

North Wales Growth Integrated Impact Assessment Report



Programme	Digital Programme
Project	Connected Campuses
Lead officer responsible for assessment	Stuart Whitfield
Office responsible for monitoring impact	Stuart Whitfield
Date assessment completed	01/02/2024
Version	1

DETAILS OF PROPOSAL - Aim/Purpose/Outcome
 *Proposal refers to what is being assessed and includes, policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals

The Advanced Wireless project aims to drive the adoption of advanced wireless across the region through a combination of revenue and capital activities. The project will address barriers to take up to deliver socioeconomic benefits to communities and businesses in the region associated with productivity and performance improvements enabled by modern connectivity technologies.

The strategic context sets out the alignment between the project and key strategic drivers including:

- Alignment to the Digital Strategy for Wales and the UK Digital Strategy and UK Wireless Infrastructure Strategy
- Alignment with the Growth Vision for North Wales, The NWEAB Digital Connectivity Strategy and the Regional Economic Framework as well as NWEAB Statement on Climate Change and Biodiversity.

Purpose

This document outlines the integrated impact assessment undertaken as part of this proposal. This integrated approach ensures that the impact assessment is proportionate and at the centre of policy making and delivery. The aim is to take a rounded view of the main impacts, both positive and negative and involve all persons affected by the proposal; and uses evidence to meet both the requirements of the *legislations* in the short-term and long-term.

The Integrated Assessment covers 3 key areas: Well-Being, Equalities and Welsh Language and provides an overall conclusion as to the impact the proposal will have. It will highlight any positive outcomes, ensure consideration is given against each of the elements within these 3 keys areas and detail any mitigating actions required using the Five Ways of Working.

Well-being:

The assessment will record any positive contributions and potential negative impacts against each of the 7 Well-Being goals in line with the Well-Being of Future Generations Act 2015. The objective will be to seek and secure where possible, sustained improvements in the economic, social, cultural and environmental wellbeing of people in the region and Wales as a whole. To identify key learning points through the 5 ways of working and seek to embed these improvements through a range of mediums: stakeholder engagements, looking at the long-term effects of the proposal and implementation of an agreed action plan to ensure monitoring of negative mitigations and contributions to positive impacts.

Equalities:

The duty to undertake Equalities Impact Assessment (EqIA) arises from the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2010. This assessment will help to ensure that any policies and decisions do not discriminate, that they promote equality wherever possible and that they foster good community relations. This will involve assessing the likely effects on people in respect of disability, gender, race, language, age, sexual orientation, gender reassignment and religion or belief. Where relevant, consideration will also be given to marriage and civil partnership and maternity and pregnancy. Additionally, it will consider it essential that policies and decisions are assessed in order to determine their impact on Welsh language. The assessment will proactively consider the positive and negative impact against the 11 Protective Characteristics as required under the equalities legislation (Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011). This will ensure that there is no unlawful discrimination, harassment or victimisation and there is an equality of opportunity between people who share a relevant protected characteristic. Due regard will be given for advancing equality throughout the proposal.

Welsh Language:

The assessment reviews the impact of the proposal against the 3 Themes within the WG guide in line with the

Monitoring and Review

Any actions identified as part of this impact review will be included in the action plan and reviewed regularly by the programme board. This document may be updated to include additional actions as identified as part of this monitoring process.

