

Impact Assessment

Background

This document assesses the impact that a policy, procedure, plan, etc. will have on the county's population and operates under a number of legislative requirements, including:

- **Equality Act 2010:** Requires public bodies to consider the impact of policies and decisions on people with protected characteristics.
- **Socio-economic Duty:** Requires consideration of socio-economic disadvantage in strategic decision-making.
- **Welsh Language Standards (Welsh Language (Wales) Measure 2011):** Requires consideration of the impact on opportunities to use Welsh and ensures Welsh is not treated less favourably than English.
- **Well-being of Future Generations (Wales) Act 2015:** Requires implementation of the five ways of working and contribution to the seven well-being goals.
- **Armed Forces Act 2021:** Requires due regard to be given to impacts on serving and former members of the Armed Forces and their families.

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STEP 1 - Main Aims and Objectives

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

- Service review or restructuring proposals affecting the community and/or staff.
- Decisions affecting service users, employees, or the wider community, including commissioning, decommissioning, or reviewing services.

2. What are the aims, objectives and intended outcomes?

There has been depopulation in the number of children accessing the Flying Start grant programme. Therefore, there is a need to increase the number of children on the programme by adding a new area, ensuring that expected participation levels are achieved in line with Welsh Government grant requirements.

3. Who are the main stakeholder groups?

Children aged 0-4 and their families.

STEP 2 - Engagement Data and Impact Assessment

4. Has engagement taken place?

No.

It has not been possible to engage with families because the proposal follows Welsh Government grant guidance.

5. Evidence and Potential Impacts

Characteristic	Evidence	Potential Impact
Race	Higher proportion of Welsh-origin residents in the area. Open access for all families regardless of ethnicity.	Positive impact through improved child development and access to services.
Disability	High number of children with ALN (Additional Learning Needs).	Positive impact through greater access to local intensive services.
Sex	High number of single-parent families, mostly female-headed households.	Positive impact through childcare provision enabling parents to work or undertake training.
Age	Relevant to families with children under 4.	Positive impact through more local services.
Religion and Belief	No evidence identified.	No impact identified.
Sexual Orientation	No evidence identified.	No impact identified.
Gender Reassignment	No evidence identified.	No impact identified.
Marriage and Civil Partnership	No evidence identified.	No impact identified.
Pregnancy and Maternity	Opportunity to work with pregnant mothers earlier.	Positive impact through intensive local services.
Welsh Language	High proportion of Welsh-speaking households in Pwllheli. Services provided bilingually.	Positive impact through Welsh-medium childcare and bilingual staffing.

Socio-economic Factors	Area selected using health and deprivation data.	Positive impact on reducing child poverty outcomes.
Armed Forces Community	No evidence identified.	No impact identified.
Human Rights	Children's rights are central.	Positive impact.
Other	Not applicable.	Not applicable.

6. Data Gaps

Further detailed analysis of:

- Health data
- Numbers of children with ALN
- Child poverty data

7. Cumulative Impact

Not applicable.

8. Public Sector Equality Duty

The proposal aims to improve outcomes for pre-school children in a disadvantaged area, helping reduce inequalities and promote equal opportunities. Family support groups will be open to all families.

9. Socio-economic Duty

The grant programme is designed to improve outcomes relating to child poverty and provide children with the best possible start in life, reducing inequalities and socio-economic disadvantage.

10. Welsh Language Standards

- Promotion of Welsh throughout the programme.
- Commissioning bilingual childcare settings.
- Providing support through bilingual staff.

11. Well-being of Future Generations Act

The proposal contributes to:

- A More Equal Wales
- A Healthier Wales
- Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language

The Flying Start programme supports the five ways of working:

- **Long-term**
- **Prevention**
- **Integration**
- **Collaboration**
- **Involvement**

STEP 3 - Procurement and Partnerships

I2. Will the policy be delivered through contractors or partnerships?

Yes.

Procurement

Approved Gwynedd Council Childcare Framework, including assessment of Welsh language provision and Care Inspectorate Wales requirements.

Partnerships

- Betsi Cadwaladr University Health Board
- Service Level Agreements covering Health Visitors and Speech and Language Therapy services.

STEP 4 - Addressing Negative Impacts

I3. Significant Positive Impacts

More families in disadvantaged areas of Gwynedd will receive early years services.

Significant Negative Impacts

The service cannot be available across all areas of Gwynedd because it must comply with Welsh Government grant conditions, including child participation targets and funding levels.

I4. Justification for Any Negative Impact

As childcare provision has been expanded by Welsh Government, more children outside Flying Start areas will receive childcare services. Assessment identified Pwllheli as the area meeting the required criteria. All children within the relevant Pwllheli LSOAs will have equal access.

I5. Does this amount to unavoidable unlawful discrimination?

No.

Due to falling numbers within the Flying Start programme, participation must increase to make best use of grant funding. The Welsh Government requires local authorities to remain above the permitted participation threshold.

I6. Measures to Strengthen Equality

- Extend Flying Start to Pwllheli.
- Expand Welsh Government-funded childcare simultaneously.
- Ensure full access for eligible families with children under four.
- Provide local, bilingual services.
- Place families at the centre of planning and support.

I7. Measures to Reduce Socio-economic Inequality

Data analysis identified Pwllheli as the area with the greatest need for the service.

I8. Measures to Support Welsh Language Use

Delivery will continue in accordance with Welsh Government grant conditions and guidance.

I9. Is there sufficient information to proceed?

Yes.

STEP 5 - Decision

20. Recommended Action

Continue with the policy/practice in its current form.

STEP 6 - Monitoring and Review

21. Actions for Monitoring

Action	Date	Timescale	Lead Responsibility	Add to Service Plan
Collect more data from additional families	January 2027	Six-monthly	Business Officer	No

22. Monitoring Arrangements

Monitoring and Review Arrangements	Timescale	Lead Responsibility	Add to Service Plan
Monitoring in line with Welsh Government requirements	Six-monthly	Business Officer	No