

Equality Impact Assessment

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).

I Details

I.1. What is the name of the policy / service in question?

Gwynedd Council Electoral System Review Section 8 Local Government and Elections (Wales) Act 2021

I.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

Deciding on moving from first past the post system to proportional system of the Single Transferable Vote

I.3 Who is responsible for this assessment?

Iwan Evans – Head of Legal Services

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

First version based on consultation held on 15 July 2024

2) Action

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

Gwynedd Local Government Electors
Gwynedd Town and Community Councils
Elected members

2.2 What measures have you taken to engage with people with equality characteristics?

A wide-ranging consultation was held during the period 15 July 2024 to 15 September 2024 which included questions about language and equality.

2.3 What was the result of the engagement?

The consultation has not identified any negative impacts on changing the electoral system

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

Information on the proposed voting systems has been collected and assessed in a comprehensive report

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

None highlighted.

3) Identifying the Impact

3.1 The Council has to 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? You are welcome to any other characteristics if you wish.

Characteristics	What type of impact?*	In what way? What is the evidence?
Race (including nationality)	none	The effect appears neutral
The Welsh language	none	The effect appears neutral
Disability	none	The effect appears neutral
Sex	none	The effect appears neutral
Age	none	The effect appears neutral

Sexual orientation	none	The effect appears neutral
Religion or belief (or non-belief)	none	The effect appears neutral
Gender reassignment	none	The effect appears neutral
Pregnancy and maternity	none	The effect appears neutral
Marriage and civil partnership	none	The effect appears neutral

* 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 effect mentioned in 3.1 is not thought to be likely to lead to discrimination, harassment or persecution.
Promoting equal opportunities	No	The effect mentioned in 3.1 is not thought likely to affect equal opportunities.
Encouraging good relationships	No	The effect mentioned in 3.1 is not thought likely to affect 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 (Mesur y Gymraeg (Wales) 2011), to ensure that Welsh is not treated less favourably than English, and that every opportunity is taken to promote the Welsh language (beyond bilingual service delivery) and increase opportunities to use and learn the language in the community?**

The Local Government election system in Gwynedd is administered in accordance with the requirements of the Measure . Adopting a new regime or keeping the current system would not affect the baseline situation here.

- 3.4 What other measures or changes you might include to strengthen or change the policy / practice to positively impact people's opportunities to use Welsh, and to reduce or prevent any adverse effects the policy/practice may have on the Welsh language?**

N/A

- 3.5 How does the proposal show that you have given due attention to the need to address disparity from the cause of socio-economic disadvantage? (Note that this is about with closing inequality gaps rather than just improving outcomes for everyone).**

The proposal is a statutory choice between voting systems. In relation to voters casting their vote the change would not be significant in terms of experience. Similar systems have been used in other elections. Investment is made in advertising and information sharing campaigns for each election aimed at increasing understanding and participation across the whole community.

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

N/A

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty and what is the reason for this?

The effect appears neutral.

4.1 Is the policy therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty and what is the reason for this?

No, it is not.

4.3 What should be done?

Choose one of the following:

Continue with the policy / service as it is robust	x
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	

4.4 What steps will you take to reduce or mitigate any negative impacts?

See above regarding arrangements for holding elections .

4.5 If you are not taking any further action to delete or reduce the negative impacts, 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)?

Participation will be monitored in all elections.