Supplementary Evidence - Links to documents/webpages <i>(5 Ways of Working)</i>	Well-Being	Equalities	Welsh Language
<p>Integration: What evidence and data has informed your proposal? <i>Detail any policies and processes used in support of the assessment</i></p>	<p>Various Welsh and UK policies all impacting on well-being, including Well-being of Future Generations Act, UK Industrial strategy</p>		<p>ANW has a Welsh Language policy with Gwynedd Council as host authority in accordance with the Welsh Language Act.</p>
<p>Collaboration: Stakeholders involved in the impact assessment and consultation process</p>	<p>Business case development has involved a wide range of stakeholders from public, private and third sectors, with a project board and stakeholder group to support governance and guidance.</p>	<p>Stakeholders involved the development of the business case consist of both Welsh speakers and non Welsh speakers with a fluent SRO and project manager.</p>	<p>Stakeholders involved the development of the business case consist of both Welsh speakers and non Welsh speakers with a fluent SRO and project manager.</p>
<p>Involvement: Who does this proposal affect and how have they been involved in the consultation process</p>		<p>Workshops and consultation has been inclusive and open.</p>	<p>Stakeholders involved the development of the business case consist of both Welsh speakers and non Welsh speakers with a fluent SRO and project manager.</p>
<p>Long-term: Base line information used to balance short-term needs and safeguard meeting long-term needs</p>	<p>Well being benefits are a core focus for the project with long term objectives associated with promoting access to services and social inclusion through access to better digital connectivity.</p>	<p>By its design the project is non discriminatory in its focus with homes and businesses being targeted for benefits realisation irrespective of the characteristics of those living and working within them.</p>	<p>The project's investment targets are geographically focused on North Wales where the Welsh language is the predominant day to day language, particularly in the south and west.</p>
<p>Prevention: Details of any action plans following consultations to include monitoring</p>	<p>Feedback from workshops, consultation and Gateway Review processes has been recorded and actioned appropriately. The on-going project management process and structured meeting schedule will log risk and issues, provide a platform for stakeholders to discuss and engage, and review follow-up actions regularly</p>	<p>Feedback from workshops, consultation and Gateway Review processes has been recorded and actioned appropriately. The on-going project management process and structured meeting schedule will log risk and issues, provide a platform for stakeholders to discuss and engage, and review follow-up actions regularly.</p>	<p>Feedback from workshops, consultation and Gateway Review processes has been recorded and actioned appropriately. The on-going project management process and structured meeting schedule will log risk and issues, provide a platform for stakeholders to discuss and engage, and review follow-up actions regularly.</p>

WELL-BEING IMPACT ASSESSMENT

The assessment will identify the impact against each of the 7 Well-being Goals and provide an overall Well-being rating being Positive / Neutral / Negative. It will also provide evidence in support of the results and detail any mitigating actions required to minimise any negative effect.

The overall impact rating for this section will be determined on the highest number of Positive, Neutral and Negative impacts recorded against each Well-Being goals.

Where there may be a negative impact identified and proposed action plan must be completed to determine what mitigating actions will be undertaken and monitored to minimise the effect.



IMPACT AGAINST THE 7 Well-being Goals

A prosperous NW Region	positive	A NW Region of cohesive communities	positive
A resilient NW Region	positive		
A healthier NW Region	positive	A NW Region of vibrant culture and thriving Welsh language	positive
A more equal NW Region	positive	A globally responsible NW Region	positive
OVERALL WELL-BEING ASSESSMENT		POSITIVE	

Note the overall Well-being assessment conclusion below:

The project has a positive impact on all dimensions of the Well-being goals.

A prosperous NW Region:
 An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

Overall Impact	Result:	Positive
Justification for Impact	The project seeks to develop critical improvements in digital connectivity in communities in North Wales. Advanced Wireless facilitates productivity improvement and drives employment and supports existing employment, particularly with new working practices introduced to deal with the coronavirus pandemic which are now embedded.	
Further actions Required	Activities to promote the adoption of digital connectivity, demand stimulation.	
Positive Impacts Identified	<ul style="list-style-type: none"> improved employment levels greater potential for job creation greater productivity improved access to new technology 	
Negative Impacts Identified	none	

A resilient NW Region:
 A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

Overall Impact	Result:	Positive
Justification for Impact	Advanced Wireless may provide additional means of communication where transport links may be limited. Connectivity also provides more options for employment and access to training opportunities associated with new technologies.	

