

Composite Impact Assessment

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

- **Equality Act 2010.** The Act places a duty on public organisations to give due attention to the impact of any new (or amended) policy, procedure or plan, etc. on persons with protected characteristics. We are required to
 - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
 - promote 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 policy or procedure (or the creation of a new policy or procedure), will have on persons 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 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 favourably 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.

Compact: Cyngor Gwynedd and Third Sector Collaboration Agreement

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

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

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

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

The aim of the Compact is to provide a clear and up-to-date framework for the relationship between Cyngor Gwynedd and the Third Sector, establishing common principles for collaboration, communication, co-planning and co-production. Its objective is to strengthen the relationship

between the two partners, promote greater consistency across the Council's services, and ensure that the voice and contribution of the Third Sector is taken into account at an early stage in the development of services and schemes.

The proposed outcome is a more open, effective and strategic relationship between the Council and the Third Sector, creating the conditions for better collaboration for the benefit of the residents and communities of Gwynedd. The Compact will also provide a basis for continued engagement between the Council, Mantell Gwynedd and Third Sector organisations in developing future priorities and collaborative working opportunities.

While the Compact does not introduce a significant change to the nature of the collaboration that is already taking place between Cyngor Gwynedd and the Third Sector, it does update and strengthen the existing framework by setting out more clearly the principles, expectations and commitments that underpin that relationship.

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

The main stakeholders are Mantell Gwynedd as the umbrella body for the Third Sector in Gwynedd, along with the wide range of voluntary, charitable, community and social enterprise organisations operating across the county. Many of these organisations work directly with the most vulnerable or disadvantaged people and communities, including older people, disabled people, carers, people with mental health problems, people on low incomes, children and families, and groups that share protected characteristics under the Equality Act.

The Compact has been developed in partnership with Mantell Gwynedd and in consultation with Third Sector organisations.

STEP 2 - Engagement Data and Impact Assessment

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

Yes

Details of the engagement. Note any consultation or engagement you have conducted or intend to conduct.

Action	Dates	Information
Public Consultation	October 2025	The Compact has been developed with Mantell Gwynedd and the Third Sector. A 6-week public consultation and questionnaire was held in October/November 2025, along with a discussion with the Gwynedd Third Sector Network to gather feedback on the draft.

5. What information is available about the impact on each of the following characteristics and subjects?

	Evidence, Information and Relevant Data	Potential Positive and/or Negative Impact
Race	N/A	The Compact is unlikely to have a direct impact on the basis of race. However, many Third Sector organisations work with diverse communities and individuals who face barriers or inequalities. Strengthening the relationship between the Council and the Third Sector is likely to support more equal access to services and opportunities for people of all ethnic backgrounds. No specific concerns were raised about a negative impact on the basis of race during the engagement and consultation process.

Disability	N/A	A significant number of Third Sector organisations provide services and support to disabled people, including people with physical disabilities, learning disabilities, mental health conditions and long-term conditions. While the Compact does not directly change service delivery arrangements, it is expected that strengthening the relationship between the Council and the Third Sector will support better collaboration and access to support for disabled people. No specific negative impacts were identified during the engagement process.
Gender	N/A	The Compact is unlikely to have a direct impact on the basis of gender. However, many Third Sector organisations provide services and support targeted at women, men and people with specific characteristics or needs. It is expected that strengthening the relationship between the Council and the Third Sector will support access to services and opportunities for people of all genders. No specific concerns were raised about gender-based negative impacts during the engagement process.
Age	N/A	Many Third Sector organisations provide services and support to people across all age groups, including children and young people, people of working age and older people. It is expected that the Compact will support better collaboration between the Council and the sector, helping to maintain and develop services that respond to the needs of people of all ages. No specific age-based negative effects were identified during the engagement and consultation process.

