

Appendix B

Composite Equality 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, plan etc (or in adapting them) on people with protected characteristics. We are required to
 - eliminate 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 relevant change (i.e. which has an impact on people with a protected characteristic).

- **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 the Welsh language 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 have due regard to the impact of this proposal on those serving or having served in the Armed Forces, along with their families.

Highway Maintenance Service - Re-laying of road lines

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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?

- New or revised policies, practices or procedures (involving a change in service provision or employment practices)

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

Looking at how a highway maintenance service provides the installation and re-installation of lines/markings on our roads. At present any major works that require a bespoke machine to complete the work will be provided by external contractors. This can create some barrier to

the service as there are only two companies providing this type of service to North Wales, so there is naturally competition for them. This can cause work programmes to slip or for safety defect targets to be missed.

The intention is therefore to create a business plan and apply for investment money to save in order to be able to purchase a bespoke machine and provide training to the workforce.

Objectives

- Reducing reliance on external contractors will give us more control over the completion of our work programmes
- Reduce the risk of 3rd party insurance claims
- Reduce complaints from the public
- Developing the skills of our workforce
- Attract income by offering the new service to neighbouring Local Authorities and the Trunk Road Agency

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

- Service staff
- Unions
- Elected Members
- The Public
- Trunk Road Agency
- Nearby Local Authorities

STEP 2 - Engagement Data and Impact Assessment

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

Somewhat

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

Operation	Dates	Carmarthenshire
Receiving complaints about road markings from the public such as faded lines	Ongoing	Complaints will be addressed by the relevant Road Inspector and given appropriate attention

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	None identified	None identified
Disability	Clear road markings maintained in accordance with national standards contribute to improving road safety for all	Positive impact

	users, including people with physical, sensory and cognitive disabilities.	• Clear and well-maintained road markings improve safety for all road users, including disabled people who walk, cycle or drive. • Obvious crossing markings can help people with mobility impairments by clearly identifying safe crossing points. • Consistent and easy-to-understand road markings can assist people with learning disabilities, autism or cognitive impairments by making routes easier to follow. • Clear lane markings and road edges can help drivers with certain disabilities by improving road clarity.
Gender	None identified	None identified
Age	Clear, well-maintained and maintained road markings contribute to the safety of all age groups. They could be of particular benefit to children, young people learning to use the road network independently, and older people who may need more time or reassurance when crossing roads or navigating the traffic environment.	Positive impact Clear road markings will help improve safety and accessibility for children, young people, adults and older people alike, without putting any age group at a disadvantage.
Religion and belief	None identified	None identified
Sexual Orientation	None identified	None identified

Gender reassignment	None identified	None identified
Marriage and Civil Partnership	None identified	None identified
Pregnancy and Maternity	Clear and well-maintained road markings contribute to improving safety for all road users, including pregnant women and parents or carers travelling with prams, pushchairs or young children. Obvious crossings and road markings can help improve confidence and safety when crossing roads, especially for those who may move slower due to pregnancy or toddler responsibilities.	Positive Impact Clear and visible road markings will help improve safety and facilitate travel for parents and carers who use prams or travel with young children.
Skip to content _ Skip to footer	None identified	None identified
Socio-Economic Considerations	Clear and well-maintained road markings contribute to a safer and more efficient transport network, benefiting residents, businesses and visitors alike. There is no evidence to suggest that the proposal will have a disproportionately negative impact on individuals or communities facing socio-economic disadvantage. Rather, improvements to road safety and traffic organisation can help people access employment, education, public services and community facilities more safely.	Positive impact Clear road markings will contribute to improved safety and accessibility for all road users, without creating additional barriers for individuals or communities experiencing socio-economic disadvantage.

	Any temporary disruption during the works will be minimised through proper traffic management and planning.	
Those who serve or have served in the armed forces, together with their families	None identified	None identified
Skip to footer	None identified	None identified
Other	None identified	None identified

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

None identified

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

None identified

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 relations and wider community cohesion) as covered by the three aims of the General Duty in the Equality Act 2010?

The scheme fully complies with public sector equality duties, promotes equal opportunities, and fosters positive relationships between different groups of consumers and the wider community.

The scheme complies with equality duties because it provides equal access for all.

Through ongoing engagement with stakeholders and including their needs in the plan, the plan promotes equal opportunities and fosters positive relationships between different groups.

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 is about closing inequality gaps rather than just improving outcomes for all)

None identified

10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 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 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 proposal is not expected to have an adverse impact on the Welsh language or on opportunities for people to use Welsh. Road markings are a standard element of the highway network and contribute to safety and clarity for all road users.

Where any words or messages are used on the road, they will comply with the Welsh Language Standards and the Council's policies in relation to the Welsh language, ensuring that the Welsh language is treated no less favourably than English.

There is no evidence to suggest that the proposal will reduce opportunities to use the Welsh language or have a negative impact on Welsh speakers or Welsh-speaking communities.

I 1. 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 seven national well-being goals including creating a More Equal Wales?

The plan complements the seven national aims. It creates a more equal Wales by providing equal access to services, regardless of their physical ability, economic status or language skills.

PHASE 3 - Procurement and Partnerships

I2. Will this policy or practice be carried out wholly or partly 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:

Not applicable at this time

Partnership:

Not applicable at this time

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 significant positive or negative impact or create unequal outcomes?

Significant Positive Impact:

There is an opportunity here to develop the skills of our staff which will enable us to offer a better service to the residents of Gwynedd. There is also an opportunity to generate income by offering the service to neighbouring Local Authorities and the Trunk Road Agency.

Significant Negative Impact:

No evidence of a significant negative impact has been demonstrated as a result of the policy or practice. The scheme supports equal opportunities, accessible access and community inclusion, ensuring that different groups can access the same services, minimising any impact of socio-economic disadvantage and promoting equality and a more inclusive community. The impact of the scheme is considered to be inclusive and positive, without creating unequal outcomes on any group of users.

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 because of objective justification or positive action)

Not applicable

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

Not applicable

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 promote equal opportunities; to help eliminate unlawful discrimination, harassment or victimisation and to foster good relationships and wider community cohesion; as addressed in the General Duty of the Equality Act 2010?

Nothing identified at this point

17. 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 reduce unequal outcomes as a result of socio-economic disadvantage?

None identified

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?

None identified

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, 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 EqlA process is an ongoing one and does not end when the policy/practice and the EqlA 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
Consideration of impact assessment	Ongoing	Ongoing	Nia Vaughan	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
Creating a measure in our Performance Management and Support arrangements	Quarterly	Nia Vaughan	Yes