Further Actions Required	Activites to promote the adoption of Advanced Wireless connectivity, demand stimulation.
Positive Impacts Identified	<ul style="list-style-type: none"> • greater potential for job creation • greater productivity • improved access to new technology
Negative Impacts Identified	none

A healthier NW Region:
 A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

Overall Impact	Result: Positive
Justification for Impact	Advanced Wireless can facilitate social inclusion and better access to medical facilities such as remote screening, driving better health outcomes for the region.
Further Actions Required	None
Positive Impacts Identified	Greater social cohesion within communities, well being benefits from better healthcare applications.
Negative Impacts Identified	none

A more equal NW Region:
 A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

Overall Impact	Result: Positive
Justification for Impact	Access to remote employment, training and health services provides support for individuals otherwise unable to access these locally, either through being excluded because of lack of transport options or because services are not available locally. Digital connectivity provides a basic level of access to a range of opporunities for all irrespective of background or circumstances unless they are otherwise digially exlcuded, e.g. cannot afford hardware or services costs or lack skills needed.
Further Actions Required	Promotion of training opportunities and funding to support those digitally excluded.
Positive Impacts Identified	Greater access to employment, training and health services.
Negative Impacts Identified	none

A NW Region of cohesive communities:
 Attractive, viable, safe and well-connected communities.

Overall Impact	Result: Positive
-----------------------	---

Justification for Impact	<p>Better digital connectivity improves communication opportunities for individuals and communities. Accessing local and wider networks online is greatly supported where connectivity is fast, reliable and affordable. Digital connectivity allows for rapid exchange of information including on matters of community initiatives and organisation, safety, health initiatives and social events and activities.</p>
Further Actions Required	<p>Promotion of community websites and online access to social activities</p>
Positive Impacts Identified	<p>Greater awareness of local activities and initiatives and engagement within communities</p>
Negative Impacts Identified	<p>none</p>

A NW Region of vibrant culture and thriving Welsh language:
 A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

Overall Impact **Result:** **Positive**

Justification for Impact	<p>The project's target area has a large proportion of Welsh speakers and access to digital connectivity will support social interaction through the medium of Welsh (as for Cohesive communities above). Interaction online can widen participation in community activities where the Welsh language can be used more extensively and access to online training resources can support learners improve their use of the language and confidence in using it.</p>
Further Actions Required	<p>Greater awareness of local activities and initiatives and engagement within communities. Promotion of online learning resources.</p>
Positive Impacts Identified	<p>Greater interaction within communities through the medium of Welsh.</p>
Negative Impacts Identified	<p>none</p>

A globally responsible NW Region:
 A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Overall Impact **Result:** **Positive**

Justification for Impact	<p>Advanced Wireless can be a key factor in reducing the use of fossil fuels through reducing necessary travel associated with commuting and accessing services and improving business productivity.</p>
--------------------------	--

Further Actions Required

Promotion of Advanced Wireless working practices by regional employers.

Positive Impacts Identified

Fewer car journeys, productivity improvements, reduced carbon emissions, less pollution associated with fossil fuel use, less congestion, lower household and business expenditure associated with car use, safer roads.

Negative Impacts Identified

None

Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may be affected by the proposal
- We have engaged with people who will be affected by the proposal



EQUALITY IMPACT

This sections seeks to identify the impact the proposal will have on the protective characteristics. The aim will be to actively encourage equality and recognise the different needs, requirements and goals; to activity work against all forms of discrimination by promoting good relationships and mutual respect within and between our communities, residents, elected members and workforce. The aim is to be inclusive and create equality irrespective of ethic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh Language in line with the Equality Act 2010.

This will included our duty to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.



IMPACT AGAINST THE 11 PROTECTED CHARACTERISTICS			
Race	Neutral	Gender Reassignment	Neutral
Sex	Neutral	Religion or Belief	Neutral
Disability	Neutral	Age	Neutral
Welsh Language	Neutral	Pregnancy	Neutral
Sexual Orientation	Neutral	Marriage	Neutral
		Civil Partnerships	Neutral
OVERALL EQUALITIES ASSESSMENT	NEUTRAL		

Note the overall conclusion below:
Advanced Wireless has the potential to drive benefits for the economy as a whole. It has a neutral impact against the 11 protected characteristics

