

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 to
 - 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.

Review of day care provision

Awdur: Sian Edith Jones

Job Title: Assistant Head

Date: July 8, 2026

Version: v2

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

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

- New or revised policies, practices or procedures (involving a change in service provision or employment practices)
- Service review or reorganisation proposals that affect the community and/or staff, e.g. early years provision, care, education
- Decisions affecting service users, employees or the wider community including commissioning/decommissioning or reviewing services

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

In the context of the need and effort to ensure that quality services are offered across the county, a review of day care provision and consideration of the appropriate model for the future will be undertaken. The recommendations currently include broadening provisions to be much wider than traditional day care and instead, introducing a menu of community offers to meet the diverse needs of the population.

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

Service recipients and their families/carers

Potential service users

Organisations or groups representing older people

Elected members

Health Service

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
An engagement exercise with over 200 potential service users as part of developing a report into future accommodation needs	2026	As part of the work, we asked for information about what potential service users wish to see in order to support them to live independently and age well. There were a number of comments about the need for broad community offerings.
Social Work teams regularly discuss what is important to service users when reviewing and assessing	Continuous	Feedback varies with some preferring traditional day care and others preferring various community offerings

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	Not identified	No effect known
Disability	We know that many people who use our services have disabilities including mobility difficulties, sensory disabilities, conditions such as dementia, mental health conditions, other long-term health conditions. In addition there are a number of carers involved with the individuals who come into contact with our day services.	Given the wide range of needs, it is noted that the developments in terms of available community offers and the emphasis on expanding these types of offers have a potentially very positive impact on individuals with disabilities and their carers. Instead of a traditional model of day care as previously existed, there are now activities and opportunities available that promote independence and emphasise social participation. This will encourage more individuals with disabilities and their carers to use services to support them in their communities and encourage supporting across the community. It will mean that there will be more provision and more diversity of provision which will lead to more varying needs being able to be met.
Gender	Our services provide support for men and women alike.	By offering more options, it is believed that the new developments have the potential to have a positive impact on men and women as there are more diverse provisions to meet more needs. In addition, some of the community proposals may target men or women specifically, which further increases the opportunities for them to participate and provides opportunities for

		individuals who may be more likely to participate in a same-sex group.
Age	The majority of people who use these services are over the age of 55, but younger people may also want the same opportunities – e.g. people with physical disabilities or people with early dementia.	Ultimately, it is believed that the developments will have a very positive impact on people over the age of 55 by providing many more options and offers tailored to their needs. The new model will also emphasise retaining independence and encouraging social participation and therefore have a positive impact on individuals by supporting them to live the life they want and reducing isolation and reliance on statutory services too early. Consistent monitoring will be required to ensure that the provision of community support and offers has a positive impact on age groups under the age of 55.
Religion and belief	None identified	No effect known
Sexual Orientation	No data recognised	No effect known
Gender reassignment	No data recognised	No effect known
Marriage and Civil Partnership	No data recognised	No effect known
Pregnancy and Maternity	No data recognised	No effect known
The Welsh Language	We know that many individuals who use our services are Welsh speakers, particularly in some areas. The community proposals offer provisions in Welsh.	The new community developments will increase the opportunities to use the Welsh language by ensuring that more options of activities and sessions are available locally within communities. The situation will need to be monitored to ensure this is consistent across the county.
Socio-Economic Considerations	Community offers are widely available across the county, with work taking place to focus on areas where there is no community hub.	Historically, traditional day centers were located in specific locations across the county. Through the new developments, the community offerings available are

	Costs for attending sessions are kept as low as possible.	much wider than the previous provision. As a result, more services will be available locally within communities with less need to travel in order to be able to participate. In addition, work is underway to look at transport across communities and so it is hoped that this will improve access to these services. The developments are therefore expected to have a positive impact. Charging Policy means that we may charge for day provisions, and this could have a negative impact on individuals who wish to participate.
Those who serve or have served in the armed forces, together with their families	Not identified	Not identified
Human Rights	Not identified	None identified
Other	N/A	N/A

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

We are not aware of any obvious gaps in relation to the provisions in question.