Religion and Belief	N/A	The Compact is not likely to have a direct impact on the basis of religion or belief. However, some Third Sector organisations work specifically with faith communities or individuals from diverse religious backgrounds, while others provide inclusive services to the whole community. It is expected that the Compact will support better collaboration and equitable access to services for people of all religions, beliefs or those who do not have a religious belief. No specific negative impacts were identified during the engagement and consultation process.
Sexual Orientation	N/A	The Compact is unlikely to have a direct impact on the basis of sexual orientation. However, the Third Sector includes organisations that support LGBT+ individuals and communities and others who may face inequalities or barriers in accessing services. It is expected that strengthening the relationship between the Council and the Third Sector will support equitable and inclusive access to services for people of all sexual orientations. No specific negative impacts were identified during the engagement and consultation process.**
Gender reassignment	N/A	The Compact is not likely to have a direct impact on people who reassign gender. However, the Third Sector includes organisations that provide support to transgender individuals and people exploring their gender identity. It is expected that strengthening the relationship between the Council and the Third Sector will support equitable and inclusive access to

		services for all, regardless of their gender identity. No specific negative impacts were identified during the engagement and consultation process.
Marriage and Civil Partnership	N/A	The Compact is not likely to have a direct impact on the basis of marital status or civil partnership. The principles set out in the Compact apply equally to everyone and are intended to support better collaboration between the Council and the Third Sector for the benefit of the residents and communities of Gwynedd. No specific negative impacts on people who are married or in a civil partnership were identified during the engagement and consultation process.
Pregnancy and Maternity	N/A	The Compact is unlikely to have a direct impact on the basis of pregnancy and maternity. However, many Third Sector organisations provide support and services to parents, families, new mothers and people during pregnancy. It is expected that strengthening the relationship between the Council and the Third Sector will support access to appropriate support and services for these groups. No specific negative impacts were identified during the engagement and consultation process.
The Welsh Language	N/A	The Third Sector plays a vital role in providing services, activities and support through the medium of Welsh across Gwynedd. Many organisations in the sector offer Welsh language services that are rooted in their communities and make an important contribution to maintaining and promoting the Welsh

		language as a living language. It is expected that the Compact will strengthen the relationship between the Council and the Third Sector and support further opportunities to provide quality services through the medium of Welsh. No negative impacts on the Welsh language were identified during the engagement and consultation process.
Socio-economic Considerations	N/A	The Third Sector plays a key role in supporting individuals, families and communities facing poverty, social exclusion and socio-economic disadvantage. Due to their strong presence in local communities, organisations in the sector are often among the first to see the impact of challenges such as rising costs of living, loneliness, unemployment and lack of access to services. It is expected that the Compact will strengthen the relationship between the Council and the Third Sector, supporting collaboration to better respond to the needs of the most deprived and vulnerable people and communities in Gwynedd. No specific negative impacts were identified during the engagement and consultation process.
Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families	N/A	The Compact is unlikely to have a direct impact on this group. It is expected that the Compact will strengthen collaboration between the Council and the Third Sector, supporting access to appropriate support and services for this group. No specific negative impacts were identified during the engagement and consultation process.

Human Rights	N/A	The Compact supports human rights principles by promoting collaboration between the Council and the Third Sector to support the well-being, dignity, inclusion and participation of individuals and communities. Many Third Sector organisations work directly with people who face disadvantage, discrimination or social exclusion, helping to ensure that their voices are heard and that they have access to appropriate support and services. The Compact is unlikely to have any negative impact on human rights and is likely to support and strengthen these principles by encouraging partnership working for the benefit of Gwynedd residents.
Other	N/A	N/A

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

No significant data or information gaps have been identified at this time. As the Compact sets out principles for collaboration rather than directly changing services, it is not expected to have different effects on specific groups. However, the Council will continue to engage with Mantell Gwynedd and Third Sector organisations to understand any issues or impacts that arise in the implementation of the Compact and develop future working arrangements.

