

Integrated Impact Assessment

This document assesses the impact that the policy, procedure, plan etc will have on the population of the county and operates on the basis of a number of laws.

- **The Equality Act 2010.** It places a duty on public organisations to pay due attention to the impact of any new policy, procedure, scheme etc (or in adapting them) on people with protected characteristics. We are asked
 - abolish unlawful discrimination, harassment and persecution and other conduct prohibited by the Act.
 - promote equal opportunities between people who share a relevant protected feature and those who do not.
 - foster good relationships between people who share a protected trait and those who don't.

In Wales the specific duty sets out the need to carry out an impact assessment following specific guidelines to consider the impact that a change 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 must be made before a decision is made on any material change (i.e. affecting people with a protected feature).

- **Socio-Economic Duty.** Wales has now implemented this duty which is part of the Equality Act 2010 giving a duty to address socio-economic disadvantage in strategic decisions.
- **Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011).** The Council is required to consider the impact that a change in any policy or procedure (or the creation of a new policy or procedure) will have on opportunities for people to use Welsh and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.
- **Well-being of Future Generations Act 2015.** The Council has a duty to implement the five ways of working, and to respond to the 7 national well-being goals.

- **the Armed Forces Act 2021.** Councils must give due regard to the impact of this proposal on those serving or having served in the Armed Forces, as well as their families.

Premium Allocation June 2026

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

1. What kind of document or procedure is being assessed?

- Setting budget allocations for the new financial year and strategic financial planning

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

Allocation of a surplus in the Council Tax Premium collected in 2025/26 and not yet allocated. Approximately £914,000 remains to be allocated following previous commitments.

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

Officers in the affected departments, and the relevant Cabinet Members.

STEP 2 - Engagement Data and Impact Assessment

4. Has an attempt been made to comply with the duty to engage in accordance with what is described above and has sufficient information been gathered to proceed?

Yes

Details of engagement. Please note any consultation or engagement you have made or intend to do

Operation	Dates	Carmarthenshire
Consulted with relevant officers within the Council	5/6/2026 12:00:00 AM	The vast majority of Premium income has already been earmarked but a surplus in 2025/26 has provided an opportunity to use the money to fund specific housing schemes.

5. What information is available about the impact on each of the features and topics below?

	Relevant Evidence, Information and Data	Potential Positive and/or Negative Impact
Race	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Disability	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.

Gender	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Age	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Religion and belief	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Sexual Orientation	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Gender reassignment	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Marriage and Civil Partnership	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Pregnancy and Maternity	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Skip to content _ Skip to footer	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.

Socio-Economic Considerations	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect
Those who serve or have served in the armed forces, together with their families	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Skip to footer	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.
Other	The use of the money relates to investment to avoid maintenance costs, and to fund the position of project manager.	Neutral effect.

6. Are there any data or information gaps and if so, what are these and how are they intended to be addressed?

No

7. When considering other key decisions affecting these groups, is there a incremental effect (cumulative effect)?

Previous decisions have been made over several years in earmarking the use of the Premium. In considering these decisions, these groups are not considered to be affected by the decisions.

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

This proposal assists the Housing and Property Department to take positive action to avoid the costs of housing furniture etc, and to implement specific projects. Attention has been paid to the Equality Duty but it is not seen that the decision sought has an impact in this area.

9. How does the proposal show that due attention has been given to the need to address inequalities in the cause of socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for all)

This is a cost-saving proposal, and the projects will assist the Housing and Property Department in the realisation of projects. This in nature will address inequality in the cause of socio-economic disadvantage.

10. How does the proposal demonstrate action in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), not to treat the Welsh language less favourably than English, and to ensure opportunities for people to use Welsh? Also how will action be taken in accordance with the Council's language policy and strategy to take advantage of every opportunity to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

Not applicable – this proposal deals with the storage of goods, as well as the position of a project manager.

11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and responding to the 7 national well-being goals including creating a More Equal Wales?

The current Premium funds the Council's Housing Action Plan, which is a proactive attempt to strengthen the sustainability of those communities within Gwynedd that have a high number of second homes and long-term empty homes. The Council's Housing Strategy sets out the vision of "Ensuring that the people of Gwynedd have access to a suitable and quality, affordable home that improves their quality of life". The Strategy identifies five objectives that had to be addressed if the Council was to achieve this vision:

- No one is homeless in Gwynedd
- Social housing available to all who need one
- Everyone's home in Gwynedd is affordable for them
- Gwynedd housing is environmentally friendly
- Homes have a positive influence on the health and wellbeing of the people of Gwynedd. The Housing Action Plan includes a number of projects which, taken together, deliver on these objectives.

PHASE 3 - Procurement and Partnerships

12. Will this policy or practice be carried out in whole or in part by contractors or in partnership with other organisation(s)?

No

What action will be taken to comply with the General Equality Duty, Human Rights and Welsh language legislation and the Socio-Economic Duty in relation to procurement and/or partnerships?

Procurement:

-

Partnership:

-

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

13. In considering proportionality, does the policy or practice cause a significant positive or negative impact or create unequal outcomes?

Significant Positive Impact:

The proposal is a way to invest in order to allow us to operate in a cheaper way, by internalizing the service.

Significant Negative Impact:

None

14. Any intentional negative impact and why it is believed that there is justification for such action (for example, on the basis of improving equal opportunities or fostering good relationships between those who share a protected characteristic and those who do not or because of objective justification or positive action

No negative impact

15. Will any of the negative impacts identified count as unlawful but unavoidable discrimination (e.g. reduction of funding)?

No

Please note the reason for saying so and the justification for continuing

No negative impact

16. What other measures or changes could be included in order to strengthen or change the policy/practice to demonstrate that due attention has been given to the promotion of equal opportunities; helping to eradicate unlawful discrimination, harassment or persecution and foster good relationships and wider community cohesion; as addressed in the General Duty of the Equality Act 2010?

That is not considered necessary.

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

That is not considered necessary.

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 not to treat the Welsh language less favourably than English in accordance with the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

That is not considered necessary.

19. Is there enough information to form a balanced view and move forward?

Yes

STEP 5 - Decide to Go Ahead

**20. Given the information gathered at Steps 1-4, is it possible to proceed with the policy or practice, and if so, on what basis?
Choice of:**

Continue the policy or practice in its current form

PHASE 6 - Actions and Arrangements for Monitoring Results and Reviewing Data

The IIA process is an ongoing one and does not end when the policy/practice and the IIA have been agreed and implemented. There is a specific legal duty to monitor the impact of the policies/practices on equality on an ongoing basis to identify whether the outcomes have changed since you introduced or modified this new policy or practice. If you do not have the relevant data, you should be taking action to correct this in your action plan. To view the EHRC's guidance on data collection you can review their [Measurement Framework](#)

21. What actions identified in Steps 1-5 or any additional data collection work will assist in monitoring the policy/practice when implemented:

Operation	Dates	Timeline	Skip to content _ Skip to footer	Add to Service Plan
Reviewing the value for money of the scheme	3/31/2027 12:00:00 AM	Annually	Head of Finance	No

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

Monitoring and Review Arrangements (including where the results will be recorded)	Timetable and Frequency	Skip to content _ Skip to footer	Skip to content _ Skip to footer
Reviewing value for money	Annually	Head of Finance	No

