

Asesu'r Effaith ar Bobl Gwynedd

This document assesses what impact the policy, procedure, plan etc. will have on the population of the county and operates based on a number of legislations.

- **Equality Act 2010.** It places a duty on public organisations to give due attention to the impact of any new policy, procedure or plan etc. (or in the process of adapting them) on people with protected characteristics. We are required to
 - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
 - 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.

In Wales, the specific duty notes the need to undertake an impact assessment following specific guidelines to consider the impact that any changes in any policy or procedure (or the creation of a new policy or procedure), will have on people with protected equality characteristics. A timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

- **Socio-economic Duty.** Wales has implemented this further duty which is part of the Equality Act 2010 and places a duty to address socio-economic disadvantages in strategic decisions.
- **Welsh Language Standards (Section 44 Welsh Language Measure (Wales) 2011).** The Council is required to consider the impact that any change in any 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 favourable than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.
- **Well-being of Future Generations Act 2015.** The Council has a duty to put the five ways of working in place and to respond to the seven national well-being goals.
- **Armed Forces Act 2021.** Councils must give due attention to the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families.

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STEP 1 - Main Aims and Objectives of the Policy or Practice

1. What is the objective of what is being assessed?

- New and revised policies, practices or procedures (which modify service delivery or employment practices)

2. What are the overall aims, objectives and intended outcomes of the policy or practice?

In the context of the need and the effort to ensure that quality services are offered across the County, the committee supported the proposal to undertake a review of the day care provision in Blaenau Ffestiniog and Cricieth and to consider an alternative model. The officers were asked to ensure that the new model provided a consistent service across the county, including a service for those living in rural areas.

3. Who are the main consultative groups (stakeholders)?

Service users and their families/carers in the areas of Blaenau Ffestiniog and Cricieth

Blaenau Ffestiniog and Cricieth's elected members

STEP 2 - Engagement Data and Assessing the Impact

4. Has any effort been made to comply with the duty to engage in accordance with what is described above and has enough information been gathered to move forward?

Yes

The engagement details. Note any consultation or engagement you have conducted or intend to conduct.

Action	Dates	Information
Local Social Work teams have engaged with service users and their families who used to attend the two day centres	2023-2024	The needs of the relevant individuals have changed and no longer require day care

Meet with Blaenau Ffestiniog and Cricieth's elected members	October and November 2024	The situation has been shared with them
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5. What information is available about the impact on each of the following characteristics and subjects?

Race	No data identified	No impact identified
Disability	<p>From the group that used to attend, they had a variety of needs, including physical impairments, dementia, hearing problems, long-term health conditions.</p> <p>The Social Services and Well-being (Wales) Act 2014 was introduced on 1 April 2016, and it provides a legislative framework for care and support in Wales. The Act changes the way that people are assessed and the way services are provided, promoting a diverse range of support</p>	<p>The individuals who have care and support needs deriving from the physical impairments above receive support through a variety of provisions by now e.g. support services, domiciliary care, a sitting service, attending third sector and health activities.</p> <p>A positive impact in terms of the emphasis on offering more provision choice to people.</p>

	available within the community to reduce the need for formal support.	
Gender	No relevant data identified	No impact identified
Age	<p>From the group that used to attend, they had a variety of needs, including physical impairments, dementia, hearing problems, long-term health conditions. The majority were over 55 years old.</p> <p>The Social Services and Well-being (Wales) Act 2014 was introduced on 1 April 2016, and it provides a legislative framework for care and support in Wales. The Act changes the way that people are assessed and the way services are provided, promoting a diverse range of support available within the community to reduce the need for formal support.</p>	<p>The individuals who have care and support needs deriving from the physical impairments above receive support through a variety of provisions by now e.g. support services, domiciliary care, a sitting service, attending third sector activities and health services.</p> <p>A positive impact in terms of the emphasis on offering more provision choice to people.</p>
Religion and Belief	No data identified	No impact identified
Sexual Orientation	No data identified	No impact identified
Gender reassignment	No data identified in this group	No impact identified in this group
Marriage and Civil Partnership	No data identified	No impact identified
Pregnancy and Maternity	No data identified	No impact identified
The Welsh Language	The alternative services offer provision in the individual's chosen language	The alternative services offer provision in the individual's chosen language