7. When considering other key decisions that affect these groups, is there an increasing impact (cumulative impact)?

The Compact itself does not introduce direct changes to services or provision arrangements, and therefore no specific negative cumulative effects on the groups listed above have been identified. Rather, it is expected to support and strengthen collaboration arrangements between the Council and the Third Sector. As many Third Sector organisations work with people who face socio-economic disadvantage, inequalities or

barriers to accessing services, the Compact has the potential to contribute positively to wider objectives and decisions that seek to improve outcomes for these groups.

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

The Compact has been developed in partnership with Mantell Gwynedd and Third Sector organisations, including a public consultation period to gather diverse perspectives and experiences. By setting clear principles for collaboration, communication and co-production, the Compact supports a more open and inclusive relationship between the Council and organisations working with people of all backgrounds and protected characteristics.

Many Third Sector organisations provide services and support to individuals and communities who are at risk of experiencing inequality, discrimination or social exclusion. As a result, the Compact is expected to support the promotion of equal opportunities, strengthen access to support and services, and foster positive relationships between different groups within Gwynedd's communities. No negative impacts on these equality goals were identified during the engagement and consultation process.

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 inequality gaps, rather than just improving outcomes for everyone.)

The Compact supports the need to tackle socio-economic inequality by strengthening the relationship between the Council and the Third Sector, which often work directly with people and communities experiencing poverty, social exclusion and disadvantage. The sector plays an important role in providing support, services and advocacy to the most vulnerable, and has an in-depth understanding of the challenges facing those communities.

By promoting greater collaboration, communication and co-planning between the Council and the Third Sector, the Compact seeks to ensure that the needs of people who are socio-economically disadvantaged are better considered in the development of services and priorities. While the Compact does not directly introduce new services or change provision arrangements, it does provide a framework to support action that helps reduce inequalities and improve outcomes for the communities most in need.

10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure that 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 and Policy 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?

The Compact recognises the vital role that the Third Sector plays in promoting and supporting the Welsh language in Gwynedd. Many organisations in the sector provide services, activities and support through the medium of Welsh and make an important contribution to sustaining Welsh-speaking communities.

The principles set out in the Compact support close collaboration between the Council and the Third Sector in a way that is consistent with the Welsh Language Standards and with the Council's Language Strategy. By strengthening this relationship, it is intended to take advantage of opportunities to promote the Welsh language, support Welsh-language services, and increase opportunities for people to use the Welsh language in their communities. There is no element of the proposal that treats the Welsh language less favourably than English, and no negative impacts on the Welsh language have been identified during the engagement and consultation process.

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?

Contents:

· The Compact has been developed in partnership with Mantell Gwynedd, Third Sector organisations and Council departments, with a public engagement period giving stakeholders the opportunity to contribute to the content.

Collaboration:

· The main purpose of the Compact is to strengthen working arrangements between the Council and the Third Sector.

Prevention:

· By strengthening communication, collaboration and mutual understanding between partners, it is intended to reduce the risk of inconsistency and lack of coordination in the future.

Long term:

· The Compact establishes long-term principles for working with the Third Sector at a time of financial pressure and increasing demand for services.

Integration:

· The Compact supports cross-departmental and partnership working, recognising the contribution of the Third Sector to achieving wider well-being objectives across public services and organisations.

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

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:

The Compact is not a formal legal agreement and does not create new contractual obligations. Rather, it sets principles and expectations for the relationship between the Council and the Third Sector, including in areas such as commissioning, procurement and collaboration. The Procurement Service has been involved in the development of the Compact to ensure that the document reflects good practice and lays an appropriate foundation for future partnership, commissioning and procurement arrangements.

In implementing the Compact and any associated partnership arrangements, Cyngor Gwynedd will continue to ensure that the requirements of the General Equality Duty, Human Rights, Welsh Language Standards and the Socio-Economic Duty are taken into account as part of decision-making, commissioning and procurement processes.

Partnership:

In implementing the Compact and any associated partnership arrangements, Cyngor Gwynedd will continue to ensure that the requirements of the General Equality Duty, Human Rights, Welsh Language Standards and the Socio-Economic Duty are taken into account as part of decision-making, commissioning and procurement processes.