Race

Overall Impact **Result:** **Neutral**

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified

Sex

Overall Impact **Result:** **Neutral**

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified

Disability

Overall Impact **Result:** **Neutral**

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified

Welsh Language

Overall Impact **Result:** **Neutral**

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified

Sexual Orientation

Overall Impact **Result:** **Neutral**

Justification for Impact

Justification for Impact	
Further Actions Required	
Positive Impacts Identified	
Negative Impacts Identified	

Gender Reassignment

Overall Impact	Result: Neutral
Justification for Impact	
Further Actions Required	
Positive Impacts Identified	
Negative Impacts Identified	

Religion or Belief

Overall Impact	Result: Neutral
Justification for Impact	
Further Actions Required	
Positive Impacts Identified	
Negative Impacts Identified	

Age

Overall Impact	Result: Neutral
Justification for Impact	
Further Actions Required	
Positive Impacts Identified	
Negative Impacts Identified	

Pregnancy

Overall Impact	Result: Neutral
Justification for Impact	
Further Actions Required	
Positive Impacts Identified	
Negative Impacts Identified	

Marriage

Overall Impact

Result:

Neutral

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified

Civil Partnerships

Overall Impact

Result:

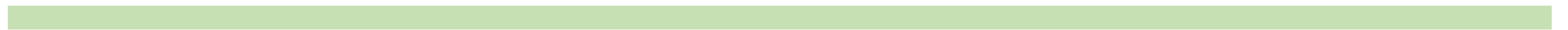
Neutral

Justification for Impact

Further Actions Required

Positive Impacts Identified

Negative Impacts Identified



WELSH LANGUAGE IMPACT ASSESSMENT

As a general rule, if your policy has the potential to impact on people, it will impact in some way on Welsh speakers and therefore on the Welsh language.

On 10 July 2017, the First Minister and the Minister for Lifelong Learning and Welsh Language launched their strategy Cymraeg 2050 A million Welsh speakers. The vision of the strategy is to reach a million Welsh speakers by 2050 where “The Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales.” The strategy identifies that the challenge of achieving a million Welsh speakers by 2050 calls for far-reaching changes. Three strategic themes have been identified within the strategy to achieve its vision:

- Increasing the number of Welsh speakers;
- Increasing the use of Welsh; and
- Creating favourable conditions infrastructure and context.

Does the proposal align with Welsh Government strategy for the Welsh language - Cymraeg 2050: A national strategy for increasing the number of Welsh speakers to a million by 2050

YES	<input checked="" type="checkbox"/>
-----	-------------------------------------

NO	<input type="checkbox"/>
----	--------------------------

Describe and explain the impact of the proposal on the Welsh Language, and explain how you will address these impacts in order to improve outcomes for the Welsh Language?

Overall Impact

Result: Positive

Justification for Impact	The project's target area has a large proportion of Welsh speakers and access to digital connectivity will support social interaction through the medium of Welsh (as for Cohesive communities above). Its effect in strengthening the economy thus has the potential to have a positive impact on the Welsh Language.
Further Actions Required	None
Positive Impacts Identified	Potentially retention of skilled workers and attracting new skilled workers and families, more employment opportunities in the region and therefore more Welsh speakers, stronger Welsh brand identity
Negative Impacts Identified	None

How will you mitigate any negative impact on the Welsh language or promote the positive impact on the language?

Cymraeg 2050 Strategy Themes	Yes	No	N/A
Does the proposal have the potential to increase the number of Welsh Speakers? <i>Workforce, Resources, Qualifications?</i> If the policy has the potential to decrease the number of Welsh speaker outline steps to mitigate the adverse effect	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide details to support this			
Better digital connectivity driven by neutral host ancillary connectivity may support access to learning opportunities and access to online resources for Welsh language learners.			
Does the proposal encourage the use of Welsh? <i>Opportunities in the Workplace, Services or Social use of Welsh</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Provide details to support this			
N/A			

Does the proposal look to create favourable conditions - Infrastructure and context? <i>Community & Economy, Culture & Media, Wales & the wider world, Digital technology, Linguistic infrastructure, Language planning, Evaluation & Research.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide details to support this The project creates stronger wireless infrastructure in North Wales, creating favourable conditions for the Welsh language.			