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

The Department has recently revised its Charging Policy which gives the Council the right to charge for more support services in the community. This could affect individuals' ability to use the full range of propositions they would like to use. However, there is a procedure in place to offer financial assessments to individuals in order to determine how much they can contribute to their care and this is considered to significantly reduce the negative impact in relation to the most vulnerable groups.

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?

Overall, the whole essence of the proposal is to offer more opportunities for individuals to use the provisions, and to ensure that those provisions are more open, flexible and community-based. It very naturally helps to eliminate discrimination between the provisions available within different areas and for different groups, and in its nature fosters good relationships between different groups by encouraging communities to maintain the provision locally.

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)

By ensuring that offers are available at a more local level, we hope the new model will ensure more consistency in provision across the county, including in more rural areas. In addition, as part of the work there is a lot of consideration for community transport developments. Facilitating transportation and access in this way would reduce the disparity from a geographical perspective across the county.

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?

The language needs of individuals across the county are fully considered when offering provisions and the new community offerings contribute significantly to the ability to participate locally within communities – and that being in the Welsh language by increasing the opportunities for them to use the language socially.

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?

Content - Social workers are consistently discussing with individuals regarding what is important to them, and the information shared supports the need for a range of community proposals to try and ensure that provisions meet the needs of as many people as possible. We have also considered the comments of organisations representing the older population.

Collaboration - We collaborate widely on all aspects of this work with Health, the third sector, hubs and community enterprises.

Prevent - The whole purpose of this review is to improve the way we are able to support individuals within their communities. This means providing more than just 'traditional' day care – and ensuring that offers are available for people who do not yet need a needs assessment. Supporting individuals to stay fit and socialise leads to a number of benefits including reducing isolation and supporting people to stay independent and safe.

For example, Gwynedd's Dementia Actif classes include light exercises aimed at improving balance, strength and coordination – all while having fun. There is also time in each session to chat, reminisce and get peer support over a cup of tea – bringing significant benefits to individuals with dementia and their carers too. Long Term - The Clean Slate Report highlights the significant progress facing the department in supporting individuals over 65 with different future needs. It states that there will be a 77% increase in the 80+ population in Gwynedd by 2047. There will also be an increase in demand for services to support individuals, families and their carers, and changing our models of support is being outlined as essential to enable us to continue to deliver services into the future.

Integration - We are in discussions with the Health Service and the third sector to ensure that the new model supports their work, enriches the offerings they have and that, together, we offer a range of provision that is appropriate for the various needs of Gwynedd residents.

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)?

In partnership with other organisations.

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:

Since the first version of the equality impact assessment focusing on day care provision in certain areas only, we have consistently worked with community hubs to support them in creating offerings that reflect the needs of their area. The equality and language considerations in its wider sense are being considered as part of this work and the Council will support community partners in this regard.

STEP 4 - Dealing with Negative or Unlawful Impact and Strengthening the Policy or Practice**I3. In considering proportionality, does the policy or practice cause a significant positive or negative impact or create unequal outcomes?****Significant Positive Impact:**

The new provisions offer more choice to the people of Gwynedd and their families and carers. As a result, we believe that the developments will have a very positive impact on individuals across Gwynedd, particularly in terms of their ability to participate in society and to receive support to enable them to live independently for as long as possible.

Significant Negative Impact:

No significant negative impact has been identified.

I4. 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 effects have been identified.

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

N/A

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?

No negative effects have been identified.

However, it is recognised that continued engagement is crucial whilst developing this work further and we will work to identify if the offerings meet the need and if there are any gaps in that regard. These offerings will be dynamic and constantly evolving.

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?

x

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?

x

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?

Continue the policy or practice in its current form

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

The AEC process is an ongoing one and does not end when the policy/practice and the AEC 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	Lead Responsibility	Add to Service Plan
Continue to review provision and work towards ensuring that any gaps in provision are reduced across the county	Ongoing	Ongoing	Sian Edith Jones	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	Lead Responsibility	Add to Service plan
Undertake engagement exercises over time to gather the views of users and potential users on the new offerings	To be agreed	Sian Edith Jones	No
Ensure that What's Important conversations are continued by the social workers so that we can receive feedback about individual needs and whether we are meeting them	Ongoing	Sian Edith Jones	No