Planning</b></p> <p>Yes</p> | <p>characteristics.</p> <p>This field concerns promoting the Welsh Language.</p> <p>If the Engagement project ensures that each protected characteristic is taken into account then it will promote equality of opportunity. Also extending the use of self service ensures alternative means of contact with the service.</p> <p>The projects will need to undertake their own impact assessments on their work which consider all the protected characteristics.</p>        |
| <p><b>Promoting good relationships</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p>            | <p>The Care challenge project will seek to ensure that the people of Gwynedd are absolutely clear about the challenge facing the Council to motivate and support communities to contribute through community action. At the end of the project the people of Gwynedd will have an understanding of the theme which will mean that we will contribute and naturally support the most vulnerable in our communities.</p> <p>The Project ensuring the whole council owns the</p> |

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|  | <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> <p><b>The Welsh Language</b></p> <p>Yes</p> <p><b>An Efficient and Effective Council</b></p> <p>Yes</p> <p><b>Financial Planning</b></p> <p>No specific relevance</p> | <p>protection theme promotes better relationships.</p> <p>Working with four communities to promote the Welsh language should promote better relationships.</p> <p>The Engagement project can promote better relationships by considering every protected characteristic.</p> |
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9b)

| Characteristics | Relevance to characteristics   | The actual or likely impact   |
|-----------------|--|---|
| Race            | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> <p><b>The Welsh Language</b></p> <p>Yes</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> | <p>Ensuring the opportunity for more people to live their lives according to their choice makes it more likely that they can live within their community and culture.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on grounds of race.</p> <p>This subject addresses nationality.</p> |

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|                   | <p><b>Financial Planning</b></p> <p>Yes</p>  | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>   |
| <b>Disability</b> | <p><b>Children and Young People</b></p> <p>Yes</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>Yes</p> | <p>Two projects are specifically concerned with disabled pupils and vulnerable pupils. The first will ensure an early and accurate assessment and teaching opportunities of the correct quality and the second ensures early intervention that will enable children and families to live independently without having to be dependent on statutory services.</p> <p>The projects should provide more people with a chance to live their lives according to their choice, particularly the Integrated working, focusing on what matters for individuals project. The Care accommodation and provisions programme should affect disabled people in a positive way.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of disability.</p> <p>Increasing the supply and variety of housing means more accessible housing for disabled people. Providing contemporary broadband can benefit disabled people, together with promoting the creation of quality jobs and good pay levels and strong and robust businesses.</p> |



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|                   | <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>Yes</p> <p><b>Financial Planning</b></p> <p>Yes</p>  | <p>The Engagement project will be able to foster good relations by considering the communication needs of disabled people, such as easyread leaflets, alternative technology.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p> |
| <p><b>Sex</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>No specific relevance</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> | <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of sex.</p>   |

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|                                   | <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>   | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>                               |
| <p><b>Gender reassignment</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>No specific relevance</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> <p><b>The Welsh Language</b></p> | <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of gender reassignment.</p> |

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|                                  | <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>   | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>                              |
| <p><b>Sexual orientation</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>No specific relevance</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> <p><b>The Welsh Language</b></p> <p>No specific relevance</p> | <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of sexual orientation.</p> |

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|                                  | <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>   | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>  |
| <p><b>Religion or belief</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> | <p>Ensuring the opportunity for more people to live their lives according to their choice makes it more likely that they can live within their community, culture and religion.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of religion or belief.</p> |

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|                                  | <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>  | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>  |
| <p><b>The Welsh Language</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>Yes</p> <p><b>The Welsh Language</b></p> <p>Yes</p> <p><b>An Efficient and Effective Council</b></p> | <p>The increased use of the Welsh language should be promoted when integrating work with Betsi Cadwaladr University Health Board.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of the Welsh language.</p> <p>The projects' aim is to improve the local economy to provide jobs for Gwynedd residents. This should strengthen the position of the Welsh language.</p> <p>This field promotes the Welsh Language.</p> |

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|                   | <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>   | <p>These projects will need to carry out impact assessments that take account of this characteristic.</p>  |
| <p><b>Age</b></p> | <p><b>Children and Young People</b></p> <p>Yes</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>Yes</p> | <p>This subject deals specifically with children and their families.</p> <p>The changes in the Care field affect older people more specifically. The changes should provide better services to those who need them.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of age.</p> <p>The High value and quality jobs project makes a connection with young people's education and ensures that county's young people have been prepared for the job opportunities available in Gwynedd. In particular it will work with the education sector and the post-16 Consortium to promote what are envisaged as "jobs of the future" in the area.</p> |

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|                                       | <p><b>The Welsh Language</b></p> <p>Yes</p> <p><b>An Efficient and Effective Council</b></p> <p>Yes</p> <p><b>Financial Planning</b></p> <p>Yes</p>   | <p>The Young people using the Welsh language socially project promotes the Welsh Language among young people.</p> <p>The use of differing ways of communication will appeal to different age groups.</p> <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p> |
| <p><b>Pregnancy and maternity</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>No specific relevance</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> | <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of pregnancy and maternity.</p>  |

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|  | <p>No specific relevance</p> <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p>       | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p>  |
| <p><b>Marriage and civil partnership</b></p> | <p><b>Children and Young People</b></p> <p>No specific relevance</p> <p><b>Care</b></p> <p>Yes</p> <p><b>Safeguarding</b></p> <p>Yes</p> <p><b>Poverty, Deprivation, Economy, Housing</b></p> <p>No specific relevance</p> | <p>Allowing more people to live their lives in accordance with their wishes means that marriage and civil partnership will need to be considered.</p> <p>The projects will ensure a better response to unlawful discrimination, harassment and victimisation on the grounds of marriage and civil partnership.</p> |



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|--|---|---|
|  | <p><b>The Welsh Language</b></p> <p>No specific relevance</p> <p><b>An Efficient and Effective Council</b></p> <p>No specific relevance</p> <p><b>Financial Planning</b></p> <p>Yes</p> | <p>These projects will need to carry out impact assessments that take account of this protected characteristic.</p> |
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**10) ADDRESSING THE IMPACT**

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|-----------|---|
| <b>a)</b> | <p><b>Note any possible equality impact(s)</b></p> <p>The projects to be implemented should improve the situation regarding equality.</p>   |
| <b>b)</b> | <p><b>What steps could be taken to reduce or improve these impacts?</b></p> <p>This impact assessment is an overview only. It is essential for each project to collect data, identify gaps and make their own assessment. It is possible that the specific assessment by the projects will recognise different relevance and impacts to those stated above.</p> |
| <b>c)</b> | <p><b>Do we need to reconsider the plan?</b></p> <p>No.</p>   |

**11) MONITORING AND REVIEWING ARRANGEMENTS**

To be reviewed annually.

**12) ACTION PLAN**

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

The projects will have their own action plans.

**13) DECISION MAKING**

To be submitted to Cabinet for decision on 16 February 2016.