This will include carrying out relevant impact assessments where necessary, ensuring that partners are aware of their statutory responsibilities, promoting equal access to services, supporting opportunities to use the Welsh language, and considering the impact of decisions on people and communities facing socio-economic disadvantage. The Council will also work closely with Mantell Gwynedd and Third Sector organisations to ensure that appropriate consideration is given to these issues when developing future services and activities.

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

I3. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create unequal outcomes?

Significant Positive Impact:

Considering proportionality, the Compact is not anticipated to cause any significant negative impact or create disproportionate outcomes for any particular group. As the Compact does not change services or introduce new criteria for access to services, its main purpose is to establish principles for collaboration between the Council and the Third Sector.

The Compact is expected to have an overall positive impact by strengthening the relationship between the Council and Third Sector organisations, many of which work with people and communities facing disadvantage, inequalities or barriers to accessing support and services.

No significant negative effects were identified. However, if the principles of the Compact were not consistently implemented across the Council or appropriate engagement arrangements with the Third Sector were not maintained, this could limit opportunities for effective collaboration and to take full advantage of the knowledge and expertise of community organisations. It is intended to mitigate this risk by conducting regular engagement arrangements with Mantell Gwynedd and the Third Sector.

Significant Negative Impact:

None

14. Any intentional negative impact and why it is believed that there is justification for operating in this way should be explained (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 or due to an objective justification or positive action)

No deliberate or unlawful negative impacts resulting from the Compact were identified. The Compact sets out principles for collaboration between the Council and the Third Sector and has been developed in partnership with Mantell Gwynedd and has been subject to public engagement.

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

None

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?

a) Help to eradicate unlawful discrimination, harassment or persecution

- Ensure that Third Sector engagement arrangements include a wide range of organisations representing groups with protected characteristics.
- Promote awareness of equality, human rights and inclusion in the development of future partnership work.

b) Promote equal opportunities

- Ensure that organisations of different sizes and backgrounds have equal opportunities to contribute to the discussions and priorities of the Third Sector Liaison Group.
- Continue to consider the needs of disadvantaged people and communities when developing future collaboration and service arrangements.

c) Foster good relationships between different groups

- Develop engagement arrangements that encourage the sharing of experience, knowledge and good practice between different parts of the Third Sector and the Council.

Continue to work closely with Mantell Gwynedd to ensure that a wide range of community voices and perspectives are included in discussions and partnership work.

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?

As many Third Sector organisations work directly with people and communities facing socio-economic disadvantage, the functioning of the Compact could be further strengthened by ensuring that the engagement and collaboration arrangements include the voices of those groups and communities. Regular sharing of knowledge and understanding about the challenges faced by people in poverty or socio-economically disadvantaged could also be encouraged to inform future priorities for joint work.

The Third Sector Liaison Group will also provide an opportunity to discuss issues affecting disadvantaged communities and identify opportunities for the Council and the Third Sector to work together to respond to those challenges.

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?

The implementation of the Compact could be further strengthened by ensuring that the Welsh language is regularly considered within the Council's engagement and collaboration arrangements with the Third Sector. The sharing of good practice and raising awareness of the significant contribution that Third Sector organisations make to providing services, activities and support through the medium of Welsh could also be encouraged.

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

Yes

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 the policy or practice in its current form

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

The EqlA process is an ongoing one that doesn't end when the policy/practice and EqlA 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 actions 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
None	None	None	None	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 Reviewing Arrangements (including where outcomes will be recorded)	Timeframe and Frequency	Lead Responsibility	Add to the Service Plan
Monitoring: Third Sector Liaison Group	Continuous	The implementation of the Compact will be monitored through engagement arrangements with Mantell Gwynedd and the Third Sector.	No

Monitoring: Scrutiny Committee	Biennial	A review by the Care Scrutiny Committee in two years' time is also welcomed to assess its effectiveness and identify any further improvements.	No
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