

# Assessing the Impact on Equality Characteristics, the Welsh language and the Socio-Economic Disadvantage

Please see the leaflet *How to Make an Equality Impact Assessment* for support to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or [DelythGadlysWilliams@gwynedd.llyw.cymru](mailto:DelythGadlysWilliams@gwynedd.llyw.cymru) for further assistance

The Council is required (under the Equality Act 2010) to consider the impact that 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 assessment should be made before any decision is taken on any relevant change (i.e., that affects people with protected equality characteristics). The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely assessment must be made before a decision is taken on any relevant change (i.e. that affects people with protected equality 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 impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.

From 1 April 2021 onwards, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

## 1) Details

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

Asset Management Plan 2024-2034

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

Establish an Asset Management Plan for the period 2024-2034 to ensure that our Asset Management Plan is up to date.

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

Dafydd Gibbard

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

There was an informal assessment in March 2024. This formal assessment was started on 22 April 2024.

## **2) Implementation**

### **2.1 Who are the stakeholders or partners with whom we will have to work to carry out this assessment?**

Council Departments  
The People of Gwynedd  
The Cabinet  
Elected members  
Governance and Audit Committee Lay Members

### **2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?**

No specific engagement has taken place to date but a corporate engagement process has meant that Elected Members have had the opportunity to provide input based on their awareness of their areas and what their constituents are raising with them.

Departments will need to decide what level of engagement will be required to carry out their individual impact assessments and that will feed into the method of implementation.

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

The plan has been developed and co-designed to include members' views.

## 2.4 On the basis of what other evidence are you acting?

Our capital plans need time to prepare and therefore it is good practice to have a current Plan for an extended period. The budget we anticipate available for capital plans for the next 10 years is £45.2M while departments' requirements are £129.3M. It was therefore necessary to go through a process of prioritisation in order to set a balanced plan

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

It is possible that, due to a lack of adequate information, there is an impact on certain features and it is important to look at them individually to identify if a full assessment needs to be undertaken. Of course an impact assessment may have been done on a number of these already.

## 3) Identifying the Impact

**3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? It is also necessary to consider the impact on Socio-Economic disadvantage and on the Welsh Language.**

<b>Characteristics</b>	<b>What type of impact?</b>	<b>In what way? What is the evidence?</b>
<b>Race (including nationality)</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Disability</b>	Positive	A grant scheme to make adaptations to housing for the disabled is included in the Assets Plan.
<b>Gender</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Age</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Sexual orientation</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Religion or belief (or non-belief)</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.

<b>Gender reassignment</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Pregnancy and maternity</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>Marriage and civil partnership</b>	Neutral	The impact appears to be neutral in terms of the scheme, but it is necessary for departments to ensure that they carry out an impact assessment on the individual issues.
<b>The Welsh language</b>	Positive	A plan to strengthen the provision of Welsh education in the secondary sector is likely to have a positive effect on the Welsh language.
<b>Socio-Economic Disadvantage</b>	Positive	The Bangor Health Hub scheme will aim to boost the economy of Bangor city centre, while investment in Pwllheli Harbour and Victoria Dock will protect income and also mean that users will be able to continue using the resources.

**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 duly address the way any change impacts on these duties. The Council must duly address the way any change impacts on these duties.**

<b>General Duties of the Equality Act</b>	<b>Does it have an impact?</b>	<b>In what way? What is the evidence?</b>
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	No	The effect mentioned in 3.1 is not thought to be sufficient to lead to discrimination, harassment or persecution.
<b>Promote equal opportunities</b>	No	The effect mentioned in 3.1 is not thought to be sufficient to affect equal opportunities.
<b>Building good relationships</b>	No	The effect mentioned in 3.1 is not thought to be sufficient to affect building good relationships.

**3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than English, and that every opportunity to promote the Welsh language is taken**

**(beyond providing bilingual services) and increase opportunities to use and learn the language in the community?**

This is a capital expenditure prioritisation plan, and some of the projects include making improvements to Welsh provision such as the secondary education sector in Bangor.

It is not anticipated that any of the other plans will lead to the Welsh language being treated less favourably than English. In some cases, specific projects or plans within the Asset Plan will be expected as they develop and these assessments will need to identify any further opportunities to promote the Welsh language. It is the duty of the person responsible for the plan or individual project to carry out the assessment(s).

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

n/a

**3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than improving outcomes for everyone only).**

The procedure for establishing the Asset Plan takes into account the likely resources available for the next 10 years, and prioritises them based on the risk of not achieving them as Departments' requirements are above the available budget.

The individual plans vary from those that are for the whole of Gwynedd to specific ones and have been subject to assessment to ensure that inequality due to economic - social disadvantage is reduced.

Some of the plans that are recommended to be included in the Asset Plan are specifically designed to reduce inequality due to socio-economic disadvantage. These are detailed in Appendix 1, 2 and 3.

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

This will be addressed more thoroughly in the individual assessments

#### 4) Analysing the results

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

These have a varying impact and there will be constant monitoring during their implementation, but it must be noted that they are capital plans that must be carried out within the resources available to us.

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

No

**4.3 What should be done?**

Select one of the following:

Continue with the policy / service as it is robust	X
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

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

The departments will work to ensure they mitigate any negative impacts.

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

n/a

## **5) Monitoring**

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

The Asset Plan will be reviewed regularly to ensure that the plans are up to date. Some individual plans will also be monitored through the performance challenge and support system.