Socio-economic Considerations	There is effort to offer alternative services locally and within the individual's financial ability	It is possible that some individuals may have to travel outside of their home area to gain access to some alternative services; transport is a matter that is being considered separately with an amended transport policy.
Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families	No data identified	No impact identified in this group but the teams are aware that this is considered when planning care
Human Rights	No data identified	A positive impact in terms of the emphasis on offering a greater choice of provision to people
Other	Engagement with unpaid carers/families for the previous attendees has already been undertaken, further needs have changed with this group, but the need to engage with the area's current unpaid carers regarding their care and support needs has to be acknowledged, this happens through the usual arrangements of a care and support assessment under the Social Services and Well-being (Wales) Act 2014.	A positive impact in terms of the emphasis on offering more provision choice to individuals and their carers. The Social Services and Well-being (Wales) Act 2014 was introduced on 1 April 2016, and it provides a legislative framework for care and support in Wales. The Act changes the way that people are assessed and the way services are provided, promoting a diverse range of support available within the community to reduce the need for formal support.

6. Are there any data or information gaps and if so, what are they and how do you intend to address them?

No, we operate in accordance with the act and now offer more choice to the individuals and their families who receive care and support.

7. What is the cumulative impact of this proposal on different protected groups when considering other key decisions?

No impact identified

8. What does the proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to advance equality of opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion; as covered by the 3 aims of the General Duty in the Equality Act 2010)?

- a) Irrelevant
- b) Offer a greater choice of provision
- c) more open, flexible and community provisions

9. How does the proposal show that due regard has been given to the need to address inequality due to socio-economic disadvantage? (Note that this relates to closing the inequality gap, rather than just improving outcomes for everyone).

Not relevant

10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and to ensure opportunities for people to use the Welsh language? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

We offer provisions in the individual's chosen language

11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and respond to the seven national well-being goals, including creating a More Equal Wales?

The proposal reinforces future services, it is long-term, it integrates and promotes community partnerships, people are included and encouraged to choose.

STEP 3 - Procurement and Partnerships

12. Will this policy or practice be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes

STEP 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice

13. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create inequalities of outcome resulting from socio-economic disadvantage? (A summary of the impact identified above)

Significantly Positive Impact:

Offer more choice for people and their families/unpaid carers

Significantly Negative Impact:

No significantly negative impact identified

14. Explain any intentional negative impact and why it is believed that there is justification for operating in this way (for example, on the grounds of improving equal opportunities or developing good relationships between those who share a protected characteristic and those who do not, due to objective justification or positive action

N/A

15. Will any of the negative impacts identified count as unlawful discrimination albeit they are unavoidable (e.g. budget cuts)?

No

Note the reason for stating this and the justification for proceeding

As we continue to offer provision which gives more choice

16. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to equal opportunity; help to eliminate unlawful discrimination, harassment, or victimisation; and foster good relations and wider community cohesion; as covered by the improvement aim of the General Duty in the Equality Act 2010?

None, we directly discuss with the individuals and their families and identify their personal/individual needs

17. What measures or other changes could be included to strengthen or change the policy / practice to demonstrate that due regard has been given to the need to reduce inequalities of outcome as a result of socio-economic disadvantage?

N/A

18. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to increase opportunities for people to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

N/A

19. Was there enough information to make a balanced judgement and to proceed?

We believe that there is enough information

STEP 5 - Decision to Proceed

20. Given the information gathered in Steps 1 – 4 above, is it possible to move forward with the policy or practice or not, and if so, on what basis?

Choice of:

Continue with policy or practice in its current form

STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#)

21. What action steps noted in Steps 1-5 or any additional data collection work would help to monitor the policy / practice when implemented:

Action	Dates	Timetable	Lead Responsibility	Add to the Service Plan
Continue to operate and commission in line with needs of the local population	ongoing	open	Sian Edith Jones	No

22. What arrangements to monitor and review the ongoing impact of this policy or practice will be implemented, including timeframes for when it should be formally reviewed:

Monitoring and Review Arrangements (including where outcomes will be recorded)	Timeframe and Frequency	Lead Responsibility	Add to the Service Plan
Respond to local matters as they arise	ongoing/open	Sian Edith Jones	No